



RECOVERY-ORIENTED CARE & SERVICES

復元為本
服務與關顧

INDIVIDUALIZED 個人化

復元
元素

每位康復者都有他們獨特的優勢和抗逆力，也有不同的個人希望、需要、喜好及經驗，所以每位康復者的復元旅程都是獨一無二的。康復者的復元計劃應因應其獨特性、長處及能力而設計。

Pathways to recovery are multiple in respect of the unique strengths and resiliencies of each and every PIR as well as their hopes, needs, preferences and experiences. Recovery program for individual PIR is distinctive corresponding to their uniqueness, strengths and capability.



住宿服務

截至2014年3月31日，本會的住宿服務，包括11間過渡期宿舍、2間長期護理院、2間中度智障人士宿舍及5間輔助宿舍為合共1,127名具不同能力的康復者提供服務。本會採用多元化的手法推動復元、改善康復者的生活質素、鼓勵積極參與、促進融入社區。儘管康復者的年齡和能力均呈現兩極化的現象，本會為他們的不同需要設計合適的康復訓練，並且因應年長康復者的需要改善宿舍環境及設施等。此外，我們亦與其他義工團體合作，同時發展適合年青康復者的服務，以擴闊他們的視野、讓他們盡展所能並且提升其抗逆能力。

職員退修日

為讓同工承傳優良的傳統、加強動力及推動未來的發展，我們於烏溪沙青年新村舉辦了兩天以「承傳、發展」為主題的職員退修日，共有155名職員參加。整體而言，是次退修日提供了一個良好機會，讓職員深入了解住宿服務所面對的新挑戰和機遇、更緊密與不同單位的職員連繫，並一同分享工作上的困難與得著，以及認同彼此付出的努力。此外，這項活動也讓職員反思服務的核心價值，學習其他單位的優良措施，並明白時間管理及安排工作優次的重要性。整個活動著重凝聚共識及建立承擔，而部份有關未來服務方向的寶貴意見將納入住宿服務計劃中。



住宿服務退修日
Retreat Camp of Residential Services

殘疾人士院舍牌照

思悅園於2013年5月成為本會第一間獲發殘疾人士院舍牌照的住宿單位，而其餘18間住宿服務單位的豁免證明書的有效日期將

RESIDENTIAL SERVICES

Residential services including 11 halfway houses, 2 long stay care homes, 2 hostels for the moderately mentally handicapped and 5 supported hostels of the Association had served 1,127 PIRs of different functioning levels as at 31 March 2014. Diversified approaches were adopted to promote their recovery, improve their quality of life, foster their participation and facilitate their re-integration in the community. Despite polarization of age and functioning level of PIRs, efforts were undertaken to meet their different needs including tailor made rehabilitative training, enhancements in physical environment and facilities for older adults, etc. Whereas networking with other volunteer organizations and development of services for younger adults had widened PIRs' exposure, maximized their potentials and enhanced their resilience.

Staff Retreat Days

To pass on the fine tradition, re-energize the staff and give impetus to future development, 2 staff retreat days were organized at Wu Kai Sha Youth Village with 155 staff participated. The theme was "Legacy and Development". On the whole, staff found that it was a good chance to deepen their understanding of the new challenges and opportunities faced by residential services and network with staff from different units. They shared their difficulties and gains, and appreciated each other's effort.

On the other hand, the activity helped the staff reflect the core values of the service, learn the good practices of other units, and know the importance of time management and priority setting in work. Emphasis was put on alignment and commitment. Some of the feedback and ideas on future service directions were valued and would be incorporated in the service plan of residential services.



退修日內討論為康復者建立理想家園的元素
Retreat Camp - Brainstorming the essential elements for making an ideal home for PIRs

Licensing of Residential Care Homes (Persons with Disabilities)

Joyous Place became the first residential unit of the Association to obtain the Licence of Residential Care Homes (Persons with Disabilities) in May 2013. On the other hand, the Certificate of Exemption of the other 18 residential units was under renewal before expiration in 2014. Since rectification works were needed before these units could apply for the Licence, Lotteries Fund had been applied for the works.

於2014年中起陸續屆滿，續期申請現已展開。由於部份單位需要完成改善工程才能申請牌照，本會已申請獎券基金撥款以進行工程。

過渡期宿舍

服務主題：「拉闊人生路」

「拉闊人生路」為過渡期宿舍本年度的主題，用意為鼓勵康復者追求充實而有意義的人生。宿舍以適切的服務和活動去推動康復者參與，並發展他們的優勢與充權；宿舍透過各種身心健康小組及活動，讓康復者建立整全的生活方式。此外，本年過渡期宿舍開始發展義工及「青年教育及支援」服務，並得到地區網絡的支持，讓康復者能更進一步融入社會。另一方面，宿舍亦已於所有單位推行個人復元計劃，並且在新翠宿舍聘用了一名朋輩支援工作員，這些都象徵著過渡期宿舍服務邁向復元為本的進展。

推動社區參與

為響應會方推動義工服務，同時鼓勵社區參與和共融，11間過渡期宿舍制定了一個為期三年的義工發展計劃，名為「共善行」。計劃初段的工作為推廣及義工招募；然後透過培訓去提升參加者對復元概念當中個人優勢及



為警察義工提供義工訓練
Training session provided for the Hong Kong Police Force



警察義工探訪新生會大樓長期護理院並派發福袋予服務使用者
Distribution of "lucky bags" to residents of New Life Building Long Stay Care Home by Halfway House residents and police volunteers

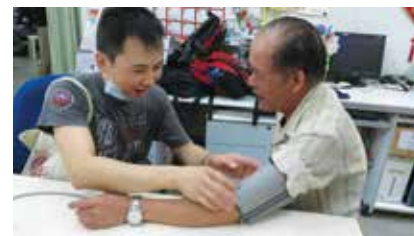
HALFWAY HOUSES

Service Theme of the Year: "Enriching Life"

To encourage PIRs to pursue an enriched and meaningful life, we had adopted "Enriching Life" as our annual service theme. Through tailor made services and programs, participation, character strengths development and empowerment of PIRs were fostered. Holistic lifestyle was cultivated consciously by a number of wellness programs and activities. Furthermore, we had moved another step closer to achieving the ultimate goals of community connection and social inclusion with the commencement of Volunteer Service and Youth Education & Support Service Project (YES) as well as the support from local network. In addition, implementation of Person-centred Care Planning in all halfway houses and the introduction of Peer Support Worker to Sun Chui Halfway House symbolized the progression in recovery-oriented practice in halfway houses.

Promote Community Participation

To echo the promotion of volunteerism in the Association and to cultivate community participation and social inclusion, 11 halfway houses initiated a 3-year plan of volunteer service development named "We-Care". The plan began with a series of promotion and recruitment. Training was then provided to residents to enhance the understanding of the principles of strengths-based and participation in recovery as well as the spirit of volunteerism as a new attitude of life. Volunteers were also equipped with knowledge and skills on basic health care which would be useful in serving



義工為葵盛工場學員提供基本健康檢查
Volunteer provided basic health check to PIRs of Kwai Shing Sheltered Workshop

「共善行」活動 "We-Care" Volunteer Program	義工人數 No. of Volunteers	受惠人數 No. of Service Recipients
「共善行」大使計劃 "WE-Care" Ambassador Program	72	98
「共善行」社區關懷計劃 "WE-Care" Community Program	68	80
「種善行」計劃 Planting DIY	137	/
義工聯歡會 Volunteer Friendship Gathering	58	/
義工嘉許禮暨同樂日 Award Presentation cum Fun Day	101	16
探訪新生會大樓長期護理院 Visit to New Life Building Long Stay Care Home	64	49



參與等元素的認識，同時也讓他們建立義工生活的新態度。經過訓練之後，他們亦能掌握一些基本健康護理的知識和技巧，對於日後的探訪老人工作非常有幫助。我們亦與不同的團體建立了聯繫，如香港警察（葵青警區）便是其中之一；截至2014年3月下旬為止，我們已招募了298名義工，當中248名為康復者，50名為警員。除了人力上的支持，香港警察更於2014年3月捐出及派發了250個「福袋」予新生會大樓長期護理院的舍友。為向義工表達謝意，我們於2014年3月29日舉行了義工嘉許禮暨同樂日，主題為「義工接力賽」。總參與時數最高的3個單位及1位義工獲頒服務大獎。康復者團隊的義務工作總時數為2,367小時，並獲社會福利署轄下的義工運動頒發「2013年服務大獎」。

青年人潛能的啟迪與發展

憑藉過往青年工作的成功經驗，過渡期宿舍將「青年教育及支援服務」(YES)進一步完善，以提供更適切的服務予年青康復者。我們獲得「黃廷方慈善基金」慷慨贊助\$10萬元作經費，於2013年6月正式推行此項服務。正向青年發展手法為服務的骨幹，同時我們強調能力、品格、信心、關愛及結連，簡稱「5C」。YES服務覆蓋五個範疇，包括互動單元、歷奇訓練、運動、體驗學習和義工服務。所有活動及項目均植根於5C的基礎之上，以協助年青康復者去重新建立自我。長遠來說，我們期望他們除了有進一步的個人發展外，同時也能為社會貢獻自己的一分力量。今年，11隊來自6間精神健康機構的籃球隊參加了本會舉辦的第三屆3人籃球賽，最後由本會的山景宿舍奪得冠軍。此外，為了提升服務和改進活動設計，我們



3人籃球賽
3-on-3 Basketball Competition

the elderly subsequently. Connections were built up with different partners and the Hong Kong Police Force (Kwai Tsing District) was one of them. As at 31 March 2014, a total of 298 volunteers had been recruited, including 248 PIRs from the Association and 50 members from Hong Kong Police Force. Apart from manpower support, the Hong Kong Police Force also donated 250 lucky bags to the residents of New Life Building Long Stay Care Home in March 2014. As a token of appreciation, a Volunteer Award Presentation Ceremony cum Fun Day with the theme "Relay in Volunteering" was held on 29 March 2014. Service Awards were presented to the top 3 participating units and individual volunteers with highest service hours. In the year, our team contributed a total of 2,367 service hours and was awarded the "Service Award 2013" under the Hong Kong Volunteer Award Scheme of the Social Welfare Department.

Engaging & Leveraging Potentials of Young Adults

Riding on the past successful experience in working with young PIRs, we refined a solid conceptual framework, Youth Education and Support Service (YES), to provide tailor-made services for young PIRs. Generously funded \$100,000 by Ng Teng Fong Charity Foundation, the service was launched in June 2013 and a project officer was mobilized for the implementation and coordination of the service. Positive youth development approach was used as the backbone of

the service and emphasis was put on 5 Cs, namely Competence, Character, Confidence, Care and Connection. YES provided a variety of services in 5 domains namely, Interactive courses, Adventure-based training, Sports, Experiential learning and Volunteer service. All programs were firmly anchored in 5 Cs to help the young PIRs establish a new self identity. In the long run, they were expected not only to have personal development but also to contribute to the society. Besides, 3-on-3 Basketball Competition was organized for the 3rd time this year. 11 teams from 6 mental health agencies joined the competition and the championship went to Shan King Halfway House of the Association. Furthermore, a survey was conducted to collect views and expectations from PIRs to enhance service provision and program design in the future. The respondents expressed that they enjoyed the activities, and more importantly, they had a better understanding of themselves and would strike for a better future.



青年教育及支援服務舉辦的陶藝工作坊
Pottery workshop organized for YES Project

進行了一次問卷調查以收集康復者的意見與期望。回應者表示享受活動之餘，更重要的是他們對自己有更加深入的了解，並且會為未來而努力。

復元為本工作的進展

正面學習經驗 - 朋輩支援工作員

為推動朋輩及復元發展，本會於2013年5月在新翠宿舍聘用了一位半職朋輩支援工作員。他的主要角色是透過小組和個別接觸，分享自身的復元經驗以支援其他正於復元路上面對起伏的康復者。於過去一年，他曾協助社工和單位職員為新翠宿舍帶領不同的復元小組如自務小組、身心健康行動計劃小組、反污名和復元101訓練等。他並以前舍友的身份與舍友分享他的自身經歷，以支持他們度過不同的過渡期，尤其是初入宿的適應期、工作轉變及準備離舍的安排。

過去一年，朋輩支援工作員的出現在不同層面均獲得相當正面的評價。首先，他成功成為職員與康復者之間的橋樑，加強了彼此的溝通與諒解；其次，透過分享自己作為過來人的經驗，使他在建立抗逆能力及推廣身心健康方面成為康復者的榜樣。此外，藉著確立有關康復者參與、充權及朋輩支援等復元為本的活動，他與團隊在宿舍內營造一個支持性的復元環境，持續取得工作進展。

個人復元計劃的實踐

建基於三個單位的先導工作，過渡期宿舍在過去一年開始在所有單位推行個人復元計劃。宿舍就此項計劃為職員提供了相關培訓與分享平台，亦安排了夥伴單位在過程中提供適切的支援。過程中，我們將重點放在康復者的自主自決、責任感、選擇與參與、希望感和個人目標方面。雖然把整份計劃向康復者及他們的家人解釋所需的時間更多，但我們鼓舞地發現，參與計劃的康復者均變得更加積極、更抱有希望，並更能堅持地追求他們的目標。

Progress in Recovery Service-orientation & Practices

Positive Learning Experience with Peer Support Worker

With a vision to promote peer development and recovery-oriented practice in the service, a half-time peer support worker (PSW) was hired at Sun Chui Halfway House (SCHH) in May 2013. The main role of the PSW was to share lived experience and to support other PIRs in facing non-linearity of the recovery journey through groups and individual contacts. In this year, the PSW co-facilitated various recovery groups with the social worker and colleagues such as self-help group, WRAP group, anti-stigma and recovery 101 training for PIRs at SCHH. Having lived in SCHH before, the PSW also shared his personal experience to support other PIRs in facing various transitions, particularly their adjustment in admission to halfway house, work transition and pre-discharge arrangement.

Positive feedback was received in different perspectives. Firstly, the PSW had successfully acted as a bridge between the staff team and PIRs to facilitate mutual understanding and communication. Furthermore, by sharing lived experience, the PSW had become a role model to other PIRs in promoting resilience and wellness, as well as overcoming hurdles and challenges arising from their mental illness. Also, by identifying recovery-focused activities particularly those related to

users' participation, empowerment and peer support programs, the PSW was progressing with the team in creating a recovery-oriented environment at SCHH.

Person-centred Care Planning in Practice

Based on the ground work of the pilot implementation of Person-centred Care Planning (PCP) in 3 halfway houses, PCP practice was implemented in all halfway houses this year. Staff training and sharing were provided and buddy units were formed to offer support throughout the process. In PCP, more emphasis was put on PIRs' articulation on one's own self-direction and responsibility, choice and participation, hope and personal goals. Though more time was needed for detail discussion with PIRs and their family members in PCP meeting, it was encouraging to find that PIRs involved in PCP were more motivated, hopeful and persistent in pursuing their goals.



日間訓練以蔬菜種植提供園藝培訓
Horticultural training with vegetables growing in day program



就業機會及職業計劃

日間訓練於去年重組為兩個中心，一個設於九龍區的新生會大樓，另一個設於屯門的賽馬會農舍。完成重組後，我們引入新的元素。設於農舍的日間訓練提供了一個理想的環境去發展園藝及綠色產品。另外，我們亦提供其他不同的訓練，如為本會的輔助宿舍悅和居及沙田一間長者中心提供清潔訓練。朋輩支援的元素也滲進日間訓練，鼓勵能力較佳的學員協助新學員，並於手工藝、零售及清潔訓練充當導師。為提升職業上流，我們定期安排參觀葵青計劃工作場地及輔助就業服務中心；另外，也按需要提供了27次共33節的個別就業輔導，以鼓勵康復者為自己作出計劃。

加強護理服務督導

本年度過渡期宿舍聘用了一名精神科註冊護士，以進一步提升護理服務。為確保服務質素，宿舍制定及檢視了各項護理相關指引；這位護士並到各單位進行護理服務的審核，確保宿舍達到殘疾人士院舍實務守則的要求。此外，他亦負責督導資歷較淺的護士及提供培訓，以提升職員的工作效能。

Vocational Opportunities & Career Planning

Day Training Program was restructured into 2 teams this year, one based at New Life Building in Kowloon and Jockey Club Farm House in Tuen Mun. The later unit provided a favorable environment to develop horticultural activities and green products. A variety of training opportunities was explored such as outreaching cleansing service at Yuet Wo House of the Association and an elderly centre at Shatin. Peer-support elements were also integrated so that capable trainees were encouraged to act as mentors to assist and support new comers in handicraft, retail and cleansing training. To enhance upward mobility, orientation tours to Kwai Tsing Project and Supported Employment Service were arranged regularly. Individual career counseling was also rendered to motivate PIRs to plan their own path.

Strengthening Nursing Services

A registered nurse (psychiatric) was employed this year to strengthen nursing service standards and practices of halfway houses. Various practice guidelines and protocols were reviewed and developed to ensure service quality standard. This nurse also played an important role in auditing the nursing practices of halfway houses to ensure services met the requirements stipulated in the Code of Practice of Residential Care Home for Disabilities. In addition, the registered nurse was responsible for coaching junior nurses and training frontline staff to enhance staff competence.



服務表現

透過優質的社會心理照顧服務，過渡期宿舍去年的服務輸出數字繼續維持高水平。大約一半康復者成功在公開市場或透過輔助就業服務獲聘，另25%亦於庇護工場工作。職業上流進一步提升至29.7%，是本會服務標準的3倍。成功離舍率達24.8%，遠高於服務標準的13%。成功離舍的康復者當中，25%於社區獨立生活，35%則遷往輔助宿舍。另外，藉著優良的危機管理，暴力事件和自殺比率繼續維持低水平。

發展方向

根據推行復元所得的經驗，我們將會進而探討家屬就支援康復者就復元的需要。另外，我們亦會於部份單位嘗試推行綜合家庭及系統治療計劃；同時，我們會檢討推行個人復元計劃的進展；另一方面，朋輩支援工作人員將整合他的個人經驗並到不同的單位多作分享，期望能為其他康復者及職員帶來正面的影響。

Service Outcome and Output

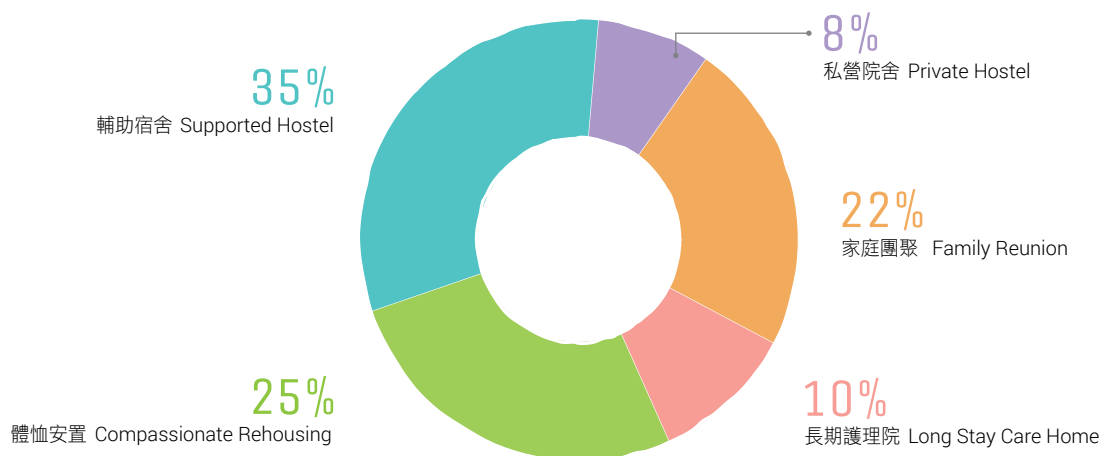
The output performance of halfway house service remained at high level. About half of the PIRs were engaged in open employment or supported employment while 25% were attending sheltered workshop. Vocational upward mobility raised to 29.7% which was a 3-fold increase of the Association's benchmark. Successful discharge rate was 24.8% that exceeded the benchmark of 13%. Among these discharges, 25% were living independently in the community and 35% moved to supported hostels. Apart from that, our good risk management standard helped maintain low rate of aggression and suicide incidents.

Way Forward

With past experience gained in recovery implementation, we would further extend our efforts to explore the needs of families in support of the recovery of PIRs and recovery in families. In addition, family work practices in I-FAST (Integrative Family And Systemic Treatment) would be piloted in some of the units. Furthermore, we would review the work progress in PCP implementation; as well the PSW would consolidate his lived experience and share more in halfway houses to generate positive impact on both PIRs and staff term.

過渡期宿舍康復者成功退出服務後去向分佈 (截至2014年3月31日)
Distribution of Discharge Destination of Persons in Recovery (PIRs) of Halfway Houses (as at 31 March 2014)

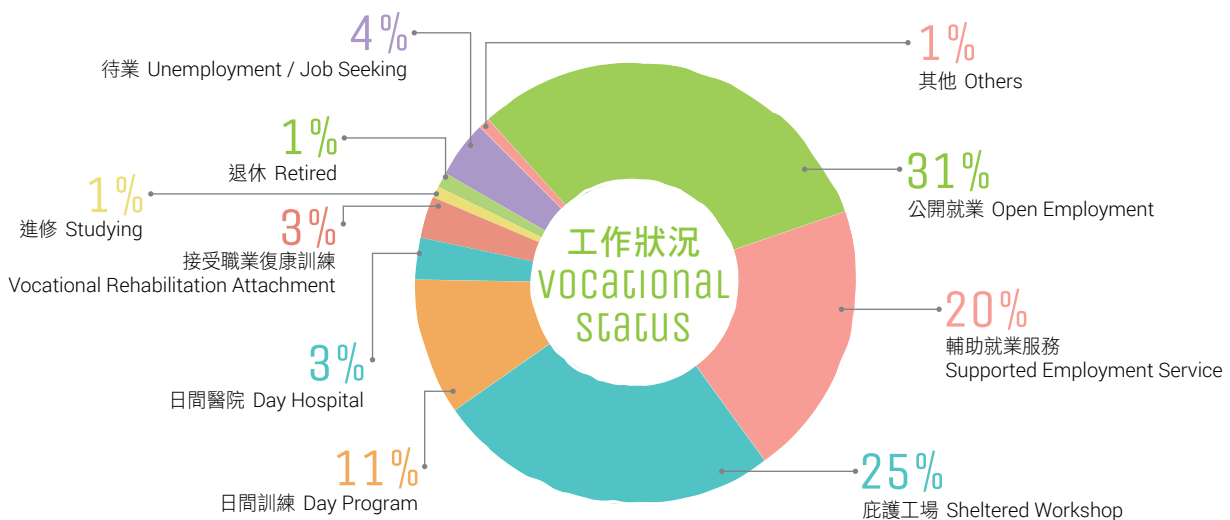
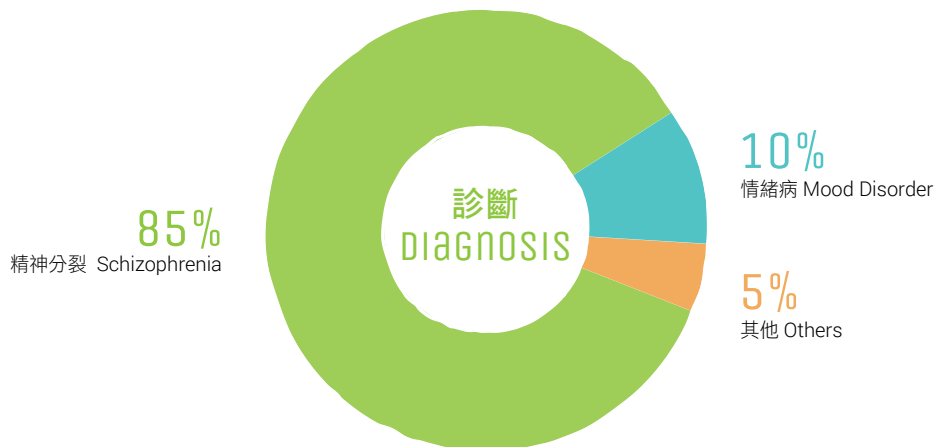
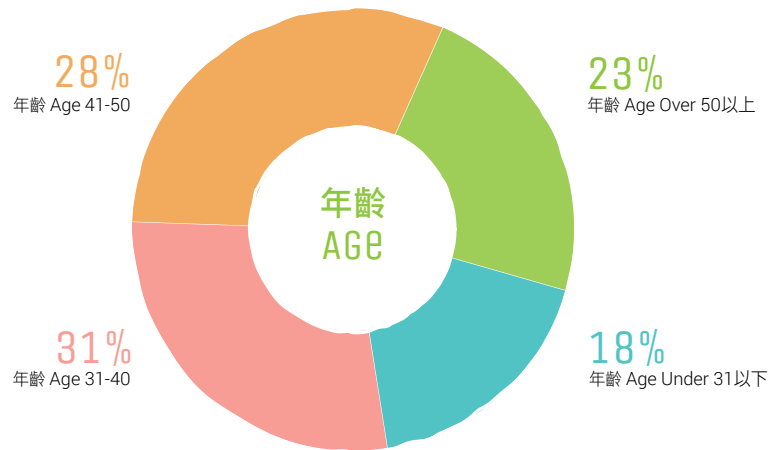
康復者總數 Total No. of PIRs: 106





過渡期宿舍康復者的年齡、診斷及工作狀況分佈 (截至2014年3月31日)
Distribution of Age, Diagnosis and Vocational Status of Persons in Recovery (PIRs) of Halfway Houses
 (as at 31 March 2014)

康復者總數 Total No. of PIRs: 439



2013至2014年度過渡期宿舍「復元為本」活動概覽
Highlights of Recovery-oriented Programs in Halfway House 2013/2014

復元元素 Recovery Components	活動 Program	
個人化 Individualisation	個人復元計劃 Person-centred Care Planning 復元101 Recovery 101	恢復元氣從心開始 Insight Group WRAP小組 WRAP Group
自主自決與選擇 Self-determination & Choice	自務小組及活動 Self-help Group and Peer-run activities 解決問題好Easy小組 Problems Go Easy Group	健康生活由我做起 Healthy Lifestyle Building 自主自決自行服藥訓練 Self-medication Training
責任 Responsibility	營營樂樂隊 Healthy Diet and Lifestyle 五常法大門法 Five-routine Working Regulation Group	宿舍大清潔 House Cleaning 健康我要『悉』小組 Wellness Group
康復者參與 Users' Participation	美麗有序 The Order of Beauty 房間會議 Room Meeting 舍友會籌備委員會 Residents Meeting Committee 舍友會 Residents Meeting 義工小組 Volunteer Group	美化生活小組 Coloring Your Life 綠色生活行動 Go Green Action 左鄰右『你』自在遊 Users-organized Outing 宿舍佈置你話事 House Decoration 開心快樂互助會 Mutual Help Group
朋輩支持 Peer Support	迎新大行動 Newcomer Orientation 離舍精英補習班 Pre-discharge Group 「愛自己·營得起」活動系列 Mutual Help Groups 生日派對 Birthday Party 好人好事頒獎禮 Best Pal Award	工作提升嘉許禮 Work Enhancement Recognition 總有您鼓勵 Stand By Me 石籬舊生會 Alumni Gathering 足球訓練 Football Training 社區導航 Community Navigator
重視個人優勢 Strengths-based	體育世界 The World of Sports 愛心動力 Volunteer Group 創意畫班 Painting Group 傳心傳意 Card Making 烹飪大比拼 Cooking Lady 天生我才 Use Our Talents	齊講ABC ABC Language Classes 復元之星獎勵計劃及頒獎禮 Recovery Star Recognition Program and Award Presentation 我也做得到 We Can Do It 才能展現工作坊 Strength-based Workshop 師友伴成長 I Can Do It, So Can You
尊重與反污名 Respect & Anti-stigmatization	踢走標籤與歧視 Anti-stigma Group	
家屬參與 Family Participation	家屬聚會 Family Gatherings 我們這一家 We are Family 家有喜事 Let's Celebrate	家屬舍友齊旅行 Outing with Family 親子包糰樂端陽 Rice Dumpling Making with Family
整全性 Holistic	優質生活系列 Wellness Series 綠色生活由我起 Green Life 攝影沙龍 Photography Group	戀愛達人小組 Intimacy and Love 快樂心靈團契 / 恩典人生 / 心靈加油站 Spiritual Groups
希望 Hope	夢想儲蓄計劃 Saving Up for Dreams 正能量小組 Positive Psychology Group	生命之旅小組/希望小組 Hope-based Training Groups



長期護理院

服務主題：「提升選擇及參與」

面對挑戰 推廣健康與復元

本年度屯門長期護理院及新生會大樓長期護理院訂下以「提升選擇及參與」為服務主題，從而制定及組織院內服務，推動復元工作。面對同時肩負康復者的復元及照顧需要的重大挑戰，兩院持續進行服務檢視，提升服務質素與成效。儘管康復者因老化及身體機能轉弱增添服務上的挑戰，兩院仍採用以復元為導向的工作方式，將康復者的優勢、個人選擇、朋輩支援及積極參與等元素，結合於康復者的健康護理及復元工作上。

兩院過去一年均全面推行「以人為本」個人照顧計劃，鼓勵康復者積極參與及制訂個人復元及照顧內容。新生會大樓長期護理院舉辦為期一年的「跳出護理院」計劃，讓康復者積極參與設計及推行一系列戶外活動，當中包括體能運動和形體表達，有效加強康復者對運動的興趣。康復者亦參與「正向生命故事分享」計劃，與一群大學生分享他們的生命故事。屯門長期護理院於裝修工程展開前，籌辦了多項重建前準備活動，讓康復者參與制定調遷安排。此外，該院亦推行大型控煙運動，成效令人鼓舞。兩院的職業治療服務亦有革新，推出多項多元化具創意及動態活動予康復者選擇，切合康復者的興趣。除此以外，兩院均組織其他復元相關活動，包括「我有Say小組」、「踢走標籤及反污名」、「開心康齡組」、「身心健康行動計劃」、「康復者義工」及「社區導航員」小組。

優化設施 滿足需要

2間長期護理院均著力改善院舍環境及設施。屯門長期護理院得到「匯豐銀行慈善基金」贊助，完成禮堂內安裝中央冷氣系統，另獲「獎券基金」撥款，更換院舍外牆紙皮石及維修頂層天花漏水問題。另外，在「香港賽馬會慈善信託基金」支持下，屯門長期護理院已開展了大型設施優化計劃，擴大及改善服務環境，滿足康復者們兩極化的康復及護理需要。新生會大樓長期護理院方面，則獲

LONG STAY CARE HOMES

Service Theme of the Year: "Enhancing Choice and Participation"

Promoting Health and Recovery Amid Diverse Challenges

This year, Tuen Mun and New Life Building Long Stay Care Homes (LSCHs) set "Enhancing Choice and Participation" as the main theme to frame the organization of services and promote recovery. Recognizing the challenge to fulfill the recovery and care needs of PIRs, both LSCHs continued to review and enhance the quality and effectiveness of their services. Despite the increasing challenge resulted from the physical worsening of the older and frail PIRs, a recovery-oriented approach was still adopted to incorporate PIRs' strengths, personal choice, peer support and participation in both their health care and recovery.

Both LSCHs had fully implemented the Person-centred Care Planning approach to enhance PIRs' participation in working out their recovery and care plans. A year-long project "Out of Home" (跳出護理院) was organized in New Life Building LSCH in which PIRs actively participated in the design and implementation of a series of programs that integrated physical exercises and expressive activities and were carried out in the countryside. This had effectively increased PIRs' interest in physical exercise.

Some PIRs also participated in a positive life story telling project and shared their stories with a group of university students. In Tuen Mun LSCH, pre-redevelopment preparation programs

were organized to enable PIRs to participate in working out the decanting arrangement before major renovation works started. A massive anti-smoking campaign was also carried out there with encouraging results. The renewal of the occupational therapy services had greatly diversified the choices of creative and dynamic activities to match the interests of PIRs. Other recovery related programs such as Driver Seat group, anti-stigma program, happy ageing group, WRAP, PIR volunteerism and community navigator group were organized in both LSCHs.

Enhancing Facilities to meet PIRs' Needs

Both Tuen Mun and New Life Building LSCHs had been working intensively to improve their physical environment and facilities. In Tuen Mun LSCH, an air-conditioning system funded by the Hongkong Bank Foundation was installed in the multipurpose hall. A special grant was approved by the Lotteries Fund for repair of the water seepage condition and external walls. Furthermore, with the fund from The Hong Kong Jockey Club Charities Trust, a major facility enhancement project was commenced to expand and upgrade the servicing area so as to meet the polarizing rehabilitative and care needs of users. Whereas in New Life Building LSCH, The Heart Warming Fund Limited would support the purchase of quality nursing beds, standard beds and bedside cabinets for all PIRs. The Association had also been making efforts to seek for long-term solution to address the prominent space restriction challenge of the Home so as to meet the care needs of older PIRs.

「送暖基金有限公司」資助更換全院優質護理床、標準床及床邊櫃；此外，機構努力尋求長遠方案，解決院內空間嚴重不足的情況，以滿足照顧年長康復者之需要。

強化管理 提升服務質素

為確保服務質素，兩院進行了人力資源重組及技能配搭檢討，並全面執行機構新推行的管理及行政政策，修訂多項內部行政及質素管理程序，亦完成檢討臨床風險管理系統，確保提供優質護理照顧。此外，透過整合員工培訓內容，兩院鞏固員工工作能力及一致性。在康復者及其家屬的支持下，兩間長期護理院已順利為康復者安排自費陪診及護送服務。

堅持信念 團結一致 迎接未來新契機

面對未來，兩院已著手進行改善環境及設施，藉此提升舍友的居住環境及服務質素。大部份康復者對改變均抱著正面期望，然而，亦有康復者對維修過程可能造成的影響感到擔憂。明白到院舍要成功過渡至新的運作環境及服務模式，職員、康復者及其家屬必須參與和合作，故兩院將繼續與職員、康復者及家屬保持開放溝通。兩院亦按康復者的照顧需要作分類，提供合適及充足的服務，滿足舍友所需，同時提高各部門前線管理人員帶動變革的能力，透過優化及結合內外資源，為康復者提供更佳服務及更多選擇。

Bolstering Administration to enhance Service Quality

To ensure service quality, manpower restructuring and skill mix review were carried out in both LSCHs. The Association's new management and administrative policies were also fully implemented and various internal administrative and quality management procedures of the 2 LSCHs were revised. The clinical risk management system that ensured quality health care provision unique to the 2 LSCHs was reviewed and consolidated with relevant staff trainings to ensure competency and consistency of staff's performance. With the support of PIRs and their relatives, New Life Building LSCH had also smoothly introduced users-paid escorting arrangement.

Embracing Future Challenges with Hope and Unity

Both LSCHs had commenced planning or embarked on different environment and facility enhancement projects that would point to a greater opportunity for enhancing the living and service quality in the coming few years. While many PIRs had expressed their hope for a

positive change, there were some who were uncertain about the disturbance they might experience. Knowing that the successful transition into a new operating venue and service model in each LSCH would require the cooperation and participation of staff members, PIRs and their family members, the 2 LSCHs would focus on open communication within the staff team, PIRs and their family members. Appropriate and adequate services would be provided to PIRs through stratification of their needs. First line managers in different units of the 2 LSCHs would be strengthened in leading change. The combined use of internal and external resources would also be optimized to enhance service quality and choices for PIRs.



我的正向人生故事冊
This is my positive life story book



屯門長期護理院木工訓練
Training on Woodwork at Tuen Mun LSCH



春茗才藝表演
Talent show in Spring Dinner



長期護理院康復者自我管理表現 (截至2014年3月31日)
Self-management Performance of PIRs at Long Stay Care Homes (as at 31 March 2014)

項目 Items	屯門長期護理院 Tuen Mun LSCH 人數 n=206	新生會大樓長期護理院 New Life Building LSCH 人數 n=199
能獨立外出與社區保持聯繫 Access community independently	55	98
能獨立到精神科專科門診覆診 Attend psychiatric follow-up appointments independently	11	40
能獨立處理個人藥物 Handle own medications independently	26	3
能獨立處理個人財政事務 Manage personal finance matters independently	15	31
參與活動情況 Engagement in work activities:		
· 外出工作 Outside vocational placement	4	1
· 工作訓練 Main workshop training	113	58
· 模擬工作站 Simulated workstation	5	5
· 日間訓練 Day program	65	135
· 退休 Retired	19	0

長期護理院康復者自我照顧能力水平 (截至2014年3月31日)
Self-care Level of PIRs at Long Stay Care Homes (as at 31 March 2014)


自我照顧能力水平 Self-care Level	屯門長期護理院 Tuen Mun LSCH 人數 n=206	新生會大樓長期護理院 New Life Building LSCH 人數 n=199
完全倚賴 Total Dependence	18	0
嚴重倚賴 Severe Dependence	14	5
中度倚賴 Moderate Dependence	22	32
輕度倚賴 Slight Dependence	59	92
完全獨立 Independence	93	70

康復者身體及護理照顧需要 - 使用不同醫療專科之人數 (截至2014年3月31日)


Physical & Nursing Care Demands of PIRs as reflected in Medical Specialties attended (as at 31 March 2014)

醫療專科 Medical Specialties	屯門長期護理院 Tuen Mun LSCH 人數 n=206	新生會大樓長期護理院 New Life Building LSCH 人數 n=199
外科 Surgery	7	25
內科 Medicine	141	103
老人科 Geriatrics	9	23
牙科 Dental	8	10
眼科 Ophthalmology	31	63
耳鼻喉科 Ear, Nose & Throat	5	8
皮膚科 Dermatology	9	14
胸肺科 Chest	15	30
腎科 Nephrology	8	4
腫瘤科 Oncology	3	4
骨科及創傷科 Orthopaedics & Traumatology	11	15
婦科 Gynaecology	3	0




 享受郊遊
 Enjoy an outing!



 “我的畫作和這幅一樣好啊!” - 參觀藝廊
 My drawing is as good as this! – Enjoying a gallery visit



 認知訓練
 Cognitive training





中度智障人士宿舍

服務主題：推廣整全健康與自主自決的復元元素

本年度田景宿舍及新生銀禧宿舍均以推廣全人健康及自主自決為年度主題。為促進服務使用者的參與、全人發展及社會共融，宿舍舉辦了滲入不同復元元素，如朋輩支援、個人優勢及參與等活動，以加強服務使用者的參與、整全發展，以及社會共融。「家事我有Say」及服務使用者會議為服務使用者提供發聲的平台，讓他們就所關注的議題表達意見。一系列由「青年教育及支援」計劃籌劃的歷奇及戶外活動，如「乘風航」、「山藝達人」等，則讓年青的服務使用者拓闊眼界及社交圈子，以推動他們的整全性發展。

推動復元為本的實踐

我們致力推行「個人復元計劃」，並透過會方所舉辦的「個人復元計劃」應用工作坊，以及單位個案分享及討論等培訓活動，讓各級職員能夠目標一致地推行「個人復元計劃」，實踐復元為本的服務。

這年，為促進家庭的復元，我們特別舉辦了一個名為「快樂家庭回憶集」的活動，邀請12位服務使用者及其家人，參與一系列的戶外活動及治療性小組，並由參加者自行製作一本滿載美好回憶的相簿。這活動幫助服務使用者及其家人，培養正面積極的思維。

正向生活：推廣社會共融

我們的服務使用者得到社區人士的接納，共享友好的睦鄰關係。區內的義工，包括婦女團體、學校、教會、警察義工，以及服務使用者的家屬等，經常協助宿舍籌辦不同的活動，如粵曲唱詠、編織、誦詩和行山活動。他們的熱誠及持續不斷的支持，促使服務使用者成功融入社區。此外，我們深信服務使用者亦有其個人優勢，故此我們積極鼓勵服務使用者走進社區展現他們的天賦才能。他們曾先後多次獲邀於社區活動中表演醒獅及非洲鼓；這些演出不但展現了服

HOSTELS FOR THE MODERATELY MENTALLY HANDICAPPED

Service Theme: Promoting Holistic Health and Self-direction

Promoting holistic health and self-direction was the annual theme of Tin King and New Life Jubilee Hostels this year. Program activities incorporated recovery elements such as peer support, strengths-based and participation, etc., were organized to foster service users' participation, holistic development as well as social inclusion. "I can say, You can say!" program and the residents' meeting provided platforms for service users to voice out their concerns. The residents also participated in a wide variety of activities organized by Youth Education and Support (YES) project which enhanced the exposure of young service users and connection with others through adventurous and outdoor activities such as "Adventure in the Sea", "Hiking Together", etc., to promote holistic development of service users.

Promoting Recovery-oriented Practices

We strived to promote recovery-oriented practices by implementing person-centred care planning (PCP) in these units. Downstream training on the application of PCP, team discussion and sharing on practical experiences together with central training provided by the Association were conducted throughout the year to reinforce the objectives of implementing PCP.

To enhance recovery in family, a program named "Sweet Memories about My Family" was carried out during the year. It was designed to invite 12 service users and their families to join a series of activities such as outings and therapeutic groups in reviewing life and reframing meanings. A self-made album with positive memories was made for each participant. The program not only helped the service users but also their families in cultivating a positive mindset.

Positive Living: Promoting Opportunities for Social Inclusion

Our service users were well accepted in the community and enjoyed good neighborhood relationship. Community volunteers including a women's organization, schools, churches, police volunteers and families of service users were recruited to provide services and support to the hostels. They helped organizing activities such as Chinese opera singing, knitting class, flag day, reading poem and hiking, which were well received by our service users. Their enthusiasm and unfailing support was conducive to the users' successful integration in the community. With a strong belief in the strengths and abilities of persons with mental handicapped, we encouraged our service users to walk out to the community to demonstrate their talents. They were invited to attend several community events, such as the carnival at Shan King Estate, to perform Lion Dance and Djembe, etc. The

務使用者的個人優勢及公開表演的勇氣，更為他們提供了寶貴的機會服務他人。

優化服務及質素

為跟進兩所宿舍服務使用者老齡化及身體機能退化等問題，田景及新生銀禧宿舍已採取一連串的環境改善措施，其中包括全宿舍更換了單層床、加設閉路電視及門禁系統等，以保障體弱及容易遊走的服務使用者的安全。我們又獲「環境保護基金」撥款更換能源效益冷氣及照明設備，大大提高了宿舍環境的安全及舒適度。

此外，我們亦運用社會福利署提供的額外資源，增聘兩位高級保健員，提供督導及支援前線員工執行藥物管理、感染控制及推行健康教育等工作，加強對服務使用者的護理服務。

面對的挑戰

隨著服務使用者老齡化，以及患有自閉症年青服務使用者入住宿舍的人數日漸增加，兩極化的服務需求將會持續，對我們來說，仍然是一項挑戰。

performances portrayed not only the strengths of our service users and the courage to perform publicly, but also provided golden opportunities for them to use their talents in contributing to others.

Enhancing Service Provision and Quality

As a follow-up on the service review conducted in both hostels in identifying ageing issues and physical degeneration of service users, improvement in physical environment was made. Bunk beds were replaced as well as CCTV and access control systems were installed to enhance the safety of the frail users and those who were prone to get lost. Funded by the Environment and Conservation Fund, we also replaced the air-conditioners and lighting of the hostels to improve the comfort and safety of the physical environment.

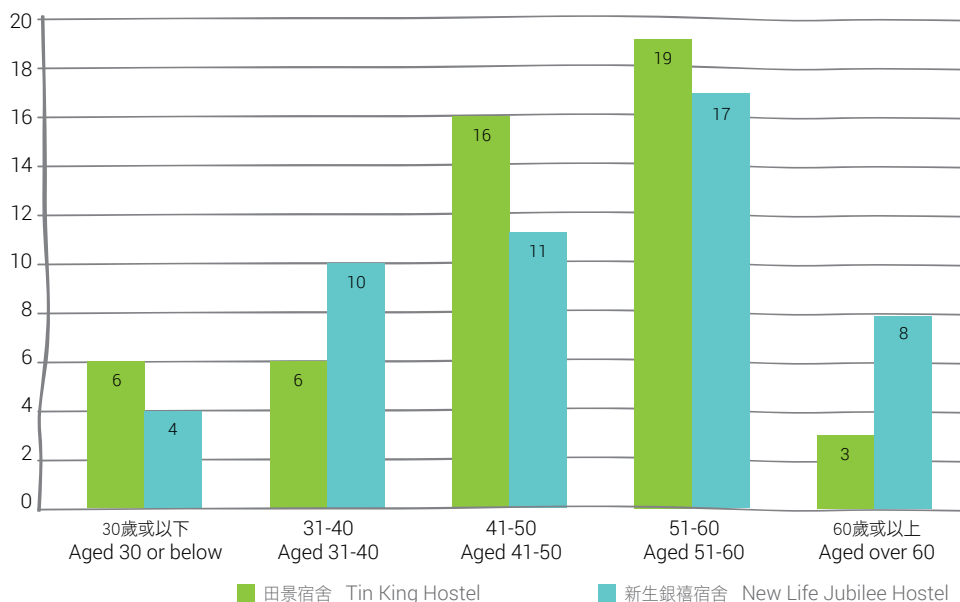
Furthermore, with the additional resources allocated by the Social Welfare Department, 2 positions of senior health workers were created to provide more intensive supervision and support to the frontline care workers in drug administration, infectious control and health education, etc.

Challenges and Future Direction

Remarkable polarization of service needs was expected to continue as the challenge of ageing progressed and an increasing number of young service users with autistic features admitted in recent years. Despite a few years of experience accumulated in dealing with service users having autism, helping with their emotional and behavioral issues was still a great challenge.

中度智障人士宿舍服務使用者的年齡分佈 (截至2014年3月31日)
Age Distribution of Service Users of Hostels for the Moderately Mentally Handicapped (as at 31 March 2014)

服務使用者總人數 Total No. of Service Users: 100





2013至2014年度中度智障人士宿舍「復元為本」活動概覽
 Highlights of Recovery-related Programs in Hostels for the Moderately Mentally Handicapped 2013/2014

復元元素 Recovery Components	活動 Program
個人化 Individualisation	個人復元計劃 Person-centred Care Planning 退休生活 Pre-retirement Program 自閉症溝通小組 Communication Group for service users with Autism
朋輩支持 Peer Support	探訪離舍好友 Visit to Discharged Friends 關愛左鄰右里 Care for Neighbours
個人優勢 Strengths-based	醒獅訓練 Lion Dance Training 非洲鼓訓練 Djembe Training 空手道訓練 Karate Training 義工服務頒獎典禮 Volunteer services Award Presentation
參與 Participation	家事我有 Say "I can say, You can say!" Program 舍友主導房間會議及活動 PIR-led Room Meeting and Programs 新春大掃除及佈置 Spring Cleaning and Decoration
家屬參與 Family Participation	慰親心家屬會 Family Meeting 快樂家庭回憶集 "Sweet Memories about My Family" Program
整全性 Holistic	鬆弛小組 Relaxation Group 園藝小組 Horticulture Group 義工小組 Volunteer Group 復元小組 Recovery Group



與青年義工組織合辦日營活動
 Day Camp with volunteers of youth organization



新春醒獅表演
 Lion Dance performance at Spring Dinner

輔助宿舍

本會現時營運的5所輔助宿舍分別位於屯門、粉嶺及沙田區，包括頤悅軒、悅和居、思健園及思悅園(I及II)；為需要低度至中度照顧的康復者提供185個住宿服務名額。截至2014年3月31日，5所輔助宿舍的整體入住率達84.4%。

服務主題：推動「個人優勢」、「朋輩支援」及「康復者參與」

本年度輔助宿舍以「個人優勢」、「朋輩支援」及「康復者參與」為年度主題，並制訂一系列的義工活動及社區共融活動，其中包括由北區區議會撥款資助的社區共融活動「北區旅遊種子計劃」，向北區的居民推行精神健康公眾教育。在2013年12月，我們與兩間中學協作培訓共60位義工，於北區籌辦街頭集市、學校展覽及講座，以及本地遊服務。康復者在活動中感覺到備受尊重，顯得更有自信，並減少了面對公眾時的自我污名。此外，我們亦積極推動輔助宿舍逐步轉型成為實踐復元為本的服務模式。對於輔助宿舍服務而言，今年可算是充滿轉變、挑戰和機會的一年。

推廣實踐復元為本

思悅園為本會首間全面實踐復元為導向服務的宿舍，應用「個人復元計劃」及「掌管我的復元路」，以加強康復者在其復元過程中的自主自決、責任和參與。宿舍亦邀請了朋輩支援工作員，以「復元大使」的身份分享其個人復元經驗，並與職員團隊共同推動一個以復元為本的工作環境，在小組、活動和個人工作中支持其他康復者的復元。綜觀推行復元為本的成效，家屬在參與康復者的復元上，以及康復者在就業選擇、活動策劃及推行等範疇上，均較以往有更大程度的參與。還有，他們能更自發及積極投入於活動中，並且更願意表達個人意見及需要。部份康復者在分享他們復元故事時，亦顯得更有自信，也主動地接待訪客。思悅園亦會就康復者的復元成效及職員的復元取向及知識進行實證研究，現已收集到首輪的數據作進一步分析。

SUPPORTED HOSTELS

5 supported hostels were operated by the Association in Tuen Mun, Fanling and Shatin districts, namely Yi Yuet Hin, Yuet Wo House, MINDSET Place and Joyous Place (I & II), providing a total of 185 residential placements for PIRs who required low to medium level of care and support. As at 31 March 2014, the enrolment rate attained 84.4%.

Service Theme: Fostering Strengths-based, Peer Support and Participation

The annual theme of supported hostels was fostering strengths-based, peer support and PIRs' participation, which was realized through volunteerism and social inclusion activities. A program of "Tour in North District" funded by the North District Council was organized to promote mental health and tourism to residents of North District delivered by MINDSET Place. 2 local secondary schools were collaborated to train up 60 volunteers to organize street fairs, school exhibitions and talks, education trainings and local tour services in Northern District in December 2013. The users became more confident and were less self-stigmatized to face the public. Furthermore, another focus was on gradual transformation into recovery-oriented service in all supported hostels. Therefore, it had been a year characterized by change, challenge and opportunity for supported hostel service.

Promoting Recovery-oriented Practices

Joyous Place was the first hostel of the Association which fully adopted recovery-oriented practice in its service delivery. To fully implement recovery-oriented practices, Person-centred Care Planning (PCP) and Driver Seat were applied to enhance self-direction, responsibility and participation of PIRs in their recovery. We also invited a peer support worker (PSW) to share his personal experience in living with mental health challenges. He co-worked with the staff team in promoting a recovery-oriented environment to support the recovery journey of other PIRs through groups, programs and individual contacts. Positive impacts in different aspects like family involvement, PIRs' participation in the choice of vocational placement and peer-run programs were observed. They became more self-initiated and involved in activities, especially in expressing their views and needs. Some became more confident in sharing their recovery stories and initiated to receive visitors at the hostel. To evaluate recovery outcomes of PIRs and recovery knowledge and attitude of staff, a parallel research was introduced in Joyous place. The first 2 batches of data had been collected for further analysis. Initial results would be ready in mid of 2014.

Addressing the Polarization of PIRs' Needs

As at 31 March 2014, 62% of PIRs of Yi Yuet Hin were aged over 50, whereas 20% of PIRs of Joyous Place were young adult aged below 30. With the widening of age



回應康復者兩極化的需要

截至2014年3月31日，62%頤悅軒的康復者已超過50歲，而20%思悅園的康復者年齡則在30歲以下。隨著年齡兩極化所帶來的影響，康復者需要的照顧層面亦有所擴大。為使年老的康復者生活充實，生活質素得到提升，宿舍重新設計了日間活動的內容，並提供更多的餘暇活動，如園藝小組、音樂小組，以及懷緬小組、退休生活預備小組等。此外，為回應年青康復者的獨特需要，「青年教育及支援」計劃籌劃了一系列的活動。這些活動的設計，均融合了心理教育、歷奇、社區共融及個案管理的元素，藉此促進康復者的個人成長、心理健康、朋輩支援及其他方面的能力。

服務檢討

思健園於2013年中進行服務檢討，就康復者在社區生活能力方面的提升，以及復元的進度等方面，評估思健園新營運模式的成效。在2013年康復者在「服務使用者綜合表現評估」量表總分135中取得106.7分，較2011年及2012年所得分數分別高出12.8%及12.9%。結果顯示康復者在社區生活能力及其他成效方面，包括有效地處理日常生活的需要有所提升。此外，康復者贊成其自身的權利有更多的認知，以及更開放地表達自己的看法。在個人成長及與社會聯繫方面，他們亦有所獲益及改進。社區人士對康復者的正面評價，有助促進公眾對精神病康復者的接納及減少歧視。思健園的成效報告再次指出政府、商界及服務機構三方的協作是一種支援康復者獨立生活及融入社區的具成本效益方法。

挑戰與未來方向

在實踐「個人復元計劃」的過程中，雖然同工感受到因時間和人手限制所帶來的張力；然而，當他們看到康復者在「個人復元計劃」的成長和成效獲得肯定時，所付出的努力沒有徒然。另一方面，平衡社會目標與財務承擔兩方面，依然是自資輔助宿舍服務的一大挑戰。

span and the effects of ageing, there was a widening scope of care demands from PIRs. To enhance the quality of life and meaningful engagement of the ageing PIRs, we redesigned the daytime engagement programs with more emphasis on leisure activities such as horticulture group, music group; reminiscence group and pre-retirement program. In addressing the unique needs of young PIRs, a wide variety of activities of Youth Education and Support (YES) project were also organized. Its design had incorporated psycho-educational, adventure-based, community integration and case management components, with the aim to enhance personal growth, psychological wellness, peer support and competency of young PIRs.

Service Review

A comprehensive service review, in respect of improvement in community living ability and recovery outcomes of the residents was conducted to evaluate the effectiveness of the new mode of operation in partnership with private sector for MINDSET Place in this year. The mean SUPAS (Service Users' Performance Assessment Scale) score of this year is 106.7 over the total score of 135, which is 12.8% and 12.9% higher than the score of 2011 and 2012 respectively. It was found that PIRs had steady improvement in community living ability and other outcomes including effectiveness in dealing with daily problem. Moreover, they also perceived themselves knowing more about their rights and were confident to express their views openly. They also gained personal growth and improvement in social connectedness. Positive feedback was also received from local community

which helped promoting acceptance of people with mental illness and reducing social stigma. All these have proved that partnership with private sector is an effective alternative in providing residential service to PIRs and preparing them for independent living and integration into the community.

Challenges & Future Direction

Time and manpower constraints were evidently experienced in the implementation of person-centred care planning. However, all the effort was paid off since the spirit and value of person-centred care planning were recognized. As well, the balance between achieving social objectives and financial viability was still a challenge to supported hostels running on self-financing mode. Thus, a subvented mode of somewhat like "Bought Place Scheme" or other possible types of subsidization were advocated.



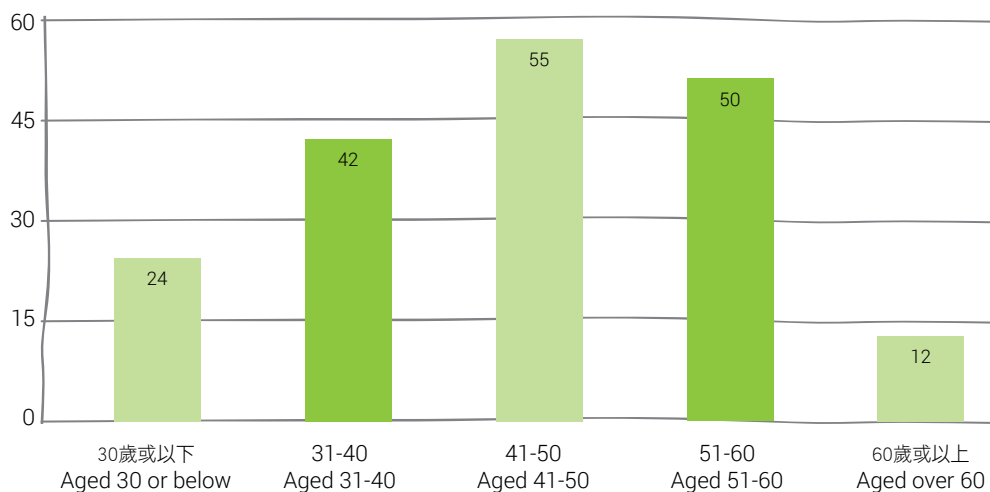
北區旅遊種子計劃
Social inclusion program – "Tour in North District"



與天使行動合辦義工活動
Volunteer service co-organized with "Angels Act"

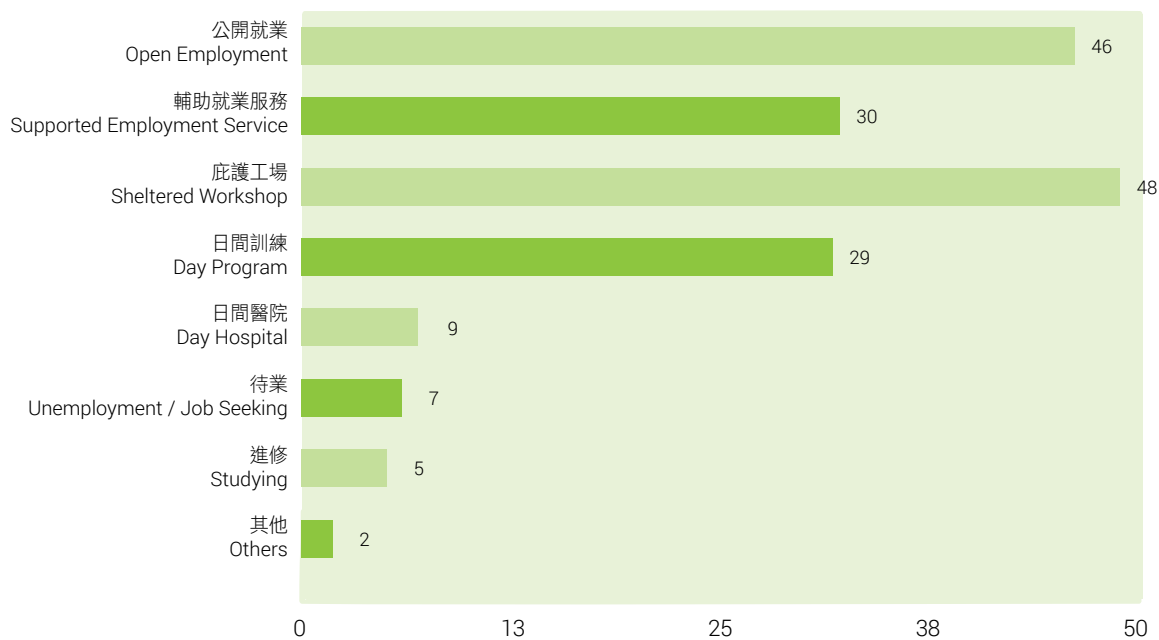
輔助宿舍康復者的年齡分佈 (截至2014年3月31日)
Age Distribution of Services Users of Supported Hostels (as at 31 March 2014)

康復者總人數 Total No. of PIRs: 183



輔助宿舍康復者的就業分佈情況 (截至2014年3月31日)
Distribution of Vocational Status of PIRs of Supported Hostels (as at 31 March 2014)

康復者總人數 Total No. of PIRs: 183





工作及就業服務

庇護工場及綜合培訓中心

提供多元化工作培訓項目及加強康復者照顧

截止2014年3月，本會轄下4間庇護工場及2所綜合培訓中心為1,029名不同能力的康復者及智障人士提供職業康復服務。為配合康復者不同的需要，職業康復服務主要分為兩大範疇。首先，我們提供多元化的培訓項目，協助康復者發展潛能，提升他們的工作技巧，促進他們重投社會的步伐。其次，本會推行一項嶄新的社區支援活動名為「康盛生活計劃」，加強對準備退休及身體機能上需要較大支援的康復者的照顧，讓他們積極計劃健康的生活。

服務概況

為鼓勵康復者按個人興趣及能力，選取合適的室內或以社區為本的培訓項目，本年度向康復者發放的培訓津貼額增加了10%，總金額為\$13,870,000元。

加強與社會企業及夥伴合作

本年度職業康復服務繼續在自家品牌上提供優質及有保證的產品。除了與社會企業有緊密的合作外，各單位積極與其他商業伙伴合作開展銷售網絡，積極宣傳自家品牌。

WORK & EMPLOYMENT SERVICES

Sheltered Workshops & Integrated Work Centres

Diversified Work Trades and Extensive Care to Persons in Recovery

As at end of March 2014, the Association was serving 1,029 persons in recovery of mental illness (PIRs) and intellectual disabilities with different functioning levels in vocational rehabilitation services including 4 sheltered workshops and 2 integrated work centres. To cater for the different needs of PIRs, the service orientation was magnified into two directions. Firstly, diversified training was provided to enhance PIRs' work skills, maximize their potentials, improve their quality of life and more importantly, facilitate their reintegration into the society. Secondly, the Association launched a new Community Support Program to provide intensive support to PIRs who were planning to retire or

in need of higher support on physical health, psychological wellness and healthy lifestyle fostering.

Service Profile

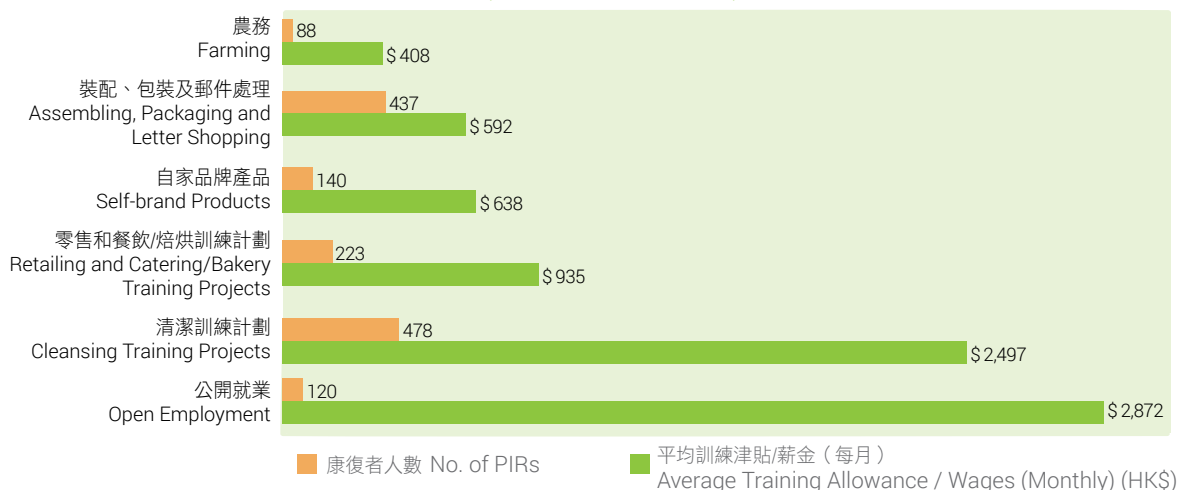
With the wide spectrum of work trades spanning from indoor to community-based nature, PIRs were encouraged to choose the types of training based on their own interests and capabilities. The amount of training allowance distributed to the PIRs was increased by 10%, reaching a total of \$13.87M in this year.

Strengthened Collaborations with Social Enterprises and Partnership

Vocational rehabilitation service units continued the quality production in self-brand products in this year. Apart from the close collaboration with Social Enterprises, the units also initiated a sales network with business partners to further promote the products in the market.

康復者於不用職業訓練項目 / 公開就業所獲得的訓練津貼 / 薪金 (截至2014年3月31日)

Monthly Training Allowance in Different Work Trades / Wages in Open Employment attained by PIRs (as at 31 March 2014)



自家品牌產品

葵盛及田景庇護工場生產的有機豆品，經多年的努力，營業額在過去一年有明顯的增長，有機豆腐及黑豆漿分別錄得34.8%及86.5%的營業增幅。

為配合香港大學cafe 330於2013年10月開業，竹園及石排灣綜合培訓中心擴充了烘焙及餐飲生產量，並添置新器材和工具，以保持提供優質食品及食物安全和衛生的水平。

此外，石排灣綜合培訓中心推出的自家品牌「Olly」（有機小食系列）和「Glee」（天然零食及花茶系列）深受大眾歡迎，獲得不少企業客戶及零售顧客的支持。本年度的總銷售額較2011/2012年增加了78%。



「香港好手信」- 「鴛鴦味」曲奇(混合奶茶和咖啡口味)
"GoodBuy Hong Kong" - Yuanyang Cookie (mixture of coffee and milk tea cookie)

手工藝

本年紅白藍推出「熊白藍」和「唱好香港」兩個新產品系列，超過20件新產品已投入庇護工場的生產。此外，我們亦將軟陶手工藝品整理為六大系列，分別是香港特色小食、點心、唐餅、節慶食品、港式茶餐廳及粥粉麵飯系列。

自2014年1月起，由新生會大樓庇護工場生產的軟陶點心磁貼套裝、「正面香港」熊白藍牛仔布袋（大熊）和紅白藍「放得下」手挽袋，正式登陸國泰航空公司及港龍航空的機上購物指南供乘客選購，讓世界各地人士認識服務使用者的努力及潛能。

自家品牌 Self-brand Products	手工藝 Handicraft	農產品 Farm Products
<ul style="list-style-type: none"> · 豆漿 Soy Milk · 烘焙及餐飲食品 Bakery and Catering Products · 健康小食 Snacks 	<ul style="list-style-type: none"> · 軟陶產品 Clay Products · 紅白藍產品 rwb Products 	<ul style="list-style-type: none"> · 有機蔬菜 Organic Vegetables · 蘑菇 Mushroom

Self-brand products

After a series of promotion of the soy milk products produced by Kwai Shing and Tin King Sheltered Workshops in this year, there were 34.8% and 86.5% increase in the sales of organic tofu and organic blackbean milk respectively.



有機豆漿及黑豆產品
Organic soy milk and Blackbean products

With the opening of cafe330 at The University of Hong Kong since October 2013, Chuk Yuen and Shek Pai Wan Integrated Work Centres had extended its bakery and catering production line to meet the increasing demand. High standard of hygienic environment and enhancement of equipment and utensils were applied to ensure the provision of high quality food.

The self-brand "Olly" organic snack series and "Glee" natural treats and floral tea series of Shek Pai Wan Integrated Work

Centre had become more popular. Both the corporate and retail customers welcomed these products. The total sales volume had an increase of 78% when compared to its first launch in 2011/2012.

Handicrafts

2 new series of red-white-blue products, Bear-White-Blue and Praise Hong Kong, were developed this year. There were more than 20 new items under the production line. Besides, all clay products were confined into 6 series, namely, Hong Kong Local Snacks, Dim Sum Series, Chinese Pastry series, Chinese Festive Food, Hong Kong Style Teahouse and Congee, rice noodles, noodles and rice series.

Sets of "We love Hong Kong" Magnet - Dim Sum, Positive Hong Kong Bearwhiteblue Denim Bag (Big Bear) and Unloading-your-mind red-white-blue tote bag produced by New Life Building Sheltered Workshop were listed in the inflight shopping catalogues of Cathay Pacific and DragonAir in January 2014. It was an encouraging and empowering event that the talents and endeavors of PIRs were shown to the passengers not only in Hong Kong but also around the world.



有機農作物

新生農場自推行農務優化計劃後，種植效益及作物品質均得以提升，除了建設防雨棚保護農作物外，農場更利用堆肥機製作自家堆肥以改善泥土養份，期望能增加夏季葉菜的生產量。農場本年更引入數款適宜本地種植，並能維持穩定供應的葉菜於夏季推出市場。此外，今年亦嘗試種植高增值品種如羽衣甘藍，並得到多個傳媒報導以廣宣傳，成績理想。



有關台灣白菜的傳媒報導
Media coverage of Taiwan cabbage

社區支援計劃

為配合職業康復服務的康復者老齡化趨勢，本會於2014年推出一項由「香港公益金 - 45週年基金」資助\$2,554,761元為期3年之社區支援服務計劃。此計劃服務對象為360位55歲以上及獨居的康復者，服務涵蓋由預防至早期介入。計劃的3個部份主要包括個別評估及治療、小組和活動，以及家訪。是項計劃會聘請專業職員，透過不同途徑關注康復者身心健康及社交支援等多方面，促進他們建立平衡及有意義的生活，並為將來退休生活作更佳的準備。

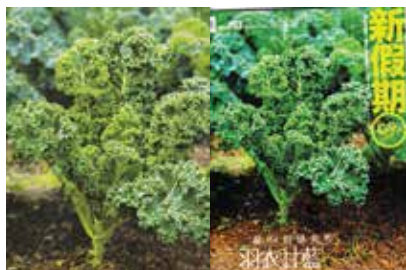
加強企業夥伴協作

本年工場亦致力在商業機構擴大有機豆品的市場佔有率，包括Market Place超市、一田百貨、agnes b cafe等，並於2014年初成功開拓零食連鎖店759阿信屋的銷售渠道，有機豆品已在6間分店銷售。

由石排灣綜合培訓中心製作的「鴛鴦味」新款曲奇（混合奶茶和咖啡口味）成功被選為「香港好手信」計劃之「香濃港心意」項目的其中一款產品。是次計劃是由香港社會服務聯會及香港半島酒店合作籌辦，計劃以

Farm Products

With remarkable improvement in farming skills and infrastructure under the farm enhancement plan, New Life Farm had improved its farming efficiency and quality of crops. Other than constructing rain canopies for better protection of crops and producing fertilizer for soil quality improvement, to improve the growth of leafy vegetables in hot summer, several types of Taiwan leafy vegetables suitable for local weather were introduced with promising harvest. Furthermore, New Life Farm also piloted to grow high value crops like Italian kale. The new crop was reported by different media.



羽衣甘藍
Italian kale

Community Support Program

In response to the ageing trend in Sheltered Workshops and Integrated Work Centres, a 3-year project funded by the Community Chest of Hong Kong 45th Anniversary Fund Project at \$2,554,761, was launched this year for 360 service users targeted with the priority given to those who aged 55 and over living alone. This program covered the continuum of care from prevention, early detection of warning signs and early intervention. It consisted of 3 components including individual assessment and treatment, groups and mass programs together

with home visits. Professional staff were hired to promote active ageing by optimizing physical, mental and social well-being as well as the participation of PIRs. Through attending these programs, PIRs would develop a more balanced and meaningful life for better preparation of their retirement life.

Extensive Partnership with Corporations

Kwai Shing and Tin King Workshop committed to enlarge the market share to commercial sectors such as Market Place, Yata Supermarket, Agnes b cafe etc. for displaying the organic soy bean products made by PIRs in order to demonstrate their abilities in the community. In early 2014, the workshops were pleased to be invited by 759 Store as one of its suppliers selling our O'bean organic products in 6 of their chain stores.

This year, Shek Pai Wan Integrated Work Centre developed the new flavor of Yuanyang Cookie (mixture of coffee and milk tea cookie) which was selected as one of the products launched by "GoodBuy Hong Kong" project. This project was initiated by The Hong Kong Council of Social Service and The Peninsula Hong Kong to promote the idea of "BUY FOR GOOD, BUY WITH LOVE", delivering the message of "Creative blessings and bringing love to the underprivileged. Sweeten your travels with love!" To capture the trend of healthy eating lifestyle of Hong Kong people, Shek Pai Wan Integrated Work Centre also developed "Positive Hong Kong" organic

「為您送上創意祝福，與本地弱勢社群同享幸福滋味」為理念，旨在支持本地社企研發、創作別具香港文化特色及富有社會意義的產品。與此同時，為響應香港人注意健康飲食的趨勢，石排灣綜合培訓中心於中秋節期間，特別製作「正面香港」有機龍舌蘭蜜低糖迷你蛋黃白蓮蓉月餅，並邀請本地名設計師又一山人（黃炳培先生）負責設計精緻的紅白藍包裝盒，深得顧客的支持和讚賞。

agave low sugar mini white lotus seed paste mooncake with yolk during Mid-Autumn Festival. The mooncake's packaging box was designed by the renowned local artist Mr. Stanley Wong, another mountainman. The products were highly appreciated by customers.



「正面香港」有機龍舌蘭蜜低糖迷你蛋黃白蓮蓉月餅
"Positive Hong Kong" organic agave low sugar mini white lotus seed paste mooncake with yolk

訓練項目 Types of Work Trade		平均訓練津貼 (每月) Average Training Allowance (Monthly)	服務使用者人數 No. of PIRs
農務	Farming	\$408	88
自家品牌產品 (手工藝/車縫/木工)	Self-brand products (Handicrafts, Sewing & Woodwork)	\$346	105
裝配、包裝和郵件處理	Assembling, packaging and letter shopping	\$592	437
自家品牌產品(食品)	Self-brand Products (Food)	\$930	35
零售和餐飲/烘焙訓練計劃	Retailing and Catering / Bakery Training Projects	\$894	92
清潔訓練計劃	Cleansing Training Projects	\$2,560	233
公開就業	Open Employment	\$2,723	39



精神病康復者製作有機豆腐
Organic Tofu made by PIR



有機豆漿製作
Organic soy milk production



有機豆漿生產線
Organic soy milk production line



食物分享計劃

本會於2013年4月1日起推出第二個食物分享計劃，在屯門區進行為期3年的計劃。計劃繼續由「食物分享基金」資助，並且獲得社區人士的高度支持。本會已與不同的食物捐贈機構建立合作網絡，現時，本會獲超過25個食物捐贈機構，包括本地供應商、教會、慈善機構及義務組織等提供穩定以及多樣化的食品。此外，本會更成為樂餉社以及膳心連合作機構之一，提供更穩定及可信賴的食物來源。與此同時，本會致力向香港市民提倡關注食物貧窮、減少剩食以及環境保護的概念。

在受助者當中，超過75%為60歲或以上人士；同時，超過75%為失業人士。計劃每天為200-240位受助者每人提供約1公斤食物。

本年度香港洲際酒店繼續擴展對本會食物分享計劃的支持，於2013年5月10日安排酒店行政主廚及其他職員義工於田景庇護工場為超過100名受助長者舉行既愉快又溫馨的免費午膳自助餐。

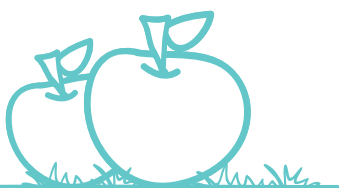
來年，本會將繼續發展創新的方法，協助社區人士對抗貧窮。本會將與更多的伙伴及捐贈者聯繫，以支持食物分享計劃，亦期望推廣計劃至其他區域。與此同時，透過參與及協助食物分享計劃食物回收及派發工作，為康復者提供工作訓練機會。

Food Sharing Project

Riding on the success of operating the food sharing project in Wong Tai Sin since October 2012, the Association had extended the service to Tuen Mun effective from 1 April 2013 with the sponsorship of Food Sharing Fund for 3 years. The food sharing projects were highly appreciated by the stakeholders of the community and we had built up a solid network and relationship with a number of food donors. More than 25 food donors including local suppliers, churches, charity organizations and volunteer groups kept donating food to the Association regularly and enthusiastically so a variety of food were received. In addition, the Association became a participating agency of Feeding Hong Kong and Foodlink in order to seek consistent and guaranteed surplus food supply to help people in need this year. At the same time, we also worked tirelessly to raise the awareness of food poverty by minimizing food waste in Hong Kong and to promote the message of environmental protection to the public.

Around 75% of people receiving food were 60 years old and above. Among all the recipients, over 75% were unemployed. Around 200-240 people were given 1kg per person per day in both projects. This year, the InterContinental Hong Kong (ICHK) continued to extend their gracious concerns to the Food Sharing Project participants in Tin King Sheltered Workshop on 10 May 2013. Over 100 seniors from the project enjoyed a warm and joyful lunch buffet prepared and served by ICHK Chef and other staff who volunteered in the event.

In the coming years, we will continue to strive to nurture innovation approach to empower communities to combat poverty in Hong Kong. We would engage more partners and donors to sustain our food program and to further extend the project to serve other districts in the future. Moreover, PIRs would empower through their participation in food collection, food handling and delivery process in the food sharing projects.



參與活動日提倡食物分享概念
Participated in a fun day promoting the concepts of food sharing

2013至2014年度黃大仙區及屯門區食物分享計劃獲捐贈食物
 Donated food distributed by Food Sharing Project in Wong Tai Sin and Tuen Mun 2013/2014

黃大仙區 Wong Tai Sin district		
	食物種類 Food Type	已分發的捐贈食物 Donated Food distributed
新鮮食物 Fresh Food	蔬菜 Veggies	5,808.6公斤kg
	麵包 Bread	7,794.9公斤kg
包裝食物 Packed Food	飲品、餅乾、米及麵類、罐頭等 Drinks, biscuits, rice & noodle, canned food, etc.	50,380.7公斤kg
		總數Total: 63,984.2公斤kg

屯門區 Tuen Mun district		
	食物種類 Food Type	已分發的捐贈食物 Donated Food distributed
新鮮食物 Fresh Food	蔬菜 Veggies	13,944.4公斤kg
	麵包 Bread	2,842.32公斤kg
包裝食物 Packed Food	飲品、餅乾、米及麵類、罐頭等 Drinks, biscuits, rice & noodle, canned food, etc.	23,822公斤kg
		總數Total: 40,608.7公斤kg



香港洲際酒店的廚師及義工在田景庇護工場為超過100名長者提供午膳自助餐
 Chefs and volunteers from InterContinental Hong Kong delivered a lunch service for over 100 elderly in Tin King Sheltered Workshop



輔助就業服務

就業狀況及成功退出率

今年，輔助就業服務及殘疾人士在職培訓計劃累積服務人數分別為632及124名，當中63名康復者能成功就業並退出服務。截至2014年3月31日，共有493名康復者參加輔助就業服務，其分佈如下：

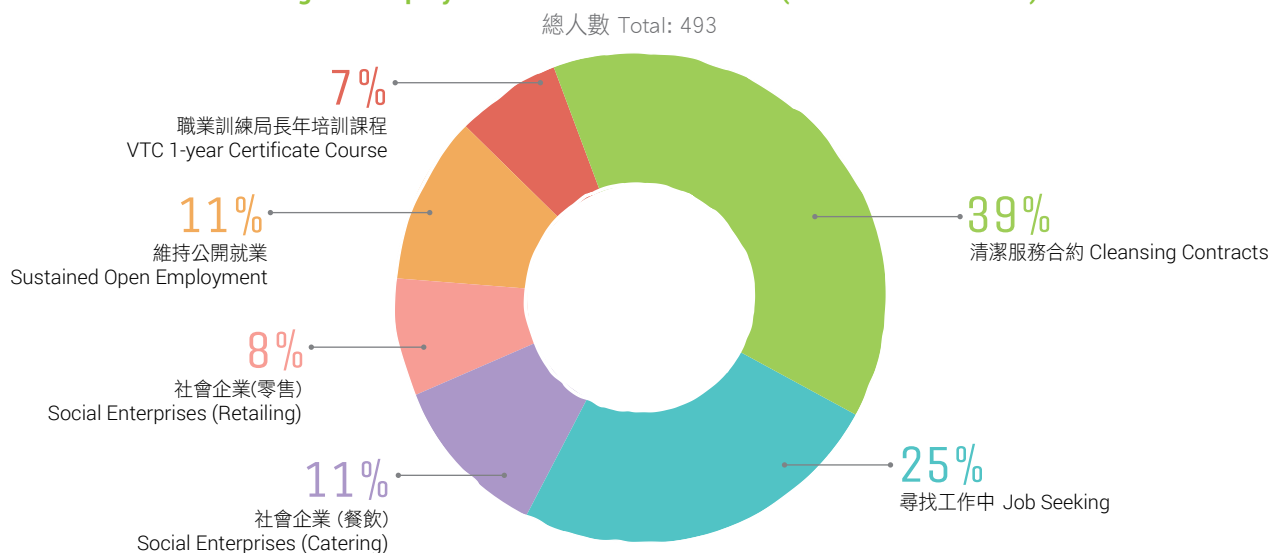
Supported Employment Service

Employment Status and Successful Discharge

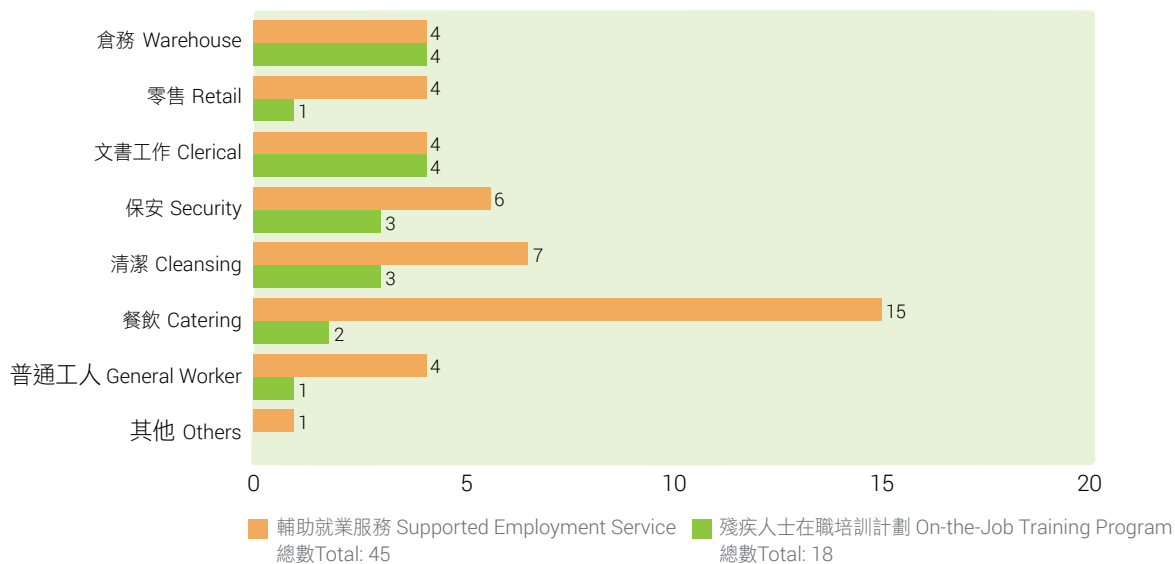
This year, 632 and 124 PIRs were enrolled in Supported Employment Service (SES) and On-the-job Training Program (JTP) for People with Disabilities respectively,

with a total of 63 people successfully discharged from the services by the end of March 2014. As at 31 March 2014, a total of 493 PIRs were served under SES and their status were as follow:

康復者於輔助就業服務的訓練及就業情況 (截至2014年3月31日)
Training and Employment Status of PIRs at SES (as at 31 March 2014)



2013至2014年度康復者成功退出輔助就業服務之情況
Distribution of Successful Discharge of PIRs in 2013/2014



多元化之職業康復訓練

為發掘康復者在職業訓練的興趣和加強學習動機，本會致力為康復者提供各種類訓練。本年內，本會共投得5項清潔服務合約，總金額共\$25,800,000元，連同其他11項服務合約，共為康復者提供超過450個清潔訓練名額。此外，本會社會企業的發展亦為康復者提供培訓機會，如零售及餐飲等，提升他們在公開就業市場的競爭力。

Diversified Vocational Training

To explore vocational interest and foster the motivation to learn of PIRs, the Association offered various kinds of training for PIRs. In the year, the Association was awarded with 5 cleansing contracts with an annual tender sum of \$25.8 million and over

450 cleansing training placements were offered in different districts areas among the 11 contracts. Other than that, the development of social enterprises had provided more training opportunities for PIRs to engage in retailing and catering trades to enhance their competitiveness in the open market.

2013至2014年度之政府清潔服務合約 Government Contracts of Cleansing Service 2013/2014

	批出部門 Awarded by		服務合約 Service Contracts
2013至2014年度延續及新批出合約 Contract Renewed and Newly Awarded in 2013/2014	漁農自然護理署 Agriculture, Fisheries and Conservation Department	1	大龍獸醫化驗所 Tai Lung Veterinary Laboratory
	食物及環境衛生署 Food and Environmental Hygiene Department	2	衛生教育展覽及資料中心 Health Education Exhibition and Resource Centre
		3	石湖墟市政大廈 Shek Wu Hui Municipal Services Building
	康樂及文化事務署 Leisure and Cultural Services Department	4	鯪魚涌市政大廈 Quarry Bay Municipal Services Building
	香港房屋委員會 Housing Authority	5	天悅邨長者屋 Housing for Senior Citizens of Tin Yuet Estate
現存合約 Existing Contracts	漁農自然護理署 Agriculture, Fisheries and Conservation Department	6	大龍實驗農場 Tai Lung Experimental Station
	食物及環境衛生署 Food and Environmental Hygiene Department	7	大成街街市大廈 Tai Shing Street Market Building
	康樂及文化事務署 Leisure and Cultural Services Department	8	葵青區康樂場館 Recreational Venues of Kwai Tsing District
		9	牛池灣市政大廈 Ngau Chi Wan Municipal Services Building
	10	九龍城市政大廈 Kowloon City Municipal Services Building	
香港電台 Radio Television Hong Kong	11	香港電台 Radio Television Hong Kong	



再培訓課程

為康復者提供多元化的培訓項目，本會與職業訓練局展亮技能發展中心合辦多個長短期課程。此外，亦與僱員再培訓局繼續合作，開辦了3個就業掛鈎課程，如新開辦之「陪診員證書課程」。此課程教授康復者學員門診護送服務的知識和技能，包括推輪椅技巧和急救等。期望學員在完成課程後能尋找到合適的工作。從學員意見調查中，就課程設計及安排上均獲得超過90%之「非常滿意」

Re-training Courses

The Association aimed to provide diversified training on different spectrum. A wide variety of full time day courses and part time short courses was provided by Vocational Training Council (VTC) Shine Skills Centre continuously to meet the vocational needs of PIRs on different work trades.

This year, the Association organized 3 placement-tied courses of Employee Retraining Board including a newly Certificate in Escort Service for Out-patient Visit Training developed course for PIRs. The course equipped students with technical skills, including wheelchair handling and first aids etc., which

2013至2014年度職業訓練局展亮技能發展中心舉辦課程 Courses provided by VTC Shine Skills Centre in 2013/2014

全日制課程 Full-time Day Course	部份時間短期課程 Part-time Short Courses
飲食及房務工作證書課程	創意禮品包裝 Creative Gift Wrapping
	西式食物製作課程 Basic Western Food Production
	朱古力甜品製作班 Chocolate Dessert Making
	試算表 MS Excel 2010
	特色小食製作 Workshop on Distinctive Snacks Making
商業及電腦應用證書課程	基本花藝 Basic Flower Arrangement
	健康西式甜品班 Healthy Western Dessert
	文書處理 MS Word 2010
	基本捲紙工藝 Basic Quiling Art
	賀年懷舊小食製作 Chinese New Year Nostalgic Snacks Making

或「滿意」率。整體而言，課程入讀及出席率良好，超過70%的畢業學員在市場上獲得兼職或全職工作。

此外，新培訓課程包括寵物美容及文職培訓課程。康復者透過課程掌握基本的技能和知識，他們的訓練表現獲得導師的讚賞及認同；當中部份康復者於完成文職培訓課程後更成功受聘於公開市場。

were required in the out-patient escort services. It was expected that students would get job offers in accordance with the high market demand after completing the course. All courses received more than 90% in "very satisfied" or "satisfied" scores towards the overall course design and arrangement in the student satisfaction questionnaire. Overall speaking, enrollment and attainment rate of all courses were well achieved with

over 70% graduated trainees obtained part time or full time job in the market. Moreover, new trainings such as pet grooming, clerical training were developed. PIRs acquired basic skills and knowledge in the training and their performance were appreciated by their instructors and mentors. Some of them were successfully employed as clerical assistant.

2013至2014年僱員再培訓課程統計數字
Statistics of ERB Retraining Courses 2013/2014

課程 Course	入讀人數 No. of students enrolled	畢業人數 No. of students completed	成功就業人數 Successful Open Employment rate 成效指標 (performance indicator $\geq 70\%$)
基本零售證書課程 Certificate in Basic Retailing (07/2013-08/2013)	14	13	10 (76.92%)
園藝助理證書課程 Certificate in Horticultural Assistant Training (11/2013-12/2013)	14	10	7 (70%)
陪診員證書課程 Certificate in Escort Service for Out-patient Visit Training (03/2014-04/2014)	14	12	就業跟進期仍進行中 Post placement period is still under progress



園藝助理證書課程
Certificate in Horticultural Assistant Training



陪診員證書課程
Certificate in Escort Service for Out-patient Visit Training

企業合作夥伴

輔助就業服務一直與各大企業保持緊密合作，為康復者提供就業機會。本會與香港洲際酒店及香港迪士尼樂園之間的合作更進一步提升。除了合作伙伴外，輔助就業服務更積極開拓零售及物流行業的就業機會。過去一年，合共有15名康復者受聘於不同合作伙伴。

未來挑戰

為回應康復者在職業培訓上的期望和市場需要，本會將陸續推出新措施，加強職業培訓，以解決職業服務上可預見之老齡化趨勢，例如開發其他合適的培訓項目，以為康復者老齡化作出準備。

Partnership with Corporations

Supported Employment Service (SES) had been in close partnership with corporations in providing employment opportunities for PIRs. On-going collaboration with InterContinental Hong Kong and Hong Kong Disneyland were enhanced. Apart from the partnering corporations, SES opened up employment opportunities for PIRs in major retail and logistic industry in the market. During the year, 15 PIRs were employed by various partnering corporations.

Challenges Ahead

In response to PIRs' expectations in their vocational trainings and market needs and to address the foreseeable ageing trend of PIRs in vocational rehabilitation units, the Association would develop a new initiative to prepare the ageing trend of PIRs, e.g. explore other training options.



自力更生綜合就業援助計劃

由2013年1月1日開始，於葵青區為領取綜援人士提供「自力更生綜合就業援助計劃」推行已超過1年。這項為期27個月的計劃目的為鼓勵及協助綜援受助人透過一站式綜合就業援助服務，包括就業輔導、職業培訓、提升工作推動力、就業配對等，從而達致自力更生。參加者會按其家庭背景及工作推動力分為3個服務類別。過去一年，除了為參加者提供個人就業援助及加強就業援助服務外，亦於多個戶外地點提供「工作體驗」服務，培養他們的工作習慣，提升自信重返勞工市場。現時的「工作體驗」服務主要集中於園藝保養及清潔工作。計劃將於2015年3月完結，我們會繼續按參加者個人需要，為他們提供更多不同的「工作體驗」服務，以提升他們受僱的機會及持續就業能力。

截至2014年3月31日，縱然整體服務參加人數較社會福利署預計為低，但計劃現階段已達至穩定及可預期之成效。透過就業主任及外間的培訓中心或機構提供的就業培訓，參加者公開就業率有顯著的提升。就業主任更成功協助第I及第II分類組別人士投身勞動市場，維持1個月就業或以上達35.5%。

為進一步鼓勵領取綜援人士持續就業及脫離綜援網，「關愛基金」將於2014年4月1日起推出一個為期3年的試驗計劃。通過關愛基金的獎勵計劃，若參加者累計工作收入超過法定豁免計算入息，將可獲得獎勵津貼。同時，香港中文大學亦會參與計劃研究，評估計劃的成效。期望本會能協助50位失業的綜合社會保障援助受助人參與此計劃。

面對計劃參加者的實際需要，本會將與其他非政府組織或自願團體合作，推行一系列的扶貧措施，協助他們尋求就業期間，改善生活，以促進他們的社會流動性。

Integrated Employment Assistance Program for Self-reliance

The Integrated Employment Assistance Program for Self-reliance (IEAPS) in Kwai Tsing district for Comprehensive Social Security Assistance (CSSA) recipients had been running for a year since 1 January 2013. This 27-month program aimed at assisting and encouraging the CSSA recipients to become self-reliant through the provision of a range of integrated services, including counseling, work skills training, job motivation enhancement and job matching. Participants would be allocated into 3 categories according to their family background and job motivation. In the year, apart from providing ordinary employment counseling services and basic skills training, the Association offered Work Exposure Opportunities (WE Services) in various outdoor venues for service users to maintain their work habits and to improve their confidence in getting back to the labour market. The WE services in the year were mainly focused on horticulture maintenance and cleansing. Before the completion of the program in March 2015, we would explore more varieties of WE services according to the individual needs of each participant to enhance their employability and ability to sustain employment.

As at 31 March 2014, the project achieved stable outcomes in the interim even the overall enrolled cases were slightly lower than the projected number

as estimated by the Social Welfare Department. With the employment related trainings offered by placement officers and external training bodies or councils, the employment rates were significantly heightened. The placement officers assisted a total of 35.5% of Category I & II cases to secure open employment for at least 1-month or above in the labour market.

To further encourage CSSA recipients of the IEAPS to secure employment and leave CSSA net, a 3-year pilot program funded by Community Care Fund would be launched from 1 April 2014. Through the Community Care Fund's Incentive Scheme, an incentive grant would be provided to participants if their accumulative earnings above the prescribed disregarded earnings reach the incentive target. As well, a research conducted by The Chinese University of Hong Kong would be incorporated into the program to evaluate the effectiveness. Our project would assist 50 unemployed CSSA recipients to join the program.

In view of the needs of the project participants, a series of poverty alleviation measures liaising with other NGOs and volunteer teams would be carried out to improve their livelihood and to promote their social mobility during the job seeking period.

葵青區「自力更生綜合就業援助計劃」服務分佈 (截至2014年3月31日)
 Provision of Integrated Employment Assistance Program for Self-reliance (IEAPS)
 in Kwai Tsing District (as at 31 March 2014)

項目及服務分類 Categories & Service Provision	參加者人數 (截至2014年3月31日) No. of enrolled cases (as at 31 March 2014)	成功就業3個月或以上 / 成效指標 Successful open employment rate for at least 3 months or above within the service period / performance requirements	接受培訓時間 / 成效指標 No. of training hours provided / performance requirements
第一類服務 (個人就業援助服務) Category I Services (Ordinary Employment Assistance Services)	506	11% / 15%	1,827 / 3,240
第二類服務 (加強就業援助服務包括訓練及工作體驗服務) Category II Services (Strengthened Employment Assistance Services which include trainings and Work Exposures Services)	235	24.5% / 30%	
第三類服務 (最年幼子女年齡介乎12至14歲的單親家長和兒童照顧者) Category III Services (Employment Assistance Services for single parents and child carers on CSSA with their youngest child aged 12 to 14)	43	20.9% / 30%	188 / 750



SELF-DIRECTION & CHOICE

自主自決與選擇

復元
元素

康復者是自己生命的主角，他們有權決定自己的復元路向，並選擇適合的服務及支援網絡。他們有權在復元過程為自己作決定，並有責任承擔選擇的結果。促進康復者的自主和獨立能力，資源的掌握和運用，肯定自己生命的意義。

Recovery process should be self-directed. PIRs look for services and support networks which are most suitable for their own needs. They have the right to determine their own path of recovery and be responsible for the outcome. By optimizing autonomy, independence control and allocation of resources, PIRs define their own life goals.





社區支援

精神健康綜合社區中心

在社會福利署、區議會及房屋署屋邨管理諮詢委員會的全力支持下，安泰軒陸續在葵涌、離島、油尖旺及屯門得以設立會址。獲社會福利署獎券基金撥款資助裝修工程費用，位於屯門湖景及離島東涌的項目已於本年初完成，而安泰軒（深水埗）及安泰軒（屯門—安定）的裝修工程亦已進行得如火如荼。此外，安泰軒（葵涌）及安泰軒（離島）已分別於大窩口及長洲覓得永久會址，期望安泰軒（沙田）亦將於來年能夠覓得會址。隨著這些中心逐步啟用，可以為康復者及社區人士帶來更貼心和便利的服務。

「沒有精神健康，就沒有全人健康。」在2013至2014年度，安泰軒以「復元為本」應用於社區精神健康教育、家屬，並為康復者和照顧者提供以人為本的服務。為更有效服務社區，安泰軒會繼續探求機會，建立新的合作伙伴，同時與政府部門、非政府機構、學術團體及私人企業建立更緊密的合作關係。

服務概覽

本年，安泰軒持續擴展服務，全年服務會員人數達6,191人，較去年增加5.4%。會員當中約37.2%已屆50歲，預期隨著老齡化的趨勢，老齡會員的比例會持續上升。在確診患有精神病的會員中，42.9%患有情緒病及抑鬱症，比率較去年上升3.9%，類似比例亦見於懷疑有精神問題的會員群體，當中52.1%疑有情緒問題。

本年曾接受服務的6,191名會員中，有4,687人接受個案服務，其中1,984人（42.3%）為新收納個案。在2,848宗轉介申請中，自行求助及來自家屬或照顧者是主要的轉介來源，共佔35.9%，情況與去年相約，反映中心提供的服務直接方便，以及公眾對服務已有更多的認識。

COMMUNITY SUPPORT

Integrated Community Centres for Mental Wellness (ICCMWs)

With the collaborative effort of the Social Welfare Department, District Council and Estate Management Advisory Committees to explicate the services of The Wellness Centres (TWCs) in different districts, we were encouraged that centres in Kwai Chung, Islands, Yau Tsim Mong and Tuen Mun districts had been set up. Funded by Lotteries Fund of the Social Welfare Department, while the renovation of TWC in Tuen Mun-Wu King and Islands-Tung Chung were completed, the works in Sham Shui Po and Tuen Mun-On Ting were underway. Furthermore, TWC (Kwai Chung) and (Islands) had located a permanent venue and an additional office base in Tai Wo Hau and Cheung Chau respectively. Lastly, it was hoped that the identification of the premises of TWC (Shatin) would be completed in the coming one year. It was anticipated when these physical sites came into operation, service would become more accessible and user-friendly.

“There is no Health without Mental Health”. In 2013/2014, TWCs embraced the recovery-oriented service in different arena of community mental health education, family and person-centred support service for persons in recovery (PIRs) of mental illness and caregivers. To better serve our community, we continued to pursue opportunities to establish new partnerships and strengthen existing ones to facilitate a close collaboration with the government, non-government organizations, academic institutions and the private sector.

Service Profile

This year, TWCs continued to expand its reach of services, serving a total of 6,191 members, represented a 5.4% increase as compared with last year. Among the members served, 37.2% were aged 50 or above, it was expected the percentage would continue to grow as we were approaching an aging society. For those members who were diagnosed with mental illness, 42.9% of them had been diagnosed with mood and depressive disorders, an increase of 3.9% as compared with the previous year. Similar figures were also found among members with suspected mental health problems, in which 52.1% were having mood problems.

Among the 6,191 members served, 4,687 received case services at the same time, in which 1,984 (42.3%) were new cases. As for new referrals, we had received a total of 2,848 referrals this year. Similar to last year, self-approach by PIRs and their family members and caregivers continued to be the major source of referral, accounting for 35.9%. This reflected that the public had become more aware of our services as it became more accessible for them.



「關愛身心在美林」活動
“Care for Your Mental Wellness” Campaign

應用三層介入模式

介入模式第一層 - 精神健康推廣及公眾教育

獲公民教育委員會撥款，本會7間安泰軒開展「『愛·融·義』友伴同行在社區」計劃，計劃目的是通過參與社區義工活動，推廣「關愛、共融、仁義」的精神。是項計劃招募了200多名社區及會員義工，學習有關精神健康及正向心理學的知識。他們在隨後的工作坊及街頭展覽上實踐所學，向2,100多名人士宣傳精神健康及反歧視的訊息。此外，又組織社區關愛探訪，為2,000個貧困家庭和弱勢群體提供物資和援助。為表揚參與計劃的義工，我們於2014年4月21日舉辦了「『愛·融·義』友伴同行在社區總結分享會暨嘉許禮」，表揚超過140名義工在全年提供5,600小時的義工服務。

為了解擠迫和惡劣的居住環境對身體及精神健康的影響，安泰軒（油尖旺）聯同油尖旺區議會關愛社群工作小組合作進行了一項調查和推行「愛家、愛社區 - 330整全健康計劃」，40名義工於2013年12月至2014年2月期間探訪了200名困居人士及家庭，為他們提供實物援助，以緩解他們的生活需要。他們的抗逆故事被拍攝成短片並在研討會上分享，以喚起公眾對他們的關注。另外，安泰軒（深水埗）得到深水埗區福利辦事處撥款，聯同區內其他社福機構向超過3,600名貧困人士提供一連串的家庭支援活動，如精神健康講座、關懷探訪、家庭同樂日及戶外活動。

作為一間以地區為本的精神健康綜合社區中心，「安泰軒」積極與地區上不同的團體合作推廣正向心理學及精神健康的訊息。安泰軒（葵涌）在荃灣及葵青區福利辦事處支持下，舉辦了一項「樂飛翔」活動，透過參與設計及製作風箏的過程，讓參與的家庭認識及加強他們的心理素質及抗逆力。此外，我們又舉辦了一次戶外家庭活動及社區嘉年華，超過1,000名社區人士參與推廣

Application of 3-Tier Intervention Model

Primary Intervention - Mental Health Promotion and Public Education

Funded by the Committee on the Promotion of Civic Education, we embarked a project "Love, Inclusion and Volunteering" that spread across the 7 TWCs. This project aimed to promote partnership and care in the community through volunteering. More than 200 community and PIR volunteers were engaged and equipped with knowledge on mental wellness and positive psychology. They were mobilized together to raise mental wellness and address anti-stigma through workshops and road shows that reached out to 2,100 individuals in the neighbourhood. Meanwhile, concern visits were conducted and 2,000 families in poverty and vulnerable groups were benefited from tangible materials and assistance. To recognize volunteers' dedication and contribution to serve the needy in the community, a "Volunteer Award Presentation Ceremony and Sharing" was held on 21 April 2014. Over 140 volunteers were awarded for a total of 5,600 hours of volunteer service contributed in this year.



To understand the impact of poor living condition and high density environment on physical and mental health, TWC (Yau Tsim Mong) co-organized with the Working

Group on Caring the Community of Yau Tsim Mong District Council conducted a survey and launched a program called "Love Your Family and Community - 330 Holistic Health Project" where 40 volunteers paid visit to 200 families from December 2013 to February 2014. Tangible support and resources were provided to address the holistic needs of these individuals and families living in poor housing conditions. Their resilience stories were captured and shared in a seminar to arouse public awareness and concern to their condition. Also, TWC (Sham Shui Po) was funded by Sham Shui Po District Social Welfare Office of Social Welfare Department and partnered with district NGOs to reach out to more than 3,600 deprived individuals through a series of family support programs, mental health talks, concern visits, family fun day and outdoor programs.

As a district-based community centre for mental wellness, TWCs actively promoted positive psychology and mental wellness in collaboration with different stakeholders wide across the community. TWC (Kwai Chung) was supported by Tsuen Wan / Kwai Tsing District Social Welfare Office of Social Welfare Department to launch "Fly with Happiness", a project using kite design and production as a means to engage families in the community to identify and strengthen their psychological resources and resiliency. A family outing and a community carnival to promote mental wellness was held with more than 1,000 community members participated. The project received "The Best Creativity Award" presented by Social Welfare Department. Similarly, TWC (Tuen Mun), TWC (Shatin) and TWC (Tin Shui Wai) were invited by



精神健康，是項計劃更獲得社會福利署頒發「最佳創意大獎」。與此同時，安泰軒（屯門）、安泰軒（沙田）及安泰軒（天水圍）獲房屋署屋邨管理諮詢委員會邀請組織多元化活動，向各區屋邨居民宣傳正向心理和精神健康訊息，活動項目包括家庭烹飪及分享小組、禪繞繪畫和園藝組、地區嘉年華、精神健康講座、生態旅遊、關懷探訪等，受惠的會員人數超過2,700人。

憑著過往在中學推廣反歧視的成功經驗，安泰軒（葵涌）聯同荃灣及葵青區福利辦事處及區內其他社福機構合作開展一項「陽光樹·生命交流計劃」，共有60名中學生及30名康復者參與，康復者分享他們自己的復元故事，與參加者共同創作「生命樹」，增進相互間的理解以及對康復者的支持。是項計劃亦獲得社會福利署年度「最具創意地區夥伴協作計劃」。

另一方面，香港大學醫學院學生參與由安泰軒（深水埗）舉辦之「精心導遊體驗計劃」，透過短片及復元藝術作為媒介，讓學生以第一身體驗精神患者的處境，而兩位安泰軒的朋輩支援工作員亦分享了復元故事。

家屬支援

對康復者來說，家庭是支持他們的重要資源。為更有效裝備家屬和照顧者對精神病的認識和技巧，以及培育他們對精神健康及強化家庭支援方面的角色，「安泰軒」舉辦以復元為主題的身心教育講座、『身心健康復元計劃』、家屬支援小組及戶外生態遊等活動。另外，我們又舉辦了兩次大型家庭攝影和展覽活動，藉此表達對家屬和照顧者的欣賞和感恩。

社區鄰里網絡

在發展社區鄰里層面，安泰軒（天水圍）於2011年至2014年間在區內開展「有里同行樂天大使計劃」，目的是發掘天水圍社區內不同的社會資本，推廣正向和整全的精神健康。計劃透過舉辦精神健康推廣日、正向

Estate Management Advisory Committee of Housing Department to organize programs to their respective residents to promote positive psychology and mental wellness. A variety of programs including family cooking and sharing group, Zentangle drawing and horticulture group, district-based carnival, mental health talks, eco-tour as well as concern visits were conducted that benefited more than 2,700 community members.

Riding on the successful experience of promoting anti-stigma to secondary school students, the "Tree of Life – Life Exchange Program" was launched by TWC (Kwai Chung) in collaboration with Tsuen Wan / Kwai Tsing District Social Welfare Office and NGOs of the district to secondary schools. 60 secondary schools students and 30 PIRs participated. Sharing of recovery stories by PIRs and the co-creation of "Tree of Life" had broadened mutual understanding and support to PIRs. This project was awarded "The Best Creativity District Collaborators Award" by Social Welfare Department in the year.

On the other hand, medical students from The University of Hong Kong joined the "Mental Health Tour – Experimental Project" organized by TWC (Sham Shui Po) to gain a first-person experience of visualizing a simulated psychotic episode

through video and appreciation of recovery art work of PIRs. During the program, two peer support workers also shared their recovery stories to raise public awareness of mental health issues.

Family Support

Family had always been the fundamental source of support and resources to PIRs. To better equip the carers with knowledge and skills, nurture their mental wellness and strengthen family support, TWCs conducted psycho-educational talks on recovery, the use of Wellness Recovery Action Plan (WRAP), mutual support groups and eco-tour outings for them. In addition, to show appreciation and gratitude to the carers, 2 mass events on family photo-taking and exhibitions were organized in the year.

Community Neighbourhood Network

On neighbourhood level, the "Neighbourhood of Wellness" operated by TSW (Tin Shui Wai) from 2011 to 2014 was developed at Tin Shui Wai (TSW). The main theme was to promote positive mental health and mental wellness through cultivating social capitals in TSW community. In the past years, the project enhanced the awareness of mental health



「有里同行 樂天大使」義工隊榮獲2013元朗區傑出義工選舉獎項
Volunteer team of the "Neighborhood of Wellness" was awarded the 2013 Outstanding Volunteer Competition in Yuen Long

心理小組和不同的訓練工作坊，提升公眾人士對精神健康的關注。為鼓勵精神病復康者成為義工，計劃建立一個共融支援網絡，組織復康者和社區人士一同參與義工服務，為區內其他有需要人士，如獨居長者提供義工服務。計劃亦重視與不同的合作伙伴聯繫，如私人企業、醫院、學校、教會、非政府機構、政府部門等，在社區攜手結網，一同推廣精神健康。

in the community through mental health promotion days, positive psychology groups and training workshops. To strengthen the motivation of PIRs to become volunteers, a social inclusive network was established. These PIRs and community volunteers were grouped together to serve those in need such as the singleton elderly. As well, this project also

made deliberate efforts to network with different partners to join hands to promote mental health, including private companies, hospitals, schools, churches, NGOs and government departments.

2011年至2014年『有里同行 樂天大使計劃』之成果 Outputs of "Neighbourhood of Wellness" 2011 to 2014

	數目 Figures
樂天大使(包括康復者和社區人士) Core members (PIRs and community people included)	82
參與義工 Volunteers	212
關鍵性合作伙伴 Key collaboration partners	25
舉辦社區關懷行動 Community Caring Programs organized	84
計劃受惠者 Recipients served	2,017
樂天大使支援居民人數 No. of community members supported by the core members	243
間接參與人數 Indirect participants	1,708

『有里同行 樂天大使計劃』之參加者意見 "Neighbourhood of Wellness" - Feedback from Participants

計劃能建立社區支援網絡 The project is able to establish supportive social network	99%
計劃能增強個人自信和抗逆力 The project is able to strengthen self-confidence and resilience	99%
計劃能加強社會共融和互助 The project is able to enhance social inclusion and mutual help	100%
計劃能增加社會投入感 The project is able to increase social commitment	98%
參與人士 / 持份者願意接納及關懷精神受困擾的人士 The project is able to promote better acceptance of people with mental illness	100%
參與人士 / 持份者提升對精神健康之關注 The project is able to enhance the awareness of mental health	100%
計劃參與者對精神健康急救技巧提升 The project is able to increase mental health first aid skills	98.4%
居民認同樂天大使能幫助他們 Community members agreed that the Joy Ambassadors are able to help them	100%



介入模式第二層 - 早期辨識及介入

與醫院管理局、地區的社福機構及社會福利署的緊密合作，是及早辨識和介入的關鍵。在2013至2014年度，安泰軒收到懷疑有精神健康問題的轉介個案共729人。為支援這些人士，我們通過積極外展探訪評估個案的精神狀況，並向其照顧者提供精神健康教育和情緒支援。475位懷疑有精神健康問題或未有接受任何治療的服務使用者已成功轉介精神科治療或相關服務，接受早期介入和治療，當中151位（32%）連結到精神科門診；56位（12%）及68位（14%）分別接受住院治療及急症室服務作緊急精神科評估及治療；此外，66位（14%）首次轉介至醫院管理局接受臨床評估；94位（20%）接受普通科門診的輕性精神治療；至於其他個案則轉介至臨床心理服務、私家精神科醫生或物質濫用診療所。

為持續支援他們的社交及職業復康需要，我們提供了近1,000次的連繫服務。387位（39%）聯繫至社交活動及支援小組，282位（28%）連繫至其他社會服務機構，如長者中心、青少年中心、綜合家庭服務中心、食物銀行、社會保障部等；16.5%則分別連繫至職業計劃及發展服務或日間訓練及輔助就業服務。

Secondary Intervention - Early Identification and Intervention

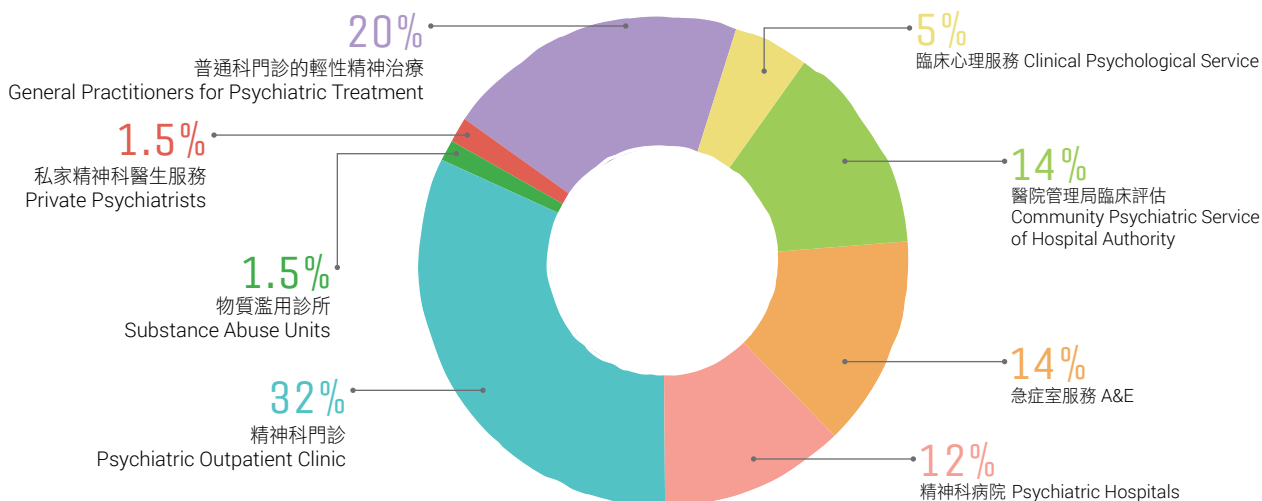
Close collaboration with Hospital Authority, district-based NGOs and SWD was the key for early identification and intervention. In 2013/2014, a total of 729 new users with suspected mental health problem were referred. To provide support to these individuals, assertive outreaching visits was conducted on mental state assessment with psycho-education and emotion support was rendered to their carers. 475 users with suspected mental health problems or those defaulted from treatment was successfully networked to mental health services and to receive early intervention and treatment including 151 (32%) were linked to follow-up at psychiatric out-patient clinics; 56 (12%) and 68 (14%) were admitted to psychiatric hospitals and Accident and Emergency respectively for acute psychiatric assessment and treatment; 66 (14%) were referred to community psychiatric service for psychiatric assessment

the first time while 94 (20%) attended general practitioner for psychiatric treatment. Others were connected to clinical psychologists, private psychiatrists or substance abuse units.

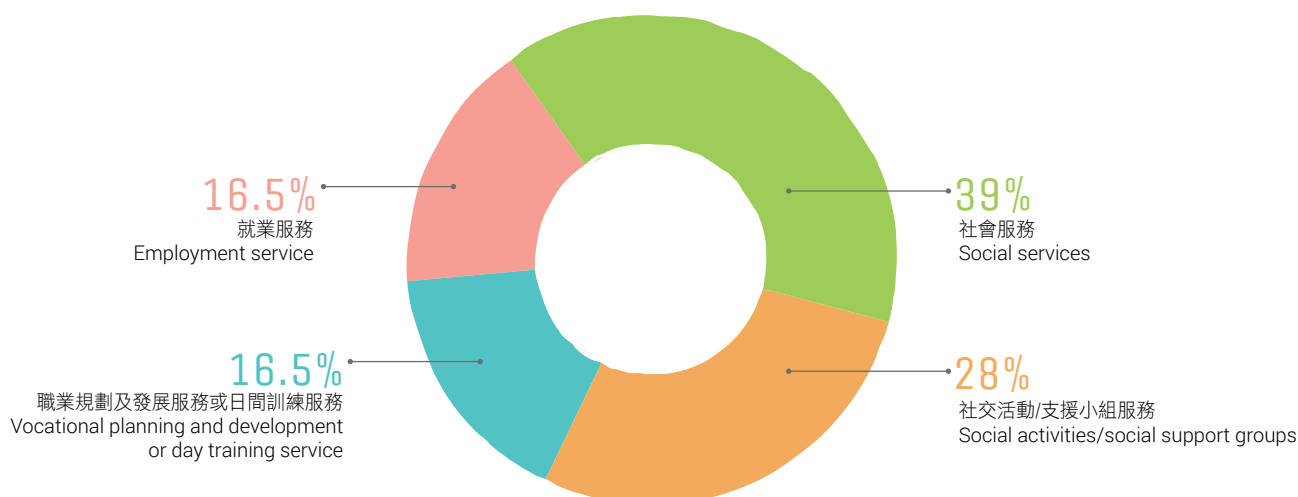
Continuous support to the social and vocational needs of PIRS was also rendered resulted in nearly 1,000 linkages were made. 387 (39%) were referred to social activities and mutual support groups while 282 (28%) were networked to other social service agencies, e.g. elderly centre, youth centre, family service centre, food bank, field unit, etc. As well, 16.5% was linked up to vocational planning and development or day training service and employment service respectively.



2013至2014年度懷疑有精神健康問題的服務使用者連繫至精神科或相關服務概況
Linkage to Mental Health System or Related Services of Service Users with Suspected Mental Health Problems 2013/2014



2013至2014年度安泰軒服務使用者參與社區支援網絡/服務
Engagement with Social Support Network/Services by TWCs' Service Users 2013/2014



介入模式第三層 - 以人為本服務

截至2013年3月，安泰軒共為5,462位精神病康復者提供以人為本的支援服務。為加強康復者、其照顧者及其他合作伙伴的參與計劃他們的復元旅程，安泰軒（屯門）及安泰軒（油尖旺）於上年度率先成為試點應用「個人復元計劃」於個案管理工作中。隨著我們整合了兩間安泰軒的實踐經驗，個人復元計劃將於明年度在各安泰軒全面推行。

朋輩支援

朋輩支援是體現復元工作的重點之一。兩位朋輩支援工作人員已加入我們的員工隊伍，他們的主要職責是通過「復元101計劃」、「社區導航計劃」、「身心健康行動計劃」及家訪，向較退縮的會員分享自己復元歷程及鼓勵他們重投復元路。在反污名活動及會議上他們亦勇敢地向參加者分享其故事，改變公眾人士對精神病復康者的誤解及歧視。

工作與就業

在發展復元為本的活動時，我們一直重視工作在復元歷程中對康復者的裨益。在2013至2014年度，我們為一個就業準備的評估工具進行信效度的研究，而工具會用作評估及分流會員五個階段的就業動機，預計整個研究的數據收集工作於2014年5月完成。為

Tertiary Intervention - Person-centred Services

As at the end of March 2014, TWCs has provided person-centred support to a total of 5,462 persons in recovery of mental illness. To enhance the participation of PIRs, carers and other parties in the planning of their recovery journey, Person-centred Care Planning (PCP) was adopted in case management service. With the consolidation of pilot experience of PCP in TWC (Tuen Mun) and TWC (Yau Tsim Mong), PCP had been introduced to all TWCs for application and would be in full implementation next year.

Peer Support

Peer support is one important way to realize of recovery-focused serve. As a partnership with our service users in their recovery journey, two peer support workers joined our staff force. They shared their experiences of mental illness to support others in their recovery journey through Recovery 101 program, Community Navigator, WRAP and friendly

visits to those withdrawn members.

They courageously shared their stories in front of the general public, at anti-stigma programs and conferences.

Work & Employment

When developing recovery-oriented programs, we always considered the significant benefits of employment in their recovery journey. In 2013/2014, a validation study was conducted on an instrument that was designed to triage PIRs into the five stages of work readiness and the data collection process was expected to complete in May 2014. On promoting work motivation of PIRs, a work readiness-training group named "3G" was piloted in TWC (Sham Shui Po) and TWC (Tin Shui Wai). PIRs reported that the group assisted them to resolve their uncertainties and enhance their work motivation to return to work.

Last year, we have served 520 PIRs with vocational needs among which 185 were new members. A total of 10,041 occupational therapy sessions with



提升會員的工作動機，一個名為「3G增值服務」的嶄新治療性小組已於安泰軒（深水埗）和安泰軒（天水圍）作試點舉行，參與的會員均表示小組協助他們解決一些重投工作的疑惑，從而提升他們工作的動機。

本年，我們有520名有就業需要的會員參與了職業策劃及發展服務，當中185名為新會員。我們共提供了10,041節的職業治療訓練，包括1,868節個別評估及8,173節小組訓練。小組內容包括規劃職前日間訓練、職業復康服務及持續進修的支援及資訊分享、輔助就業參觀及庇護工場的參觀、就業支援小組及就業相關的治療性小組，如後認知訓練、就業預備、工作相關的社交訓練、解能能力提升、治療性園藝、生活重整及壓力處理。

會員當中分別有60位和27位成功公開就業及接受輔助就業服務，大部份是從事零售和餐飲行業。此外，8位會員接受庇護工場訓練，另有14名會員完成了由職業訓練局、勞工處、陽光路上（青少年殘疾人士在職培訓計劃）或僱員再培訓局等舉辦的職業相關訓練課程。

除此以外，精神病康復者可能因精神病或老齡化的影響和／或長期病患而造成機能上的缺損。因此，安泰軒服務的另一個重點是提升會員的整全身體健康及獨立生活的能力。中心持續為他們提供家訪或中心為本的職業治療服務，內容包括自理訓練、社區技能訓練、家居評估及環境改善、輔助器材及相關使用的訓練、認知訓練、防跌訓練及以手法治療舒緩疼痛情況，以協助他們應付生理及健康方面的需要。

大部份患有精神分裂症的康復者會因其病患引致認知缺損而影響了他們求職及工作，我們在2013年獲得余兆麟醫療基金的撥款支持，在安泰軒發展一項創新的認知糾正訓

1,868 and 8,173 individual and group sessions respectively were organized. Group sessions consisted of structured pre-vocational day training, education on vocational rehabilitation process and service, visit to supported employment sites and sheltered workshops, work support group, and vocational-related therapeutic groups, such as metacognitive training, job acquisition, work-related social skills, problem solving skills enhancement, horticulture, lifestyle redesign and stress management.

60 and 27 members were gainfully employed in competitive market and admitted into supported employment respectively in this year. Most of them worked in retail and catering sectors. In addition, 8 members were admitted into sheltered workshops and 14 members completed vocational related courses offered by Vocational Training Council, Labour Department, Sunnyway (On the Job Training Program for Young People

with Disabilities) and Employment & Retraining Board.

Furthermore, PIRs may experience functional loss resulting from psychiatric disabilities, aging-related changes and/or co-morbidity of medical diseases. Optimizing physical wellness and functional independence of PIRs were also the foci of TWC. In response to their physical and health needs, home-based or centre-based occupational therapy service on self-care training, adaptive skills, home assessment and environmental modification, prescription and training of assistive device, cognitive training, fall prevention and manual therapy for pain management, continued to provide to this group of PIRs.

There was a sizeable portion of PIRs with vocational needs suffering from schizophrenia spectrum disorders, that their cognitive impairment impeded them to pursue their vocational goals.

接受職業策劃及發展服務後會員的職能提升狀況 (截至2014年3月31日)
Upward Mobility of PIRs receiving Vocational Planning and Development Service (as at 31 March 2014)

	精神病康復者人數 No. of PIRs
公開就業 Open Employment	60
輔助就業 Supported Employment	27
庇護工場 Sheltered Workshop	8
職業訓練局舉辦的一年制課程 1-year Course from Vocational Training Council	6
僱員再培訓局課程 Course from Employment Retraining Board	7
陽光路上 Sunnyway	1

練計劃，並於2014至2015年度試行，計劃的主要內容是應用電腦化的認知訓練軟件，改善患精神分裂症的康復者的認知能力，提升他們的就業。

服務成效

安泰軒為曾接受個案管理服務的2,531會員進行風險評估，結果顯示他們的風險程度在接受個案服務6個月後有顯下降，除此之外，令我們感到鼓舞的是高及中度風險程度的個案數字分別由61及369減至31及211個。

為評估個案管理的服務質素，安泰軒採用了「特氏生活滿意問卷」，量度個案會員於開展服務前及其後每年的生活滿意程度，並進行變異數分析。結果顯示會員的生活滿意程度在接受一年個案服務後有明顯上升，並能於第二年度維持同樣的水平。

專業效能發展

為追求優質服務，今年安泰軒檢視個案管理指引，以提供一致的程序和守則，包括工作流程、個案需要及危機評估，乃至督導及質素保證和風險管理監察機制以提升管理質素。此外，我們有幸邀請到資深臨床心理學家陳穩誠博士成為我們的顧問，為安泰軒的個案督導和中心主任定期提供諮詢和訓練。在2013至2014年度內，個案審核及服務為本的個案研討會每半年召開，各單位每月亦有舉行個案會議以加強社工臨床技巧，確保服務質素。

從今年先導試驗所得經驗，所有安泰軒將會應用綜合家庭及系統治療於個案工作上。24位同工參加了由李慕儀教授及美國俄亥俄州立大學Mr. David Grove提供的綜合家庭及系統治療基礎及進階訓練。為培育個案督導在團隊中發揮督導的角色，香港中文大學王愛玲教授更定期會為安泰軒的個案督導作臨床指導和給予其他受訓的同工提供進一步支援。

With the funding support of S. K. Yee Medical Foundation in 2013, a cognitive remediation program which targeted to enhance cognitive functioning of PIRs with schizophrenia spectrum disorders using computerized cognitive software would be developed and piloted at TWCs in 2014/2015. This program could improve specific domains of cognitive functioning that in turn enhanced their employability.

Service Outcomes

Documenting the life satisfaction of PIR after receiving case management service from TWC provides essential information in monitoring service quality. Test Life Satisfaction Scale that measured the subjective life satisfaction of persons with psychiatric disabilities was selected to administer to this group of PIR on annual basis. Results of one-way analysis indicated that there was significant improvement in life satisfaction of PIR after 1 year of service and the impact sustain in the second year.

For case management, a review of 2,531 PIRs after received casework service for 6 months and was found that their risk level had decreased significantly. It was encouraging that the number of PIRs with high and moderate risk had reduced from 61 and 369 to 31 and 211 respectively.

Professional Competency Development

To strive for quality service, TWCs' case management guideline, which provided standard procedures and guidelines, including work flow, needs and risks

assessment as well as supervision and monitoring system for quality assurance and risk management was reviewed this year. Besides, we were honored to have Dr. Raymond Chan, a veteran Clinical Psychologist to become our Consultant to provide case consultation and training to our clinical leaders and officers-in-charge regularly. In 2013/2014, case audit and service-based case conference was held at half-yearly interval to ensure quality assurance on case management and centre-based case meeting on monthly basis to enhance social workers' clinical skills.



地區為本的照顧者活動
District-based Programs for Carers

With the experience gained in pilot period this year, the application of Integrative Family & Systems Therapy (I-FAST) was put into practice to all TWCs. 24 staff attended the basic and advanced training on I-FAST conducted by Professor Lee Mo Yee and Mr. David Grove from The Ohio State University. In order to nourish a team of leaders with supervisory role in this area and to provide ongoing support to all trained colleagues, Professor Wong Oi Ling from The Chinese University of Hong Kong provided regular clinical supervision to the clinical leaders.

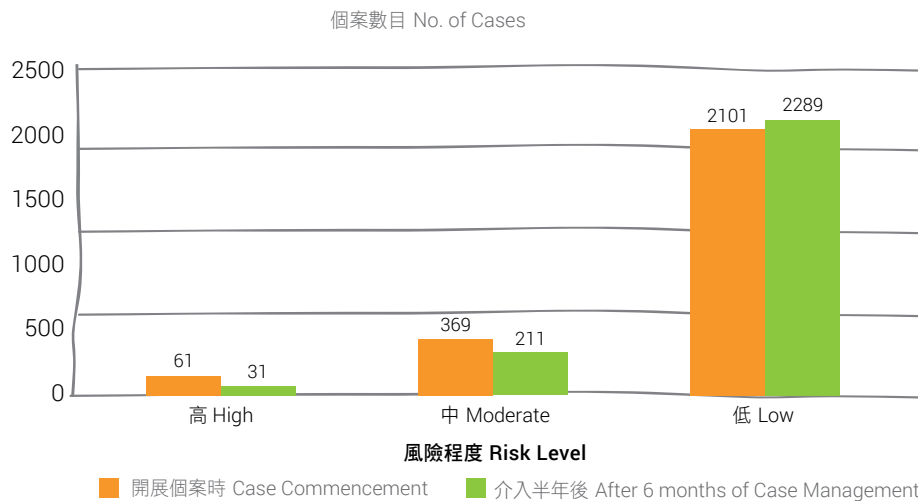


2013至2014年度特氏生活滿意問卷分析結果
Analysis Results of PIR's Level of Life Satisfaction 2013/2014

	接受個案服務前 Baseline (n=1,392)	已接受個案服務 1 year later (n=513)	已接受個案服務 2 year later (n=197)	F 值及顯著水平 F value & level of significance
特氏生活滿意的總平均分 Test Life Satisfaction Scale	51.0(13.0)	56.1(12.6)	56.4(11.7)	38.6, p<.00

註解：數值分別為平均值及標準偏差值
Note: Numbers were mean and standard deviation

2013至2014年度安泰軒個案風險程度於開展個案及介入半年後的比較
Comparison of Risk Level After the Commencement of Case Management at TWCs 2013/2014



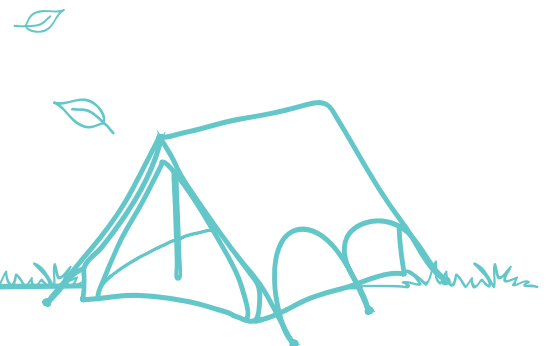
前瞻

經過三年多的服務發展，隨著服務需求的增長和會員的精神健康需要愈趨複雜，服務發展遇到一定的挑戰。為此，我們需要一套統合及可持續發的策略，包括檢討服務定位、收集有關精神健康普遍性及連帶影響的數據資料和以實証為本的介入手法，從而規劃更多合適的精神健康服務以促進康復者的復元及身心健康。

Looking Forward

After more than 3 years of service delivery, we met considerable challenges in coping with the ever-growing service demand and complex mental health needs in our members. Efforts to address these issues, including service evaluation on service positioning, data information on the prevalence and impact of mental health problems, evidence-based psychosocial intervention

and strategies in a coordinated and sustainable manner are required so that more appropriate mental health services can be planned to achieve recovery and wellbeing.



醫院管理局九龍西聯網綜合心理健康計劃

綜合心理健康計劃附設於醫院管理局轄下的普通科門診內，為一項有時限的計劃，旨在為受輕微至中度情緒病困擾的人士提供早期識別及介入。

計劃以跨專業團隊形式提供服務，專業人員包括醫生及個案經理，為康復者提供個人輔導、身心健康教育小組、藥物治療等。本計劃採用一套自評問卷，包括病人健康狀態問卷(PHQ-9)及廣泛焦慮症問卷(GAD-7)以持續評估康復者在不同階段的情緒症狀，及跟進服務結束後的進展。之後，個案經理按服務使用者的需要而轉介至有關社會服務或精神科專科門診。

本計劃在九龍西聯網的4間普通科門診內推行服務，包括西九龍、東九龍、戴麟趾夫人及青衣市區普通科門診。過去一年個案經理共為2,115名服務使用者提供了6,367節的個人輔導服務，其中1,121人同時接受由本計劃的醫生所提供共3,315節的治療。為協助服務使用者加強自我管理技巧及正面處理壓力的技巧，個案經理亦籌辦了199個涵蓋了不同主題的工作坊，出席人次共1,933。

單因子方差分析 (One-way ANOVA) 結果顯示，病人健康狀態問卷(PHQ-9)及廣泛焦慮症問卷(GAD-7)的評分在前測、後測、服務結束後第6個月及12個月均有明顯的下降，反映出本計劃能有效地減少患有輕微至中度情緒病病者的抑鬱及焦慮徵狀，並在服務結束後1年仍能保持穩定狀況。

本計劃亦與精神健康綜合社區中心和專科門診建立密切協作關係，本計劃和精神健康綜合社區中心互相轉介了198名服務使用者，亦有250名服務使用者完成本計劃後繼續在專科門診接受治療。

INTEGRATED MENTAL HEALTH PROGRAM (IMHP) FOR KOWLOON WEST CLUSTER OF HOSPITAL AUTHORITY

Integrated Mental Health Program (IMHP) as a time-limited program, provided early identification and intervention for people with common mental disorder (CMD) in General Out-patient Clinics (GOPCs) of Hospital Authority.

Multi-disciplinary team approach working with general practitioners and care managers was adopted focusing on individual counseling, psycho-education workshop and doctor's intervention. A self-reported questionnaire assessing the individual's mood symptoms, Patient Health Questionnaire 9-item (PHQ-9) and Generalized Anxiety Disorder Questionnaire (GAD-7) were applied accordingly for ongoing assessment and post-discharge assessment. After that, PIRs were linked to community centre or psychiatric clinic based on their needs.

With the joint effort of our Association and Hospital Authority, IMHP was rendered in 4 GOPCs this year, namely West Kowloon GOPC, East Kowloon GOPC, Lady Trench GOPC and Tsing Yi Town GOPC. Care managers rendered a total of 6,367 individual counseling sessions to 2,115 service users while IMHP doctors rendered 3,315 sessions

to 1,121 patient users. To strengthen service users with as well, 199 psycho-education workshops were organized with a total of 1,933 attendances on self-management skills in stress coping.

One-way ANOVA results indicated that there were marked differences of PHQ-9 and GAD-7 at baseline measures as compared with discharge, 6 months after discharge and 1 year after discharge. This showed that the program was effective in reducing depressive and anxiety symptoms after IMHP intervention and was able to sustain for one year.

The program had also established close collaboration with Integrated Community Centres for Mental Wellness (ICCMWs) and psychiatric clinic where 198 service users were networked between IMHP and ICCMWs and 250 service users were further followed by specialized clinic after IMHP intervention.





2013至2014年度綜合心理健康計劃服務數字
Outputs of Integrated Mental Health Program (IMHP) 2013/2014

	服務使用者人數 Number of service users	個別輔導節數 Number of individual sessions
個案經理 Care Managers	2,115	6,367
綜合心理健康計劃醫生 IMHP Doctors	1,121	3,315

2013至2014年度綜合心理健康計劃服務成效評估(跟進服務結束後一年的進展)
Outcome of 1 year post-discharge follow-up 2013/2014

	樣本大小 N	平均數(標準差) Mean (SD)	差異量 F value	顯著水平 Level of significance
病人健康狀態問卷 PHQ-9				
基線 Baseline	753	9.2 (5.2)	487.2	.000
服務結束時 Discharge	743	2.5 (1.9)		
服務結束後6個月 6 months after discharge	349	2.7 (2.2)		
服務結束後1年 1 year after discharge	30	1.9 (2.2)		
廣泛焦慮症問卷 GAD-7				
基線 Baseline	753	8.6 (4.8)	447.5	.000
服務結束時 Discharge	743	2.6 (2.1)		
服務結束後6個月 6 months after discharge	349	2.5 (2.5)		
服務結束後1年 1 year after discharge	30	1.8 (2.4)		

社會企業

開拓新領域

2013至2014年度，社會企業的業務錄得顯著的增長，總營業額達\$6,400萬元，與去年相比增幅達16.4%。共有497名精神病康復者於社企項目接受工作訓練，為公開就業作好準備。

餐飲業務

本年，餐飲項目的總收入增長42%，所聘請之殘疾僱員及提供訓練名額分別增加18%及25%。期間新開設了兩間咖啡店，重點向公眾推廣身心靈健康。

cafe330

為配合社企之業務發展及品牌策略，cafe330進駐大學市場。第二及第三間cafe330於2013年分別在香港中文大學及香港大學正式開業。透過提供優質的餐飲服務，向公眾展示康復者的能力，發揮公眾教育的果效。由於香港的咖啡文化越來越濃厚，咖啡店創造了新的職位選擇予年青的康復者如咖啡調配師。我們安排前線員工報讀專業咖啡師證書課程，提升技能及考取國際認可的專業資格。此外，殘疾人士的工作機會進一步擴展至在新生農場從事有機耕種、在食物製造工場及庇護工場烘焙新鮮麵包等提供予咖啡店使用。

SOCIAL ENTERPRISES

Reaching out to New Horizons

In 2013/2014, social enterprises achieved substantial growth in business. The total sales revenue reached \$64M, indicating an increase of 16.4% as compared to last year. There were 497 persons in recovery of mental illness (PIRs) received work training at our social enterprises to get prepared for open employment.

Catering businesses

Last year, our catering businesses had achieved a 42% increase in revenues, while number of disabled staff employed and training placements offered had been increased by 18% and 25% respectively. Two more cafes were opened and more focus had been put on the promotion of holistic health to the general public.

cafe330

In line with the business development and branding strategy, cafe330 further ventured into the university market. The 2nd and the 3rd cafe330 commenced business in 2013 at The Chinese University of Hong Kong and The University of Hong Kong respectively. The projects served as a means of public education by demonstrating the abilities of the PIRs through providing quality catering service to the public. Since coffee culture was thriving in Hong Kong, the projects created new job choices such as barista for young service users. Professional barista training with certification was given to frontline staff to strengthen their skills and to obtain an international recognized qualification in the coffee industry. Moreover, work opportunities for people with disability were extended to the PIRs working in our New Life Farm, food factories & sheltered workshops to provide organic veggies and fresh bakery to the coffee shop.



2013年cafe330分別在香港中文大學(左)及香港大學(右)開設第二及第三間分店
cafe330 opened the 2nd and 3rd coffee shop at The Chinese University of Hong Kong (left) and The University of Hong Kong (right) in 2013





零售業務

本年的零售業務穩定增長11%。殘疾僱員的數目上升30%，店舖共提供40個訓練名額予康復者。

Retail businesses

Our retail businesses saw a steady sales growth of 11% last year. Number of disabled staff had been increased by 30% while there were 40 training placements provided in our retail shops.

farmfresh330

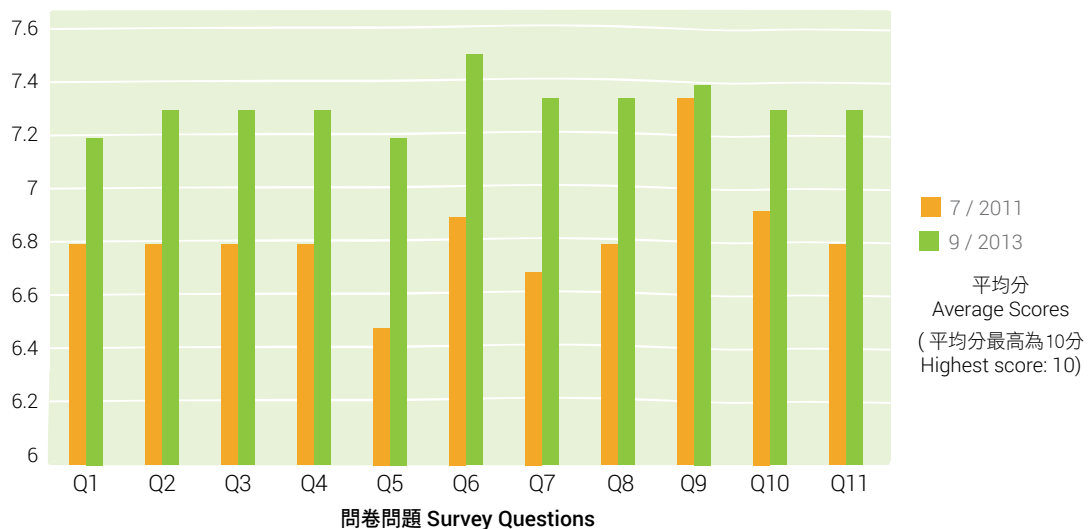
Among the retail outlets, farmfresh330 experienced significant growth of 22%. One of the major reasons was the impact of rebranding exercise carried out last year. According to a customer survey, positive and encouraging feedback was shown about our new brand identity.

農社330

在零售店舖中，以農社330錄得22%的業績增長最為顯著。其中一個原因是去年進行品牌革新所帶來的正面影響。根據問卷調查顯示，顧客對新品牌形象給予正面的回饋。

- Q1. 閣下對新生會自家品牌產品(有機豆漿、有機零食、天然花茶)有深刻印象
New Life's self-brand products (Organic Soymilk, Organic snacks, Natural Floral Tea) make strong impression on you
- Q2. 如閣下要購買有機/健康食品會聯想到新生會自家品牌
When you purchase organic / healthy food, you will associate it with New Life's self-brand products
- Q3. 如閣下要購買有機/健康食品時，會優先考慮新生會自家品牌
When you decide to purchase organic / healthy food, you will consider New Life as your preference
- Q4. 設計形象鮮明 Vivid and outstanding image design
- Q5. 設計具市場競爭性 Design with competitiveness
- Q6. 讓您了解品牌背後的價值(殘疾人士的能力)
Let you know more about the stories behind the brand (ability of people with disability)
- Q7. 能加深您對新生精神康復會的認識
Enhance your understanding about New Life Psychiatric Rehabilitation Association
- Q8. 能提昇品牌的形象 Enhance brand image
- Q9. 讓您覺得值得信賴 Give you confidence on the products
- Q10. 您喜歡現時的包裝設計 You like these packaging design
- Q11. 產品的包裝設計會增加你的購買意欲 Packaging design stimulates your desire of purchase

顧客對新生會自家品牌的認知及評價
Customers' recognition and feedback on New Life's self-brand products



網上商店330

網上商店(<http://www.eshop330.hk>)今年進行了改版及系統提升，提供更容易操作的介面，讓客人盡情享受網上購物的樂趣，從而帶動健康食品的網上交易數量。



網上商店330之全新版面設計
Eshop330 with brand new layout design

社企目標 社會認同

一直以來，我們致力平衡社會及商業目標，成果備受各界肯定，獲獎包括：第四屆香港企業公民計劃 - 企業公民嘉許標誌（社會企業組別）、卓越企業品牌選舉2013 - 香港新晉品牌（評審團）、社企獎勵計劃2013品牌及市場管理優異獎。

eshop330

This year, our eshop (<http://www.eshop330.hk>) underwent revamp of layout design and system enhancement to provide a more user-friendly experience for customers to enjoy the online shopping journey, thus stimulating more business transaction for health food items.

Mission and Goals of Social Enterprises

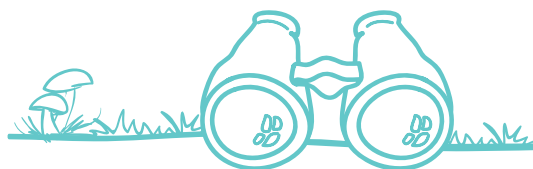
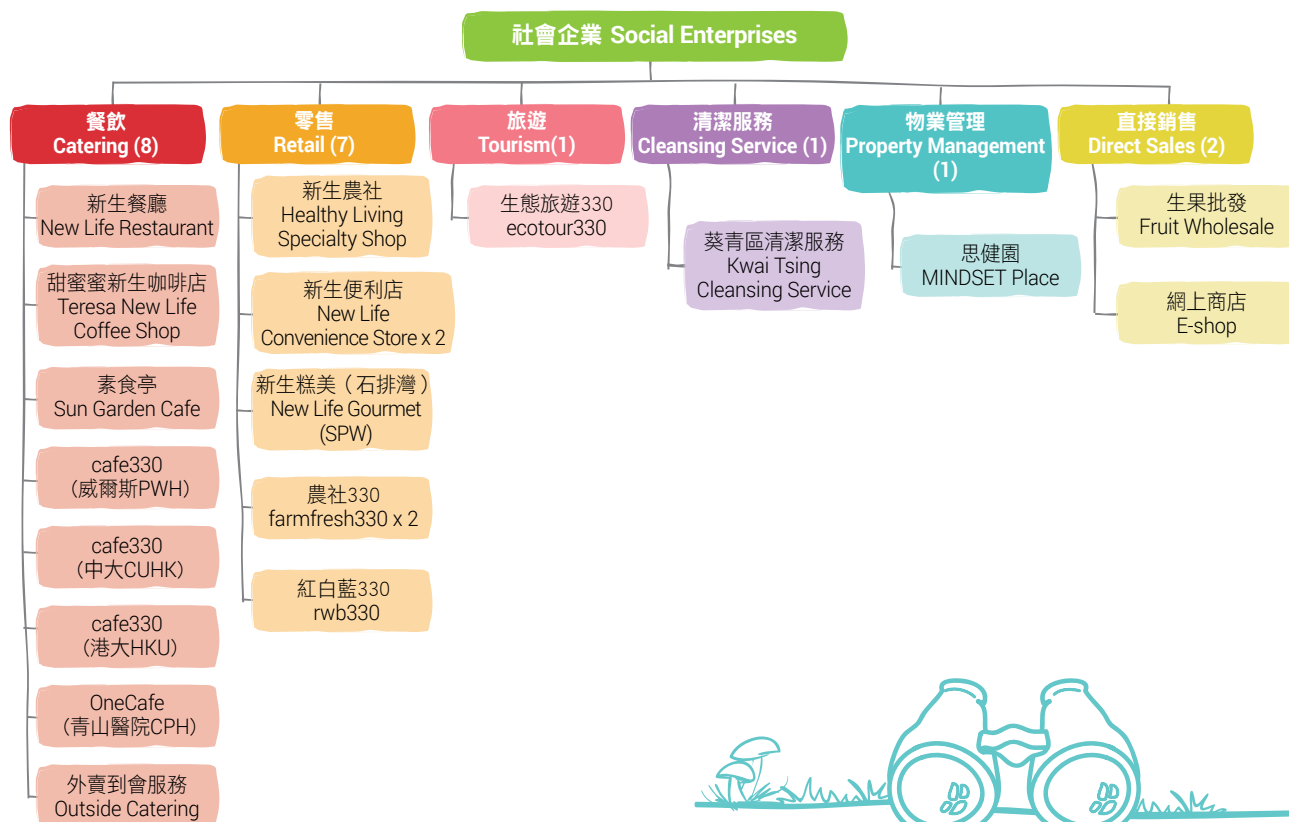
Over the years, we have been striving to strike a balance between social mission and business goals. Our achievements were recognized with multi awards including the 4th Hong

Kong Outstanding Corporate Citizenship Award, the Prestigious Corporate Brand Awards 2013 and the SE Award 2013 for excellence in branding and corporate social responsibility.



前線員工參與City & Guilds國際咖啡調配師訓練
Frontline staff attended the City & Guilds Barista Skills training

社會企業 Social Enterprises 2013/2014





2013至2014年度社會企業的培訓及就業人數
Training and Employment Figures of Social Enterprise Businesses 2013/2014

項目名稱 Project Name	培訓人數 No. of PIRs Trained	現職殘疾僱員 人數 Existing No. of Disabled Staff	公開就業人數 No. of PIRs Seeking Open Employment	成功退出服務 人數 No. of PIRs Successfully Discharged from Service
紅白藍330 rwb330	13	5	5	3
農社330 (屯門、大圍、浣紗街) farmfresh330 (Tuen Mun, Tai Wai, Wun Sha Street)	27	6	9	2
新生糕美 (石排灣) New Life Gourmet (Shek Pai Wan)	10	0	1	0
新生便利店 (九龍醫院) New Life Convenience Store (Kowloon Hospital)	21	2	7	1
新生鮮果店 (直銷) New Life Fruit Stall (Direct Sales)	11	0	1	0
cafe330 (威爾斯) cafe330 (PWH)	8	8	6	1
café330 (中大) café330 (CUHK)	17	6	13	3
cafe330 (港大) cafe330 (HKU)	15	4	4	0
OneCafé (青山醫院) OneCafé (CPH)	6	1	5	5
素食亭 Sun Garden Cafe	11	0	4	1
甜蜜蜜新生咖啡店 Teresa New Life Coffee Shop	19	2	4	0
新生餐廳 New Life Restaurant	38	5	11	5
新生糕美 (教育局) New Life Gourmet (Education Bureau)	6	/	1	1
生態旅遊330 ecotour330	10	5	2	1
清潔服務 Cleansing Service	285	11	53	15
物業管理(思健園) Property Management (MINDSET Place)	0	1	0	0
總數 Total	497	56	126	38

社企團隊精神

建立團隊精神對社企的持續發展非常重要。在送暖基金的贊助下，我們舉辦了一連串的團隊建設計劃，包括員工獎勵計劃、神秘顧客計劃、團隊建設活動等，增強不同社企員工的團結協作意識，從而產生協同效應。

Staff Team Spirit of Social Enterprises

Building team spirit is crucial to the sustainable growth of our social enterprises. With the support from Heart-warming Fund, we launched a series of team building programs in the past year, including staff recognition scheme,

secret customer scheme and team building workshops to meld staff from different social enterprises to experience the synergy of a collaborative team.



◎ 團隊建設計劃有助建立高效團隊，以達致社會目標及爭取卓越的業績表現
The Team Building Program helped build high performance team to achieve our social mission and strive for business excellence



◎ 隊員透過同心協力、分工合作以完成各項任務
Team members had to complete tasks which required teamwork, division of labour and collaboration



RESPONSIBILITY 責任

復元
元素

康復者有責任照顧自己及參與自己的復元過程。在衡量事情的利弊後，他們為自己作出決定，並願意為所作的決定承擔箇中的風險。康復者、職員與家人是一個團隊，大家有責任共同推動復元過程。

PIRs are responsible for their own self-care and recovery journey. They bear risks and responsibilities to make decisions after balancing the opportunities and threats. PIRs, staff and families work as a team to move forward during the recovery process.





家庭服務

思家希望

為延展具實証成效的「思家希望」家庭為本輔導及支援先導計劃，發揮預防和減少因精神病對家庭所產生的負面影響，並促進他們的家庭健康，以讓更多受精神病或情緒困擾的父母、配偶及其年幼子女受惠，本會獲得「香港賽馬會慈善信託基金」慷慨資助 \$4,800,000元，於2013年6月1日開展了為期3年之「家點希望」家庭為本輔導及支援計劃。是項計劃的目的在推動精神病康復者作為父母的獨特優勢，促進他們的親子關係和家庭的滿足感。除了運用綜合家庭及系統治療模式，這項新計劃也在服務中加入「朋輩支援」這重要的復元為本實務元素。

截至2014年3月31日，計劃共為43個家庭提供服務。透過與本會各內部單位的緊密協作，在服務首年，經由內部單位轉介接受輔導的家庭超過三分之二(68%)。轉介家庭來自精神健康綜合社區中心及綜合精神健康計劃分別佔54%及20%。其餘的家庭來自學校(4%)、其他服務(9%)及自行接觸(9%)。

主要服務使用者大部份為女性(84%)。婚姻狀況方面，已婚人士佔58%，而離婚、鰥寡和分居人士約佔42%。多數的家庭只有1個(54%)或2個(30%)孩子。兒童使用者方面，0-5歲學前期、6-11歲小學級，以及11-16歲中學級的百分比分別為26%、45%及24%。其中過半數主要服務使用者患有抑鬱症(54%)；患有焦慮症及精神分裂症的服務使用者均為8%；另19%使用者雖面對嚴重情緒困擾，但沒有特別診斷。與此同時，部份兒童服務使用者正面對如專注力缺乏、過度活躍、自閉、抑鬱或思覺失調等不同發展性或精神挑戰。

FAMILY SUPPORT

Shining H.O.P.E.S. for Family Wellness

To extend the pioneering service of Seeing H.O.P.E.S. Family Based Counseling and Support Project with evidenced impacts to more families with parents in recovery of mental illness, their spouses and especially their young children for preventing and mitigating the negative impacts of mental illness while promoting their family wellness, the 3-year project, Shining H.O.P.E.S. for Family Wellness commenced service on 1 June 2013 with the generous donation of \$4,800,000 from the Hong Kong Jockey Club Charities Trust. It aimed to promote strengths-based parenthood among PIRs and to enable positive parent-child relationship and family satisfaction. In addition to the application of Integrative Family and System Treatment (I-FAST) Model, this new project also encompassed an important recovery-oriented practice "peer support" in its service provision.

The project rendered services to a total of 43 families as at 31 March 2014. Established a close collaboration with internal service units in the first year of service, over two-third of service users (68%) consulted our family counseling services through internal referrals within the Association. Major referring units were The Wellness Centres and Integrated Mental Health Program, which made up 54% and 20% of the referrals respectively. The rest of the families reached Shining H.O.P.E.S. through schools (4%), other services (9%) as well as self-approach (9%).

Majority of the principal service users were female (84%). For marital status, 58% were married and about 42% were either divorced, widowed or separated. Most families got 1 (54%) or 2 (30%) children. Children users in preschool age (0-5), primary school age (6-11) and secondary school age (11-16) were about 26%, 45% and 24% respectively. More than half of our principal service users (54%) had lived experience of depression while 8% service users were in face of anxiety, 8% schizophrenia, and 19% without specific diagnosis though facing severe emotional distress. Simultaneously, some of our children users were coping with various developmental or mental challenges such as attention deficit and hyperactive disorder, autism spectrum disorders, depression, and early psychosis.

During this first year, service programs with specific foci on family, parents, children and practitioners were tailored and launched in stages. Taking the systemic perspective and with concerted efforts of one of The Wellness Centres of the Association, we experimented an experiential parallel group with an aim to enhance the emotional awareness of participants. Parents gained insight of the child's emotions and behaviors as well as the possibility of changes of their interactional patterns during the conjoint sessions of the groups. Obvious changes among parent-users and the parent-child relationship were observed by both the service users and the workers and excellent feedbacks were collected from the parent users. Building on the

在這首年間，本計劃按階段推出配合家庭整體、家長、兒童、以及業界人士需要的服務。運用系統角度，我們與本會一所安泰軒協作，共同試行體驗性親子平衡小組，旨在提升參加者察覺情緒能力。透過親子小組合組時段中的接觸，家長不但對兒童的情緒行為有新的領會，更發現自己和孩子的互動模式可以重新塑造。服務使用者和工作人員都觀察到家長本身以及他們和子女的關係都有著明顯的改變。小組完結時，家長給予極佳的回應。隨著小組凝聚力的發展，我們支持朋輩裸姆與小組成員籌組「朋輩支援網絡」互助小組，舉辦連串聚會和活動，以達致身心健康和相互分享的目的。

為培養精神健康服務的業界同工於系統介入的視野，「家點希望」在本年度舉辦了數個專業培訓項目，包括綜合系統及家庭治療法、藝術治療與家庭、尋解導向治療，以及一系列以系統及家庭治療為本的臨床諮詢和督導活動。當中機構獲得李慕義教授、David Grove先生和王愛玲博士等海外和本地專家、學者的支持推動是項工作，且獲得參加者的良好反饋。

是項服務採用「FACES IV」、「華人父母親職效能量表」及「抗逆力量表」作為評估服務成效的工具。在初始階段，我們正在收集有關服務使用者的基綫資料，並逐步處理服務使用者使用服務後的數據，以評估服務效能。至於個別活動完結後，我們普遍獲得服務使用者的積極回應。

承接這年度所建立的基礎，「家點希望」將透過親善探訪及聯合活動等方式，強化與機構內外服務單位的協作夥伴關係，並持續發展轉介來源。此外，我們會繼續在精神健康業界中推動系統視角，並透過培訓、分享以及駐場工作等強化和運用「系統及家庭治療」模式的輔導工作。最後，來年我們會進一步探索和使用「朋輩支援網絡」以促進服務使用者的優勢及抗逆力，以及家庭成員的功能。

evolving cohesion in the group process, preparation of "Pal-link", a mutual peer support group was initiated by our peer nannies with support. Together with the pal-link members, a series of meetings and activities with a will to achieve wellness and mutual sharing were carried out.

To cultivate a systemic intervention perspective among the practitioners of the field of mental health service, a number of training programs focused on I-FAST, use of art therapy with families and Solution-focused Therapy were organized in conjunction to a series of I-FAST consultation and supervision. Scholars and experts including Professor Lee Mo Yee, Mr. David Grove and Dr. Wong Oi Ling from overseas and local tertiary institutes worked collaboratively with the Association in the trainings to support the local development in this endeavor. Encouraging feedbacks were received from the participants.

Measurement tools including the FACES IV, Chinese Parent Sense of Competency Scale, Resilience Scale and Symptom Checklist-10R (SCL-10R) were employed to evaluate the effectiveness of the project. In this initial stage, we collected the baseline data and proceeded gradually to collect post-intervention data for measuring the effects. As for the measurement of achievement of objectives set with individual programs, feedbacks from service users were largely positive.

Riding on the foundation established in this year and to sustain the source of referrals, Shining H.O.P.E.S. would target to strengthen the collaborative network with internal and external service partners through a variety of joint ventures such as visitation and joint programs provision of services. Moreover, we would work continuously on cultivating the systemic perspective among mental health practitioners and enriching staff members' competence in application of I-FAST in our counseling service through training, sharing and work attachment. Last but not least, we would further explore and utilize the platform of pal-link and the like to enhance strengths, resilience and functions of family users in the coming year.



親子平衡小組的共聚時刻：「讓我們牽手來感應…」
A conjoint moment of the parallel group: "Let's feel with our hands..."



朋輩網絡活動 - 與心愛的人分享手製情人巧克力
Pal-link Activity : Share the handmade chocolate with our beloved ones



「家點希望」服務統計 (2013年6月1日至2014年3月31日)
Output Statistics of Shining H.O.P.E.S. for Family Wellness (1 June 2013 – 31 March 2014)

所提供服務 Service provided	節數 No. of sessions
家庭為本服務 Family-focused Service	
密集式輔導服務 Intensive Counseling Service	504
朋輩褓姆照顧兒童及家庭探訪服務 Peer Nanny Child Minding and Family Visit Service	42
朋輩網絡及家庭健康活動 Pal-link and Family Wellness Program	12
家長支援服務 Parent-focused Service	
教育性工作坊、親職效能及身心健康小組 Educational Programs and Self-Efficacy & Wellness Groups	15
兒童導向活動 Children-focused Service	
正能量工作坊及身心健康小組 Positive Strengths Building Workshops and Self-Efficacy & Wellness Groups	8
專業同工培訓及支援 Practitioner-focused Program	
綜合系統及家庭治療及其他專業培訓、臨床諮詢與督導 I-FAST and Other Professional Training, Clinical Consultation and Supervision	19

「家點希望」主要服務使用者關注問題
(2013年6月1日至2014年3月31日)
Presenting Concerns of Principal Users attending Shining H.O.P.E.S. for Family Wellness
(1 June 2013 – 31 March 2014)

接案時服務使用者的關注問題 Presenting Concerns of Users during Intake	使用者數目 No. of Users
兒童情緒及行為 Child's Emotions and Behaviour	23
親子關係 Parent-Child Relationship	21
子女管教 Child Raising and Parenting	16
夫婦關係 Couple's Relationship	17
適應問題 Adjustment Problems	3

家屬支援服務

獲「香港公益金」持續資助，家屬支援服務已運作4年。截至2014年3月31日止，我們共有498位家屬登記成為會員，當中以女性、家庭主婦、退休人士或年齡介乎50歲或以上的人士為主要服務使用者。

本年藉著推動「優勢為本」和「家屬參與」的主題，服務重視發展家屬的自我效能、個人健康、朋輩支援等範疇，為服務使用者舉辦一系列的身心健康課程和活動，各項活動都獲得家屬的正面回應與支持。

為了裝備家屬對復元知識的領會及教育有關精神健康概念，我們設計了「復元101單元式」工作坊，透過日常生活導向的小組討論，讓參加者重溫及提升對復元概念的認識。83%參加者反映工作坊能夠增加其復元知識，尤其明白家庭參與的重要性。領袖及義工訓練課程能鞏固家屬的表達及倡議技巧，於義務工作中發揮其領袖才能，親自探訪安老院舍的長者及長期護理院的康復者。2013年11月18至24日舉辦的家屬畫展，展現家屬在繪畫方面的才藝，公眾人士能一睹家屬的畫作，我們更將作品輯錄成畫冊，送贈予參觀的公眾人士留念。此外，19位家屬參與正向心理學及情緒管理相關的「家屬治療性小組」，學習識別及舒緩負面情緒的方法，將知識應用於日常生活之中。



● 家屬才能於畫展中展現
Paintings of family members exhibited to demonstrate their talents



● 家屬出席健康教育講座
Health care educational talks attended by caregivers

Family Support Service

With the continuous support from the Community Chest of Hong Kong, the Family Support Service had been operating for 4 years. As at 31 March 2014, 498 caregivers were registered as members of the service. Most of the service users were female, being a housewife or retired with an age of 50 or above.

This year, the service foci on self-efficacy, personal well-being, peer support and well-being of caregivers were driven by the main themes of "Strengths-Based" and "Family Participation". A series of enrichment programs and activities were organized with positive outcomes reported by the service users.

To equip service users with recovery knowledge and education on mental health recovery, booster sessions of "Recovery 101" training were designed to refresh and advance recovery knowledge among caregivers through more in-depth discussion on daily situations. 83% of participants revealed that the booster sessions could refresh their knowledge, especially in relation to the family's involvement. After the completion of Leadership and Volunteer Training Course, family members were trained in advanced presentation and advocacy skills. They developed their leadership potentials in planning of volunteer services, such as visiting elderly home and long stay care home in the year. In demonstrating the talent of caregivers, an Art exhibition was held for the public visitors in 18 to 24 November 2013.

A drawing album that collected their exhibits were published and distributed to the visitors. Therapeutic groups were conducted with 19 participants attended. Participants learned to work on their negative emotions and distress through learning and practicing the concepts of positive psychology and emotional regulation.

Building on the previous efforts made, our service would continue its focus on developing "Family Participation" and "Caregiver-led Services", especially on district-based family gatherings, self-directed peer support and family initiative programs. The mutual support relationships among caregivers would be further connected and strengthened. Some caregivers would be continuously invited to collaborate with our staff team in the gatherings and programs design. They would also take up more leading role in volunteer services by co-participation in the year of 2014/2015.



● 家屬於說故事技巧訓練課程中實踐所學
Group members practiced their learning from story-telling skill training



秉承過去的努力，我們會繼續加強「家屬參與」和「照顧者帶領服務」的服務主題，藉著地區性聚會、朋輩自行組織及家屬策劃活動，凝聚家屬的互助網絡。期望於下年度我們能鼓勵家屬於義務工作中擔任領導角色，並邀請家屬與我們一起合作，共同計劃聚會及活動，以切合家屬的需要。

家屬交流團

承蒙「香港公益金」撥款資助，家屬支援服務於2014年2月17至21日舉辦了3天2夜廣州交流團，旨在擴闊家屬對中國內地康復服務的認識。是次交流活動共14位家屬及3位同事參加。

交流團到訪廣州市民政局精神病院、春暉庇護工場及康寧農場，認識康復單位為精神病康復者提供的支援服務；家屬不但了解到康復單位在設計培訓活動時重視康復者的強項，他們到訪各個單位，同時並增加對國內康復者在社區中的生活情況。家屬到訪廣州市殘疾人聯合會展能中心，十分欣賞學員的精巧手工藝作品，認為中心提供的培訓能發揮學員的個人才能。此外，交流團亦拜訪了利康家屬資源中心，對國內家屬就照顧精神病康復者的豐富知識和技巧甚為欣賞。在交流過程中，家屬主動與廣州的照顧者及康復者溝通，投入行程安排的互動環節及參觀活動。家屬在活動後的分享會中，向40位來自本會的家屬、康復者及公眾人士，介紹活動行程、經驗與得著。有見於參加者的正面回應，我們會繼續於來年舉辦交流活動，與其他地區的服務使用者及工作人員相互交流，以推動照顧者帶領服務及開闊家屬視野。

Exchange Tour with Families & Caregivers

A 3-day exchange tour to Guangzhou, China was organized for families and caregivers on 17 to 21 February 2014 with the generous sponsorship from the Community Chest of Hong Kong. Caregivers were invited to join the Guangzhou tour for expanding their horizon on mainland rehabilitation services. 14 family members together with 3 staff delegates of the Association attended the tour.



由香港公益金贊助舉行的廣州交流團
The fruitful exchange tour to Guangzhou with the sponsorship from The Community Chest of Hong Kong

The group visited the Psychiatric Hospital of Guangzhou Civil Affairs Bureau, Chun Fai Sheltered Workshop and Kangning Farm offering rehabilitation services to PIRs. Family members enhanced their understanding on various strengths-based training rendered by these agencies and the living of service users in local community. The Day Activity Centre for Mentally-handicapped Persons of Guangzhou Disabled Persons' Federation developed users'

abilities in artwork which was highly appreciated by our family members. Interactive activities were carried out during the visit to Likang Family Resource Centre. Participants were impressed by the knowledge and skills of families on taking care of their family members with mental illness. They were active to communicate with Guangzhou family members and PIRs through interactive sessions and agency visits. A sharing session was arranged after the exchange tour to consolidate caregivers' experience and insight generated from the tour with 40 audience including caregivers, PIRs and the public. With the positive feedback, exchange tour for family members would be arranged in 2014/2015 to motivate caregiver-led services and to widen their exposure by exchanging with service users and staff of other places.



復元家庭參觀香港天文台
Families in recovery visited the Hong Kong Observatory

2013/2014年度家屬支援服務輸出統計
Service Outputs of Family Support Service 2013/2014

活動主題 Program themes	總活動次數 Total no. of programs	總節數 Total no. of sessions	總出席人次 Total no. of attendance
精神健康社區教育 Education on Mental Health Recovery	5	8	62
倡議及充權 Advocacy and Empowerment	20	27	284
強項及技能發展 Sustainable Strengths and Skills Development	97	100	486
身心健康發展活動 Enrichment and Wellness Program	140	185	1,635

其他服務 Other services	總參與人次 Total no. of participants
網頁瀏覽 Website hit counts	2,930
服務諮詢 Service consultation	553
電話關顧 Care calls	858





家盟

承傳一直以來以提升家屬互助和持續關顧的目標，家盟致力為家屬舉辦各項服務包括小組、活動及關懷熱線等。除部份會員因各種原因退出外，家盟的會員數目已增加至483人。經家盟的執行委員以電話聯絡會員後，本年已完成會員資料的初步更新。

本會副主席張艷玲女士在出席妙道山慈善基金與大覺福行中心舉辦的慈善素宴中，分享了自己作為患有精神病弟弟的照顧者、同時本身也患有情緒病的雙重身份的切身經歷。張女士的分享給參加者留下了深刻印象，讓他們對精神病康復者得到社會接納和減低歧視有更深刻的體會。家盟最後獲得捐款\$74,000元，加上社會福利署\$38,000元一次過特別撥款，委員對能有寬鬆的財政得以籌辦活動和向家屬會員提供服務，深表欣慰。

此外，家盟於2013年12月獲香港稅務局認可為慈善組織，這標誌著家盟走向獨立自助組織再向前邁進一步。藉此作為鼓勵，家盟更期待能成功申領社會福利署的殘疾人士自助組織資助計劃的撥款支持，以聘請一名全職工作人員支援家盟發展自助組織的工作。

FAMILY NETWORK

Sustaining the objectives to enhance mutual support and continuous care to family members, Family Network endeavored to organize various groups and activities as well as individual care calls to family members. Our membership had surged to 483 but some of them had dropped out from the service due to various reasons. Updating of membership data base was completed this year through direct phone contacts to the members by our executive members.

Vice Chairlady Madam Cheung Yim Ling attended a charity dinner organized by the MDS Charity Limited and The Centre for Spiritual Progress to Great Awakening in October 2013. She shared her lived experience of the dual roles of being a PIR and a caregiver of her brother who was also a PIR. Her sharing impressed the participants on the importance of social acceptance and stigma reduction to people with mental illness. Finally a

donation of \$74,000 was received and together with the funding of \$38,000 from the Social Welfare Department, members were pleased to have a better budget to offer programs and services for the members.

Furthermore, Family Network finally obtained from the Inland Revenue Department to become charitable organization in December 2013, which marked a closer step to more forward of Family Network to become an independent self-help group. With such on encouragement, Family Network was looking forward to apply for the financial support from the Self-help Organization of People with Disability/Chronic Illness of the Social Welfare Department, so that a full time staff could be employed to support the Network in its journey of self-help development.



認識不同的社會企業
Experiential learning of members



由家屬自行帶領的靜坐減壓工作坊
Family peer run program: Mindfulness meditation



家屬義工教授其他家屬製作健康素食
Family volunteers teaching members to make vegetarian food

自閉症人士服務

「朗程」自閉症人士輔助就業服務

本會承蒙「凱瑟克基金」撥款\$3,361,655元資助於2013年4月開始推行為期3年的「朗程」自閉症人士輔助就業服務，旨在加強受亞氏保加症/自閉症障礙影響而智力健全的人士的就業及社交能力。透過提供一站式及多元化之輔助就業服務，支援他們的長遠就業發展，以達致公開就業及融入社會的目的。同時，本計劃亦會裝備家屬適度地為子女提供支援，並促進僱主和員工對有關人士的認識及接納。

採取系統及社區為本介入手法

「朗程」採取系統介入手法，對象不只是受亞氏保加症/自閉症障礙影響的人士，亦為他們的家屬及僱主提供服務。集合資深臨床心理學家潘麥瑞雯博士、職業治療團隊、社工、輔導員及就業指導員的意見，設計出社區為本密集式的職前訓練，以此提升服務使用者的就業及社交能力。

計劃由2013年7月至2014年3月為22位服務使用者提供了職前訓練及個人化的支援服務，其間舉辦了4次日間職前訓練課程、另1次夜間職前訓練課程以切合服務使用者的需要；培訓內容包括「職場社交能力」、「工作態度與準備」及「自我管理與閒暇」等，運用角色扮演、影片、小組討論等方式學習及實踐理論。服務使用者都欣賞及享受彈性的訓練模式及多元化的訓練內容，平均出席率高於九成。

完成職前訓練後，計劃會根據服務使用者的就業意向、個人能力及需要而選配合適的工作實習，讓他們學習工作技能及強化社交能力。除了於會內單位外，服務使用者亦會安排於公開市場的機構實習，如服務使用者於實習期間展現出色的能力，亦有機會獲機構正式聘用。就業指導員會定期到實習場地或透過電話與僱主及員工溝通，因應服務使用者的工作表現及適應作出支援。部份服務使用者於完成職前訓練後成功自行於公開就

SERVICES FOR PEOPLE CHALLENGED BY ASD

iSPARK Supported Employment Program for Persons challenged by Autism Spectrum Disorder

With the generous sponsorship of \$3,361,655 from The Keswick Foundation Limited, iSPARK Supported Employment Program for Persons challenged by Autism Spectrum Disorder (iSPARK) was established in April 2013. This pioneer program aimed to enhance the employability, social competence and social network of persons challenged by Autism Spectrum Disorder (ASD) through supported employment. The program also targeted to empower family members to further support their children in employment development and to enhance employers' understanding on persons challenged by ASD.

Systemic and Community Based Intervention

Adopting the systemic approach, iSPARK not only worked with the persons challenged by ASD but also their family members and employers. With the great endeavor from a veteran clinical psychologist and our clinical consultant, Dr. Rachel Poon, a team of occupational therapists, social worker, counsellor and employment coaches, an intensive community based pre-vocational training program was designed to train up the service users' social and work competence.

A total of 22 service users had engaged in the intensive training and post-training person-centered support rendered by

iSPARK since July 2013 till March 2014. 4 daytime pre-vocational training groups were conducted while 1 evening training was initiated to accommodate the needs of service users. The training program comprised 3 modules including "social competence at work", "work attitude and preparation" as well as "self-management and leisure", were delivered through a variety of activities including role play, video illustration and discussion. The flexible training mode and diversified training content was greatly valued by the service users and an average attendance rate of over 90% was recorded.

In addition to classroom training, placements were arranged to service users to acquire work skills and strengthen their social competence. Placement training not only took place within service units of the Association but also in the open market. Service users with potentials and abilities were subsequently supported to get into the open employment market. To enhance the work sustainability of the service users, employment coaches provided regular site visits and phone contacts to maintain close communication with employers and to sustain on-going support to service users' adjustment and performance. While some service users were able to get a job on their own after the pre-vocational training, employment coaches would still provide constant individual sessions to them for gearing towards sustainable employment. Service users cherished



業市場獲聘，就業指導員亦會以個人面談或電話支援他們持續工作。服務使用者都十分珍惜實習的機會，於工作技能及社交能力上大有進步。

僱主的支持對於幫助受亞氏保加症/自閉症障礙影響的人士融入社會非常重要，有見及此，是項計劃亦會為僱主及員工提供培訓工作坊，以促進僱主及員工對他們的認識及接納。本會的社會企業及私營機構都派出代表出席由計劃顧問潘麥瑞雯博士及職員提供的工作坊，而工作坊亦得到參加者正面的評價。此外，計劃於本年度成功聯繫了不少企業包括連卡佛（香港）有限公司、啟勝管理服務有限公司、沙田回收中心及7-11連鎖便利店，亦承諾為本計劃服務使用者提供實習及公開就業的職位。收集意見所得，曾提供實習職位的機構都對服務使用者的表現感到滿意，並對提供實習機會予有關人士有正面的經驗。

不同界別的支援對受亞氏保加症/自閉症障礙影響的人士缺一不可。家屬的支援能有助服務使用者於家中及日常生活中強化職前訓練所學。家屬支援小組的目的是裝備家屬適度地為子女提供支援，提升他們的獨立性及自我效能感。此嶄新的計劃備受家屬歡迎和讚賞，家屬亦察覺到子女的社交動機和主動性有所改進。

為了擴闊服務使用者的社交圈子，計劃定期舉辦小組支援活動，讓服務使用者練習社交能力及建立朋輩關係。小組支援活動的內容是根據服務使用者的興趣而設計，類型十分多元化。服務使用者從活動中建立了不少友誼，亦十分珍惜不同種類的活動及社交場合。部份服務使用者於計劃活動外仍保持聯絡，是他們建立社交關係的一大突破。

服務挑戰及對應策略

服務計劃於過去一年慢慢成長，過程中亦遇到不少的挑戰。由於不少受亞氏保加症/自閉

the placement opportunity and showed positive growth in work skills and social competence.

Employer involvement was crucial for supporting persons challenged by ASD to integrate into the community. Education programs for employer and frontline personnel were delivered to enhance the understanding and acceptance towards persons challenged by ASD. The Association's social enterprises and corporations from private sector attended the education programs delivered by Dr. Rachel Poon and the project staff of iSPARK with attendees' positive feedback on enhancing understanding toward persons challenged with ASD. During the first year of implementation, iSPARK successfully initiated collaboration with caring employers including Lane Crawford, Kai Shing Property Management Limited, Shatin Recycle Centre and 7-Eleven Convenient Store who provided placement and employment opportunities to our service users. In general, employers who offered placement positions reported satisfactory and positive experience in working with persons challenged by ASD.

Reckoned that the support to persons challenged by ASD required multi-system and cross-sector partnership, family member training groups were conducted to empower family members to learn about social competence for supporting continuous application at home. Family members showed great appreciation towards the pilot project and observed improved social initiation from their children.

With an aim to expand the social network of the service users, supportive group activities were carried out to facilitate social interactions, practice of social competence in daily life and mutual support among them. The activities were diverse and tailored to the service user's interests. Friendship was gradually developed through these supportive group activities. Service users treasured the opportunity of social exposure and initiated ideas for future activities. Some service users maintained regular contacts among themselves outside iSPARK which demonstrated their breakthrough in social connection.

Challenges and Strategies

Despite the encouraging progress, the project implementation was not without challenges. One of the greatest challenges was the reach to potential service users as many of these individuals were unconnected to public services as they delinked from the child services. To bridge our services to the targeted population, a press conference was held at the initial phase of the project. Regular newsletters and course pamphlets were sent to schools and institutes. The project team also networked with institutions and hospitals such as The University of Hong Kong, Vocational Training Council and Queen Elizabeth Hospital to reach out to these individuals.

Acknowledging the varied needs and predicaments of the service users, iSPARK adopted a flexible training mode while an evening training class on "social competence at work" was also initiated to accommodate individuals who were

症障礙影響的成人已離開公共機構的兒童服務，其中一項挑戰是讓此計劃得到目標群組的認識。為推廣有關服務，計劃於2013年7月舉行了發佈會，透過報章宣傳服務內容；此外，計劃通訊及課程小冊子亦定期發放至各院校及機構，職員並積極作出聯繫，包括香港大學、職業訓練局、伊利沙伯醫院等，希望透過不同的機構接觸更多相關的服務使用者。

為迎合服務使用者不同的需要，「朗程」採取彈性的訓練及支援模式，亦為即將畢業的學生及日間上班的在職人士加開夜間職前訓練；就業指導員亦會為公開就業的服務使用者以面談及電話方式提供在職支援，鞏固他們就業的持續性。

「朗程」將繼續提供以人為本的訓練及在職支援予受亞氏佉加症/自閉症障礙影響的人士。來年將會繼續努力擴闊僱主網絡，為服務使用者創造更多就業機會。

graduating from schools or working during daytime. For the service users working with employers who were not networked with iSPARK, the employment coaches provided intensive support to the service users through individual supportive sessions and regular phone contacts.

In the coming year, iSPARK would continue to render quality person-centred training and employment support to persons challenged by ASD. Continuous endeavour would also be given to further expand our employer network for creating work and employment to these individuals.

2013至2014年度「朗程」自閉症人士輔助就業服務 - 服務項目統計
Services rendered by iSPARK Supported Employment Program for Persons challenged by Autism Spectrum Disorders 2013/2014

服務項目 Service Items	項目數量(節數) No. of Items (Sessions)
職前評估 Pre-Vocational Assessment	34
服務人數 Service User served	22
職前訓練 Pre-Vocational Training	4(65)
小組支援活動 Supportive Group Activity	5(5)
個人支援面談 Supportive Individual Session	167
家屬小組 Family Member Training Group	2(4)
僱主及員工培訓工作坊 Education Program for Employers and Frontline Personnel	2(2)
在職支援 Supportive Session to Employers (Placement and Open Employment)	45



學習社交能力概念的視覺提示
 Visual Aid for learning social competence concept



凱瑟克基金代表於2013年10月18日到訪「朗程」自閉症人士輔助就業服務
 Keswick Foundation, the Funder of the iSPARK Supported Employment Program for Persons Challenged by Autism Spectrum Disorders visited the Project on 18 October 2013



「靈思園地」自閉症障礙青少年社交豐健計劃

為了提升受自閉症障礙影響之青少年的社交能力、獨立及自我勝任感，在「香港公益金」的資助下，本會於2011年開辦了「靈思園地」自閉症障礙青少年社交豐健計劃。在2013/2014年度，計劃致力透過小組及活動，從而提升青少年及家長的社交網絡及朋輩支援。再者，職員亦保持與地區單位及人士的聯繫，並分享服務經驗，以支援受自閉症障礙影響之青少年及其照顧者。

在過去3年間，共127名男生與16名女生，參加了靈思園地的服務，他們的年齡介乎12至22歲。計劃提供附以生活場景訓練的密集式青少年社交能力小組，以及開辦照顧者社交能力平行小組。除此之外，職員亦舉辦了進階小組，以提升參加者的社交能力及讓他們在小組中所學的技巧得以持續。

本年度，計劃職員推行了「iBuddy知心計劃」，目的是提倡朋輩支援及社交網絡的重要性。在這知心計劃中，職員會從社區招募青年人接受訓練，訓練完畢後會成為計劃的iBuddy。職員為青少年組員及iBuddy進行配對，讓青少年組員可於活動中實踐其學到的社交能力。除此以外，從iBuddy的回應可見，計劃增加了他們對受自閉症障礙影響之青少年的理解，以及能為建構共融社會出一分力。除此以外，為了持續提升青少年組員的自我勝任感，舊生會幹事會隨之成立，負責構思活動予舊生會會員，並得到參加者正面回應。

從過去2年多的經驗所得，家長的角色是無可替代，而給予他們的支援亦是十分重要。因此，職員會每月舉辦家長聚會，以提供一個平台予家長放鬆及互相支持。再者，職員會邀請一些家長參加訓練，以提升其效能感並擔任「家長顧問」，透過運用他們的自身經歷，去支援及關顧其他家長。另外，在本會顧問陳穩誠博士的指導及家長的參與下，計劃團隊從累積的經驗，編製了一本名為

iLinks Social Enrichment Project for Teens with Autism Spectrum Disorders (iLinks)

To enhance social competence, independence and self-efficacy of the youth with Autism Spectrum Disorders (ASD), the Association implemented iLinks Social Enrichment Project for Teens with ASD with the funding from The Community Chest of Hong Kong since 2011. In 2013/2014, special efforts were targeted to conduct groups and activities to promote networking and peer-support among the youth and parents respectively. Continuous input was also given to sustain our network and to share our experience with the stakeholders in community to support the youth with ASD/HFA and their caregivers.

In the past 3 years, a total of 127 males and 16 females with age ranged from 12 to 22 were engaged in the service of iLinks. The project provided intensive social competence group with real life training opportunities for youths and parents group for parents parallel with the social competence group. Moreover, boost-up group was held to enhance their social competence and sustain their learning.

To promote networking and peer support among the youth, the “iBuddy Scheme” was held for the youth who had finished the social competence group and boost up group. A group of neurotypical youth were recruited to join a training program on ASD, and paired up with the youth challenged by ASD. Social programs were held regularly for the participants to join and practice their learning of social competence. Moreover, the neurotypical youth also reported enhanced understanding towards the youth challenged by ASD and contributed their efforts in constructing an inclusive society. Besides, a committee of alumni was established for improving self-efficacy of the youths. The committee was responsible to plan the programs for their peer members and the programs received positive feedback from their peers.

As evidenced in the experience generated from the past 2 years, the role of parents was indispensable and the support to them was very important, therefore the parents’ network gathering was held in every month. The parents could relax and gain mutual support during the network gathering. Some parents were also recruited to join a training group to enhance their sense of empowerment and took up the role of “Peer Consultant”, to support and express care to other parents through mobilizing their own lived experience. With the accumulated practice experiences, the project team produced a practice manual in hands with our



家庭康樂活動 - 參加者及義工享受遊巴士河
Family Wellness Program - Both participants and volunteers enjoyed the bus trip

「家有社交達人-情境處理家長實用手冊」，與家長和業界分享工作經驗及介入方法。

此外，職員致力與地區有關人士分享經驗，並與一些醫療單位及非牟利機構緊密聯繫。為此，職員經常到校舉辦教育工作坊，並與老師及學校社工合作，一起支援受自閉症障礙影響之青少年。為了提升家庭成員之間及家庭與家庭之間的關係，職員還舉辦了家庭康樂活動，以及繼續提供電話查詢及個別諮詢服務。

在不同專業及相關人士的參與下，實證顯示計劃能有效提升受自閉症障礙影響之青少年的社交能力。從對照家長及青少年在組前及組後所填寫的社交反應量表及自行設計的問卷結果所見，青少年組員在社交能力上有顯著的進步。從家長於社交反應量表的評分可見，青少年組員在覺察、認知、溝通、動機及習性共5個範疇均有改善；另外，從家長及青少年所填寫自行設計的問卷中，發現青少年組員在明白社交慣例、協商及合作、情緒管理、自我保護及願意建立關係共5個範疇均有明顯進步。再者，在聚焦小組中家長亦指出他們的子女有正面的改變，並且在社交能力方面有所提升。從自我檢測中的結果顯示，家長在參加活動後，其充權感有所增加；而老師在參加教育工作坊後，亦增加了他們對自閉症障礙的理解。

計劃職員於本年5月舉辦了2次分享會，目的在於整合過去3年的經驗，並與相關人士分享，從而提供實證為本訓練予家長、教師及專業人士，而名為「家有社交達人-情境處理家長實用手冊」亦於2次的分享會中派發。「香港公益金」對靈思園地的資助於5月底完結，本會正努力尋找新的資助，並期望在新資助下，服務會擴展成持續支援受自閉症障礙影響之青少年及其照顧者在青少年成長過程上所遇到的各種困難與挑戰。

clinical consultant, Dr. Raymond Chan as well as parents to share our experiences and intervention tips with the parents and the practitioners.

In addition, the staff shared the experience with the stakeholders in community, a close network was established with clinical agencies and NGOs. Education programs were also provided in schools. Moreover, the staff would meet with the teachers and collaborated with school social worker to support the youth. Family wellness programs were also organized to enhance the bonding between family members and different families, and ongoing individual consultation and care calls were offered.

With the devoted input of different professionals and stakeholders, the project was evidenced to be effective on enhancing the social competence of youth challenged by ASD. Findings from the pre-post comparison of Social Responsiveness Scale (SRS) and self-developed questionnaire completed by the parents and the youths indicated significant enhancement of the group participants. Parents' rating of SRS showed that the participants had improved in awareness, cognition, communication, motivation and mannerism significantly. The results from the self-developed questionnaire completed by both parents and youth also found that the participants improved significantly in understanding social convention, negotiation and

cooperation, temper management, self-protection and willingness on building relationship. Moreover, the qualitative feedback from the focus groups with parents also reported positive change and observed enhancement in social competence among the youth. Self-report on the sense of empowerment of the parents and the understanding of teachers in ASD indicated an increase after the programs.



足球隊 - 增加隊員的合作及團隊精神
iLinks Football Team - to enhance their collaboration and teamwork

To further consolidate and share our experience in these 3 years and evidence-based training to parents, teachers and professionals, 2 sharing sessions of the project would be held in May 2014, and the practice manual would be distributed to the participants. With the end of the project fund, the Association would strike to solicit new funding to further expand the services with new programs from a lifespan perspective for rendering continuous and committed support to the persons challenged by ASD and their families in the year ahead.



2013至2014度「靈思園地」自閉症障礙青少年社交豐健計劃服務成效
iLinks Social Enrichment Project for Teens with Autism Spectrum Disorders (iLinks)
Service Outcomes 2013/2014

項目 Items	成效 Outcomes
增加參加者對自閉症障礙的理解 % of the participants have enhanced understanding and knowledge on Autism Spectrum Disorder (ASD)	98%
參加者的社交能力得以提升 % of the members have enhanced social competence	98%
家長表示能增強他們的社會支援 % of the parents have strengthened social support	100%
減低家長的污名感 % of reduction of affiliate stigma among parents	82%
增加家長的身心健康 % of the parents have enhanced personal well-being	100%
參加者對活動感到滿意 % of the participants have enhanced personal well-being & satisfied with the program	99%
義工表示能增加他們對自閉症障礙的理解和認識 % of buddies have enhanced understanding and knowledge on ASD	100%
增加參加者的充權感 No. of participation have enhanced sense of empowerment	89.5%

服務統計 Service Statistics 2013/2014

項目 Items	活動數字 No. of Programs	節數 No. of Sessions	參加人數 No. of participants
青少年社交能力小組 Social Competence Training Groups	18	255	143 參加者participants
進階小組 Boost-up Groups	13	47	156 參加者participants
家長社交能力小組 Parents Training Groups	17	148	138 參加者participants
家長支援網絡及「同行大使」訓練 Peer Networks & Experienced Peer Consultants Training	19	36	171 人次headcounts
家庭康樂活動 Family Wellness Programs	15	30	66 人次headcounts
「走進他們的世界」教育工作坊 Education Program for Schools	17	17	485 教師teachers 436 學生students 20 家長parents
iBuddy知心計劃 Cheers Buddy Scheme	16 節sessions		42 參加者participants
個別諮詢 Individual Consultation	超過541小時More than 541 hours		

培訓、研究與發展

員工培訓及發展

2013至2014年度，員工培訓及發展的主題是「培養復元及系統為本社區精神健康服務的學習文化，以擴展知識及提升服務質素」。建基於以往的訓練成果，本年度培訓及發展的目標包括以下各項：

- 透過培訓講座、回顧工作及文獻建立相關知識，提升團隊持續發展實證為本的復元導向實務工作手法；
- 擴展及加強同工的專業能力提供系統介入，以回應特定組群的服務需要；
- 為前線同工提供必要和最新的實務知識及技巧，提高個人及工作上的效率；
- 改善管理質素以配合正在增加和多元化的服務。

為達致上述目標，本會在2013至2014年度繼續致力與海內外專家及顧問攜手協作，開展各項合時的培訓及發展計劃。同時通過同輩支援學習小組、臨床指導和顧問鞏固實務經驗及製作介入指引。

復元為本系統之海外學習訪問

本會在以往幾年一直投放大量資源提倡復元為本服務。為求豐富我們在精神健康復元方面的知識、緊貼國際趨勢及建立在未來發展相關項目的伙伴，我們資助了由一位執行委員會成員、行政總裁和4位專業同工組成的代表團在2013年10月21至25日期間前往英國倫敦和蘇格蘭參與學習訪問。代表團參觀了當地的住院及社區精神健康服務、英國倫敦國王學院精神病學研究院、Rethink及復元學院等，以了解支援當地康復者主導的政策、朋輩帶領的服務、創建參與能力、實證為本的復元研究及如何有系統地在服務中實踐復元概念。這些具啟發性的經驗相信能有效促進本會在未來發展復元為本的服務以提升服務質素。

TRAINING, RESEARCH & DEVELOPMENT

Staff Training and Development

The main theme of staff training and development in 2013/2014 was “Fostering a Participative Learning Culture for Recovery and Systemic-Oriented Community Mental Health Care and Expanding Knowledge to Excel Service Quality.” The overall objectives were to build on previous achievement to:

- Advance and sustain the development of evidence-based recovery-oriented practice among staff team and knowledge construction through training seminars, practice evaluation and documentation;
- Expand and strengthen the special expertise and professional proficiency among staff team to render systemic intervention for working with the specific populations/issues under our care;
- Equip the frontline personnel with the essential update functional knowledge and skills for achieving work and personal effectiveness;
- Enhance management competency to excel service quality with the fast growing service diversity and provision.

To achieve these ends, the Association continued the concerted endeavour with local and overseas experts and partnering consultants to carry out various up-to-trend training and development programs during 2013/2014 while consolidating related practice experiences through on-going peer learning group, clinical supervision and consultation as well as the production of intervention manual.

Overseas Study Visit on Recovery-oriented Systems

The Association paid paramount efforts on advocating recovery-oriented care in the past few years. In order to enrich our knowledge and practices in mental health recovery, to keep up trend of the international development, and to establish alliance for further development in this endeavour, a delegation that included an Executive Committee Member, our Chief Executive Officer and 4 professional staff was sponsored to participate in a study visit to London and Scotland in the UK during 21 to 25 October 2013. The group visited the local mental health in-patient and community services, The Institute of Psychiatry at King's College, Rethink and Recovery College to learn more about the new development on policy for self-directed support, peer-led services, co-production, evidence-based research on recovery and systematic ways to implement the recovery orientation in services. The experience inspired new ideas on future development of recovery-oriented care in the Association to enhance the service quality for persons in recovery (PIRs) of mental illness.



到訪倫敦Rethink
Visit Rethink in London



與Recovery College的職員會面交流
Meeting the staff team of Recovery College



核心培訓項目

本會今年舉辦了多項課程讓同工更有效地提供服務和持續發展復元為本工作及系統介入。在臨床訓練方面，具系統及循序漸進式的培訓包括綜合家庭及系統治療、個人復元計劃、身心健康行動計劃 - 工作篇、身心健康行動計劃帶領員訓練、正向心理學和社交能力介入技巧。而一次性的訓練則有靜觀和生死教育工作坊。身心健康行動計劃 - 工作篇不僅讓同工認識到實用的自我管理工具，且亦能鼓勵他們關注自己在工作上的身心健康。參加過靜觀和生死教育培訓的同工也表示在專業和個人領域上均有裨益。

為進一步提升同工有效的管理能力，本會在2013至2014年間舉辦了大型的策略計劃退修日，項目管理工作坊，人力資源管理培訓和合約法律講座。

由2013年4月1日至2014年3月31日本會職員共參加了252項由本會或外間機構舉辦的培訓活動，其中63項由中央培訓組統籌，81項由服務單位或工作小組舉辦，平均每名職員參與了4.3次培訓，而會方資助每名職員參與訓練的時數為26小時。

培訓成果

更多來自不同服務單位的職員接受了個人復元計劃、身心健康行動計劃、針對自閉症人士的社交能力訓練、綜合家庭及系統治療、園藝治療等培訓之後，把所學到的知識和技巧應用於服務層面，同工在個別項目的能力亦提升致培訓導師的水平。透過日常工作上廣泛地運用綜合家庭及系統治療，參加由外國專業導師的線上及面談顧問諮詢，均令我們的服務變得更全面和更能回應服務使用者的處境。因著越趨成熟地運用復元為本手法和社交能力介入技巧，本會就在兩個領域亦分別出版了相關的刊物和實務手冊。隨著職員能力的增長和經驗的累積，他們在年內亦常獲邀於會議上分享他們在復元、身心健康行動計劃、正向心理學、園藝治療、社交能力和家庭介入的實證為本工作。

Core Training Programs

To advance staff competence for effective service delivery and sustainable development on recovery-oriented practices and systemic intervention, several training programs were conducted in the year. On clinical aspect, systematic and progressive training on Advanced Skills in Integrated Family and Systematic Treatment (I-FAST), Person-centred Care Planning (PCP), Wellness Recovery Action Plan (WRAP) for Work, WRAP Facilitator Training, positive psychology, and social competence intervention were organized. Other one-off training in mindfulness and life and death education were also arranged. The 1-day workshop on WRAP for Work not only introduced the practical self-management tool to staff members but also encouraged them to take care of their own wellness at work. Staff participated in the mindfulness workshop and the life and death education training also reported benefits in both professional and personal aspects.

Reckoned the essential support to advance staff competence for effective management, a large-scale Strategic Planning Day, Workshop on Project Management, Human Resources Management and Understanding Contract Law had been held during 2013/2014.

From 1 April 2013 to 31 March 2014, staff members participated in 252 internal and external training activities, with 63 organized by the central training team and 81 organized by service units or working groups. Average attendance in training per staff was 4.3 while average time sponsored to each staff was 26 hours.

Training Outcomes

Staff members of more service units had been trained in PCP, WRAP, social competence for ASD, I-FAST, horticulture therapy etc. that resulted in service application and trainer proficiency in some of those practices. Enhanced application, regular Skype and face-to-face consultation on I-FAST made our services become more holistic and more responsive to service users' predicaments. With the more mature implementation of recovery-oriented practices and social competence intervention, a publication and practice manual on respective areas was produced. With the advanced competency and accumulated experiences, staff members were constantly invited to make conference presentations on evidence-based practices in recovery, WRAP, positive psychology, horticultural therapy, social competence and family intervention.

未來發展

本會將繼續運用社會福利發展基金，以支持同工持續發展專業知識和增進工作技巧以應對不斷增加的需求和提升服務質素。本會在來年將會集中於培訓「身心健康行動計劃」高級帶領員、綜合家庭及系統治療督導能力訓練、老年精神科服務和表達藝術治療，同時亦會投放更多資源在社會創新和園藝治療。我們期望這份熱誠將會推動同工們聯手落實更多計劃以回應康復者和和持份者。

Future Development

The Association would continue to mobilize the Social Welfare Development Fund to support the sustainable development of staff expertise and skills repertoire to respond to the emerging needs and excel service quality. Special focus would be put on Advanced WRAP Facilitator training, I-FAST supervision competence, psychogeriatric care and

Expressive Arts Therapy in the year ahead. Additional resources would also be put on social innovation and horticultural therapy. It was hoped that with the designated endeavor, more diversified services would be launched in joint hands with the staff team to benefit our service users and stakeholders.



李慕儀教授及David Grove先生在綜合家庭及系統治療課程中教導進階技巧
Professor Lee Mo Yee and Mr. David Grove conducting advanced skills training in I-FAST

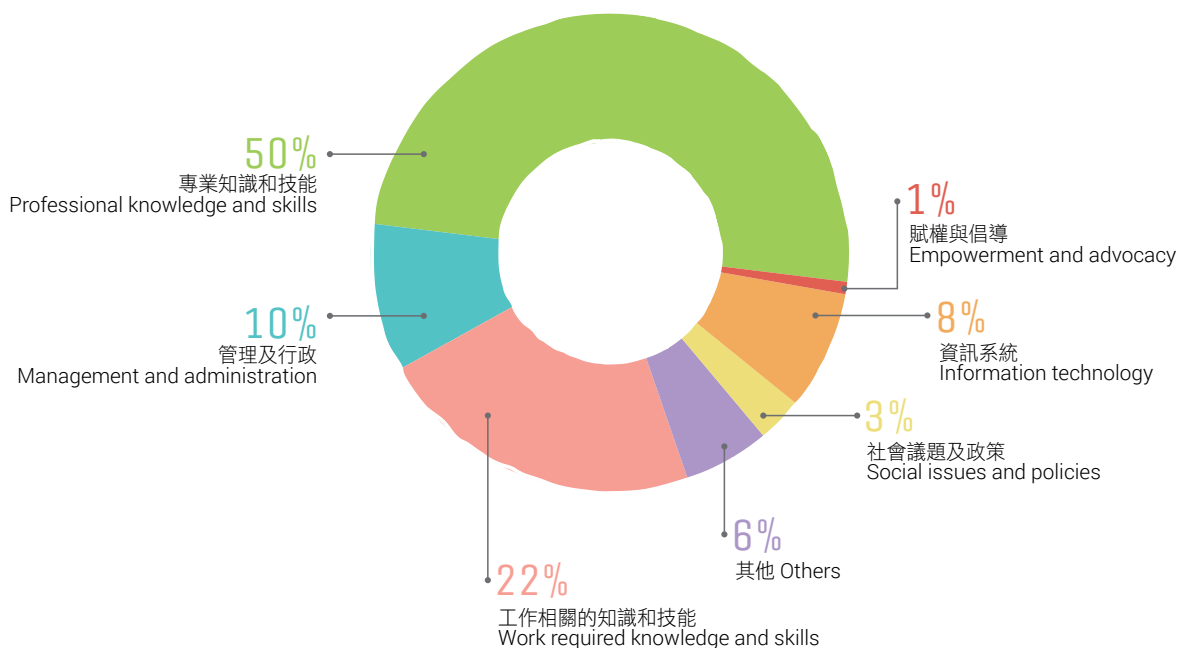


管理人員參與策略計劃退修日中的講座
Staff participated in an experiential exercise in the training of Life and Death Education



透過合約法律講座為同工灌輸實用法律知識
A workshop on Understanding Contract Law was conducted to equip relevant staff with practical legal knowledge

2013至2014年度職員參加培訓課程的課程 Targeted Foci of Training Programs attended by Staff in 2013/2014





賽馬會新生精神康復學院

賽馬會新生精神康復學院在2013至2014健康的服務主題是「推動精神健康復元及系統化的協同效應、提升社區接納程度和發展社區中的領導才能。為此，學院今年的整體目標是：

- 締造創建和轉移知識的平台，以促進本會與其他精神健康服務提供者、香港、內地和東南亞地區的精神健康服務同工在實踐實證為本工作上的交流；
- 增強精神健康同工的專業能力，以裝備提供全面和系統性介入的服務視野；
- 透過教育和培訓，推廣正面思考，提升公私營機構員工的精神健康。

知識交流與實務培訓

為達至這些目標，學院一直致力與專業導師建立伙伴關係，並在2013至2014年度內展開了多項全新的培訓課程。此外，學院舉辦了兩場名為「同行精神健康復元路 - 服務使用者參與及朋輩帶領服務研討會」和「探索園藝治療·尋找精神健康新思路」的研討會推動知識的建立和透過分享實際服務經驗、與海外同業交換和學習以交流知識。

隨本會針對受自閉症影響的社交能力介入試驗計劃，學院與在兒童及青少年發展具資深經驗的臨床心理學家陳穩誠博士及精神科專科護士陳潔萍合作舉辦了嶄新的培訓工作坊「自閉症人士社交能力發展初探 (SocCompA)」。

緊隨業界的進修趨勢和需求，學院特別設計了一系列提升同工專業技能的培訓項目，當中包括「精神疾病診斷與統計手冊第5版 - 識別、評估及診斷精神障礙的實用指引」，「社交恐懼症及社交焦慮症的有效治療」，「治療抑鬱症-行為激發系統及相關技巧」，「青少年憤怒情緒之調節及管理」，「精神分裂及思覺失調之實務管理技巧」等。

學院今年亦舉辦了其他課程如「從A到A+的顧客服務」，「與長者溝通的技巧」，「助人自助 - 精神科藥物適應力」給前線同工。

Jockey Club New Life Institute of Psychiatric Rehabilitation Association

The major theme of the Jockey Club New Life Institute for Psychiatric Rehabilitation in 2013/2014 was "Promoting Recovery and System Synergy in Mental Health Care, Building Capacity and Leadership Development in the Community". Towards this end, the overall objectives of the Institute plan in this year were to:

- Create platforms for knowledge construction and knowledge transfer on evidence-informed practices between the Association and other mental health care service providers and practitioners in Hong Kong, the Mainland and other South-East Asian counterparts;
- Enhance professional proficiency among practitioners in rendering mental health care services that incorporate a holistic and systemic perspectives;
- Promote positive aptitude and enhance mental wellness of the working population of both private and public sectors through education and training.

Knowledge Sharing and Practical Training

Gearing towards the objectives, designated efforts were put to engage partnered trainers and staff members with special expertise to develop new training courses during 2013/2014.

Moreover, 2 symposia namely "Symposium: Pathways to Mental Health Recovery on User Involvement and Peer-led Services" and "Exploring Horticultural Therapy Symposium on Finding New Thinking Path for Mental Health" were organized to promote knowledge construction and transfer through

sharing our consolidated service practice experiences, exchanging and learning from our overseas counterparts.

With the Association's pilot application of social competence intervention for working with young persons challenged by Autism Spectrum Disorders (ASD), an innovative training workshop "Introduction to Social Competence Development Program for ASD (SocCompA)" was initiated in collaboration with Dr. Raymond Chan, a veteran clinical psychologist in child and adolescent development and Ms. Chan Kit Ping, Advance Practice Nurse (Psychiatric).

Keeping close to the developmental trend and training needs of the field, training activities were tailored to support the professional growth among practitioners. Designated programs included "DSM-5 - A Practical Guide to its Use and its Impact on the Understanding, Assessment and Diagnosing of Mental Disorders", "Effective Treatments for Special Phobia and Social Anxiety", "Behavioural Activation and Related Skills for Depression", "Emotion Regulation for Anger Management on Teenagers", "Practical Management Skills of Schizophrenia and Early Psychosis".

The Institute also organized other new courses like "Customer Service: A to A+", "Communication Skills with Elderly", "Helping Others and Self: Psychotropic Drug Adaptation" for frontline personnel in this year.

提升系統性精神健康關顧服務能力

為推廣精神健康服務以系統介入為本的角度，學院聯同海外、本地和本會導師合作舉辦了屢項新的培訓項目，包括「家庭服務 - 與男士建立工作關係的技巧」，「父母精神健康與兒童保護的關係」，「尋解治療在家庭服務中的實踐」，以及「藝術治療在家庭體驗工作坊」。

另外，學院亦設計了幾個重點推介的課程如「有效情緒調節@職場」及「正向心理團隊訓練@有機農場」，給予公私營機構更多選擇以透過教育和培訓在就業人士之間推廣正向思考和精神健康的重要性。

在2013年4月1日至2014年3月31日期間本學院並舉辦了59個培訓課程共128節予公私營機構的2,163名專業和前線同工以及企業職員。

前瞻

在2014至2015年度，學院將會繼續定位為培訓和學習型機構，期望在復元路上為精神健康服務社群中製造協同效應和建立知識、創造健康的工作環境和在公眾間推廣正面精神健康。學院將籌辦老年精神健康關顧、健康與復元、故事述說、男女精神健康和表達藝術相關課題的培訓以回應內、外社會和服務趨勢。學院亦會繼續與現時和具潛力的培訓伙伴及機構協作，致力籌辦更多品牌活動和開發更多重點推介的課程以營合市場需要。與此同時，我們亦將積極投放資源和建立策略性伙伴關係以擴展我們的培訓服務拓展致澳門和中國內地。

Competence Building for Systemic Mental Health Care

To advocate the adoption of systemic perspective in mental health care, several new training programs were organized with the partnership of our overseas, local and staff trainers. These included "Engaging the Invisible Men in Families", "Parental Mental Health and its Relationship to Child Protection", "Solution-Focused Therapy for Working with Families as well as "Experiential Workshop on Use of Art in Working in Families".

Moreover, several new packaged signature programs such as "Emotional Regulations for Workplace" and "Positive Psychology Teambuilding Workshop through Organic Farming" were developed to provide more choices to organizations in both private and public sectors for promoting positive aptitude and enhance mental wellness of the working population through education and training.

Between 1 April 2013 and 31 March 2014, the Institute has organized 59 training programs amounting to 128 sessions for 2,163 professionals, frontline workers and corporate workers in both public and private sectors.

Way Forward

In 2014/2015, the Institute would continue to position itself as a training and learning organization to create synergy and construct knowledge in the journey of recovery among the mental health care community, to build capacity for a healthy workplace and to promote positive mental health among the public. Training in psychogeriatric care, wellness and recovery, storytelling, men's and women's mental health, expressive arts would be organized to address the internal and external social and service trends. More branding activities would also be carried out and tailored signature training packages would continue to be initiated with concerted efforts and collaboration with existing and potential



參加者在「自閉症人士社交能力發展初探(SocCompA)」工作坊中進行體驗活動
Participants were having experiential activities in the workshop on "Introduction to Social Competence Development Program for ASD (SocCompA)"



在「治療抑鬱症 - 行為激發系統及相關技巧」課程中，導師與參加者進行角色扮演
Trainer conducted role play with the participants in the course "Behavioural Activation and Related Skills for Depression"



2013至2014年度由政府部門、非牟利團體及學校所委托承辦之培訓項目重點概覽
Highlights of Training Programs commissioned by Government Departments, NGOs and Schools 2013/2014

🌀 職場安全及健康 Workplace Safety and Wellness

- 暴力行為控制及脫身法 Restraint and Breakaway Techniques
- 處理職場暴力事故及調節你的情緒 Handling Workplace Violence and Care about your Emotion
- 預防、評估及處理暴力事故 Prevention, Assessment and Handling of Violence
- 預防暴力事故及脫身法技巧 Prevention of Violence at Workplace and Breakaway Technique
- 靜觀減壓及情緒調節 Mindfulness for Stress Reduction and Emotion Regulation
- 身心健康行動計劃 Wellness Recovery Action Plan (WRAP)

🌀 精神健康基本知識及實務技巧 Mental Health Knowledge and Practical Skills

- 兒童及青少年精神健康問題綜合訓練課程 Integrated Training Course on Childhood and Adolescence Disorders
- 與刁難性格人士共舞 Dancing with People of Difficult Personalities
- 與具精神健康障礙人士之工作技巧 Working with People with Mental Disorders
- 自閉症人士於社交能力及就業支援所面對的挑戰 Social Competence and Career Support for Persons challenged by ASD

🌀 領導及管理技巧 Leadership and Management Skills

- 促進職場溝通與連繫 Facilitate Connection in Workplace
- MBTI提昇人事管理技巧訓練 Advancing People Management Skills through MBTI
- 團隊建立工作坊@有機農場 Workshop on Teambuilding through Organic Farming

🌀 正向思維 Positive Thinking

- 正面教育及情緒調節 Positive Teaching and Emotion Regulation
- 正面處理投訴技巧 Positive Complaint Handling
- 掌管你的思維 Workshop on Mastering Your Mind

研究

2013至2014年度本會繼續透過進行多個研究項目藉以推動為本實踐和服務發展。我們投入資源進行評估研究和進一步了解康復者日益轉變的狀況和需要。

參考了改變階段模式，本會於2013年5月開始，運用「林氏就業準備階段評估量表修訂中文版」在會內展開了該量表的建構效度研究。此量表用作評估因長期殘疾而失業的人士在重返回工作上的心理準備狀況。研究於2014年3月完成數據收集，共約550位輔助就業服務、復康服務、社區服務和住宿康復者參與其中。研究結果將提供更多資料和作為將來服務策劃的參考。

作為思健朋輩支援工作計劃的其中一間合辦機構，自計劃於2012年10月開展至今，本會

training partners as well as other training institutes. Designated input and strategic partnership would also be initiated to expand our training to service counterparts in Macau and the Mainland.

Research Studies

In 2013/2014, the Association continued to nourish evidence-informed practice and service development through conducting various research studies. Designated efforts were made for carrying out evaluative studies as well as gaining more understanding of our service users with changing profile and needs.

Making reference to the stage-of-change model, a theoretical framework for understanding a person's motivation to change, a study was initiated to examine the construct validity of the revised Chinese version of Lam Assessment of Stages of Employment Readiness (LASER) in PIRs since May 2013. LASER was applied to assess a person's psychological readiness for engaging in work after a long period of unemployment resulted from disability. About 550 service users of the vocational rehabilitation services, community services and residential services were recruited to join the study with the data

一直積極參與由香港中文大學及香港大學就此計劃進行的研究項目。除了朋輩支援工作人員以外，我們亦招募了康復者及相關團隊其他職系的同工參與此計劃的量化及質性研究，期望從多角度收集這項嶄新工作模式的成效及將這新的工作崗位納入服務中的經驗累積，以實踐復元導向的精神健康服務。有關研究的初步結果將會與相關政府部門及思健作進一步分享。

為致力保持服務質素及掌握創新服務的成效，本會一直為新的工作項目進行成效評估。為評估「靈思園地」自閉症青少年社交豐盛計劃對提升受自閉症影響的青少年社交能力的成效，本會於2011年7月至2014年5月期間進行數據收集。從參加者在課程前後填寫的「社交能力自訂量表」所得的初期數據顯示，有接受系統式認知、情緒及行為小組培訓的82名參加者，其社交能力均有顯著提升。由70名參加者家長完成的「社交回應量表」及「社交能力自訂量表」也顯示了曾接受該項培訓的子女均在社交回應及能力上有顯著的進步。再者，有家長共同參與培訓小組的參加者在社交能力上較家長未有參與小組的參加者有更高大的改善。

其他項目計劃的成效研究包括「青少年教育及支援服務的成效評估(YES)」，「系統模式介入復元家庭及第二代家庭成員之成效」和「自閉症人士輔助就業服務的成效」。我們也在新成立的「思悅園」進行以復元為導向的成效研究。這些研究將有待日後發表。

臨床心理服務也在本年度進行了兩個運用以靜觀介入的評估研究。從3個在自然場境下舉行「靜觀認知治療法小組」收集的數據顯示，參加者的情況均有明顯的改善，而2個靜觀減壓小組共22名參加者的前、後期評估也顯示小組能減低他們所感受的壓力和提升靜觀能力。此外，根據正向心理學理論框架而設計的「優勢小組」也顯示參加者的自尊感有明顯的提升，而希望感則有輕微的改善。

collection ended in March 2014. The results would be ready to provide further knowledge for our service delivery and planning in this regard.

As one of the co-organizing agencies for the MINDSET Peer Support Worker Project, the Association has been actively involved in the on-going evaluative study that was jointly conducted by The Chinese University of Hong Kong and The University of Hong Kong since the project implemented in October 2012. Apart from peer support workers, service users and other members from the related staff teams were also recruited to participate in both the qualitative and quantitative research with hopes to generate multiple sources of data for informing the effects of the new practice and promoting the adoption of the new position for realizing recovery-oriented mental health services. Preliminary findings would be shared with the government and the funder MINDSET.

Keeping our efforts to ensure service quality, to identify effects of our new initiatives, and to account to our stakeholders on the impacts of the resources allocated, the Association was committed to implement outcome evaluations to the various innovative projects launched. To examine the effectiveness of the social competence training group for young persons challenged by autism spectrum disorders (ASD) initiated by our pilot initiative, "iLinks Social Enrichment Project for Teens with ASD", a built-in outcome evaluation study was conducted. Data collection was taken place between June 2011 and May

2014. Initial findings from the pre-post evaluation of a Self-developed Scale on Social Competence indicated significant enhancement on social competence among 82 participants who received the systematic group training in cognitive, emotional and behavioural aspects. Ratings on the Social Responsiveness Scale and the Self-developed Scale completed by 70 parents of group participants also found significant improvement in social responsiveness and social competence among their children. Moreover, greater enhancement was indicated among participants whose parents also attended a training group on social competence simultaneously.

Other project outcome studies initiated in the year included "Outcome Evaluation of Youth Education and Support Service (YES)", "Effectiveness of Systemic Intervention for Families in Recovery with Second Generation", "Effectiveness of Supported Employment Services for Persons Challenged by ASD". A service-based outcome study on recovery-oriented care services was also implemented in Joyous Place, a newly established hostel. Results of these studies were yet to be reported.

Two intervention-based evaluative studies on the application of mindfulness were also carried out by the clinical psychological services during the year. While the results on effectiveness of Mindfulness-based Cognitive Therapy in naturalistic setting collected from 3 intervention groups had demonstrated significant improvement among



我們將會參考相關結果持續改善各小組程序手冊，以力求做到更佳의 實踐成效。

隨著康復者老齡化，我們對識別年長服務組群之特徵和服務設計方面的關注及需求亦與日俱增，為此本會不斷積極邀請各界專家合作研討未來的服務發展方向。與此同時，本會在「香港公益金」贊助下開展了「康盛生活計劃」，將於2014至2015年間設計和進行有關新項目的成效研究。臨床實踐方面，本會將與廣州市民政局精神病院合作進行一項題為「園藝治療應用於住院康復者的成效」研究。

簡略而言，本會將繼續致力創造和鞏固知識，以支持我們推展創新和實證為本的工作並達致卓越的服務質素。

學生實習

為了支持高等教育，本會持續為不同專業課程的本科生和研究生提供實習機會，本年共有134名來自本港及海外大學的同學於本會不同服務單位實習，社會工作和護理學生佔上大多數，約為77%，而約有10%為職業治療學生。

我們與各大院校已建立良好的合作關係，有助於實習的安排。實習同學對本會的安排皆有正面的評價，認為實習單位都能為他們提供優良的支援環境，促進他們的學習。隨著精神健康綜合社區中心的發展，越來越多學生首選要求在社區中心進行實習。本年，我們亦很高興能有許多不同臨床專業課程的學生要求在本會實習，如音樂治療、臨床心理學碩士課程、認知行為治療、心理及健康課程，以及耶魯大學的暑期社區服務實習計劃等。為了回應不斷增加對本會提供實習場地的需求，我們將進一步於新服務單位開拓更多的實習機會。

participants, the pre-post evaluation conducted for 2 Mindfulness-based Stress Reduction groups with 22 participants also found significant effects in reducing their perceived stress and enhancing mindfulness. Moreover, the outcome measures on the effectiveness of the Strength-based Group Protocol developed within the framework of positive psychology had indicated significant improvement in self-esteem and marginal improvement of hopes among participants. The protocol would further be refined for enhancing the practice and effects.

Given the rising concerns and needs to identify the characteristics and service design for our ageing service users, the Association had been actively creating collaboration with various professionals to work out future direction of service development. Meanwhile, with the new fund granted to the Association to launch the "Wellness Program for Older Adults", a research would be designed and implemented in 2014/2015 to investigate the effects of the new program. In terms of clinical practice, a research project titled "The Effects of Horticultural Therapy Program for People in Recovery in a Psychiatric Hospital" would also be initiated in collaboration with Psychiatric Hospital of Guangzhou Civil Affairs Bureau.

In short, the Association would continue her committed efforts to create and consolidate knowledge that would in turn, inform our innovative and evidence-based practices for excelling service quality.

Student Placement

To support tertiary education, the Association continued to provide fieldwork placements to students attending undergraduate and postgraduate programs of different disciplines. This year, we had 134 students coming from the universities in Hong Kong and overseas having their practicum placed at different service units. Social work and nursing students were the majority, comprising 77% of the placement students, while about 10% were occupational therapy students.

We had built up good connection with different universities to facilitate placement arrangement. Positive feedback was always sought from the students that the placement units had provided a supportive environment to facilitate their learning. Along with the development of community mental health service, more students preferred for placements at The Wellness Centres. This year, we were glad to have more clinical programs requesting for placement at our service units, like music therapy, Master in Clinical Psychology, Master in Nursing Studies, as well as students taking Cognitive Behavior Therapy, Psychology and Health and exchange students from Yale University Summer Community Services. In response to the increasing demand for student placements at the Association, we would further explore and open placement opportunities in some of our new services.

2013至2014年度學生實習服務統計
 Student Placement in Services 2013/2014

實習學生數目 No. of Placement Students					
學習範圍 Study Area	住宿服務 Residential Service	社區服務 Community Service	職業復康服務 Vocational Service	其他 Others (臨床心理Clinical Psychological Service)	總數 Total
社會工作 Social Work	28	14	9	-	51
護士 Nursing	22	29	/	-	51
職業治療/物理治療 Occupational Therapy / Physiotherapy	4	6	4	-	14
其他: 心理、輔導、音樂治療 Others: Psychology, Counseling, Music Therapy	1	10	2	5	18
總數 Total	55	59	15	5	134



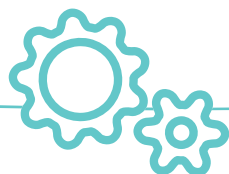
FAMILY PARTICIPATION

家人參與

 復元
元素

家人的了解、接納和生活上各方面的支持對康復者的復元過程甚為重要。家人的參與並非等同家人主導。康復者、職員與家人需經常保持溝通，一起討論和訂立復元目標和計劃。

Families play a supportive role in PIRs' recovery process. Their understanding, acceptance and assistance on PIRs' daily lives are critical. Communication among PIRs, staff and families to discuss and determine recovery goals is essential.





臨床心理服務

臨床心理服務視傳遞專業知識為本年度服務重點之一。為進一加強本會各個單位的合作及提升臨床服務的質素，臨床心理服務為服務單位提供合共18次的臨床諮詢。臨床心理學家亦繼續致力在參與不同的工作小組，包括復元動力、正向心理學工作小組、囤積症治療發展工作小組，以及其他與研究有關的工作小組等。

在直接服務方面，臨床心理服務於本年度為合共237人提供心理評估及治療。除了為92名康復者提供約1,020小時的個人心理服務外，臨床心理學家亦為不同服務單位舉辦7類治療小組，當中包括「發揮我所長：培養心理資源小組」、「整全情緒治療小組」、「靜觀認知治療小組」、「靜觀減壓小組」、「病管理及復元 - 對抗長期病徵小組」、「廣泛焦慮症認知行為治療小組」，以及每月舉辦的靜觀練習。所舉辦的治療小組合共96節，共145名康復者參與其中。

臨床心理服務接受的內部轉介主要來自社區服務(76.8%)，而住宿服務、職業康復及就業服務則分別佔14.9%及2.4%。康復者面對的困擾涉及範疇甚為廣泛，包括病徵及情緒管理、人際關係及親密關係、家庭衝突、養育子女、虐待及創傷經歷、健康及就業等。



靜觀伸展運動
Mindful stretching

此外，臨床心理服務亦為部及外間的精神健康服務工作人員、學生及公眾人士提供講座和工作坊。主題包括自閉症、情緒調節、憤怒管理、哀傷輔導、囤積症、強迫症及恐慌症、精神健康復元模式、正向心理學、靜觀，以及個人復元計劃等，本年度所舉辦的講座及工作坊合共33個。

Clinical Psychological Services

Clinical Psychological Services (CPS) adopted knowledge transfer as one of the main themes in this year. To further foster internal collaboration and improve clinical service quality, CPS had rendered 18 clinical consultation sessions to different service units. The agency-based clinical psychologists also continued to provide input to the Association's initiatives, including Alliance for Recovery and Care, positive psychology working group, development of hoarding treatment protocol working group and other research related working groups.

In respect of direct services, 237 individuals had received psychological assessment and treatment from CPS. Approximately 1,020 direct service hours were provided to 92 PIRs in individual sessions. Besides, CPS arranged 7 types of treatment groups for PIRs from different service units, including "Strengths-based Support Group", "Trans-diagnostic Cognitive Behavioral Therapy (TCBT)", "Mindfulness-based Cognitive Therapy (MBCT)", "Mindfulness-based Stress Reduction (MBSR)", "Illness Management and Recovery (IMR) – Coping with Persistent Symptoms", "Cognitive Behavioral Therapy on Generalized Anxiety Disorder" and monthly mindfulness practice groups. A total of 96 therapeutic group sessions were rendered to 145 PIRs.



靜觀減壓小組工作坊
Mindfulness-based Stress Reduction Training Workshop

As for the source of referrals, 76.8% came from community services, whereas 14.9% and 2.4% were received from residential and vocational services respectively. The presenting problems of PIRs referred for psychological intervention were diverse, including symptom and mood management, interpersonal and intimate relationship issues, family conflicts, parenting issues, abuse and trauma, health and work/engagement.

Additionally, CPS had delivered talks and workshops to internal and external mental health professionals, students and the general public. Topics ranged from autism, emotion regulation, anger management, grief counseling, hoarding disorder, obsessive compulsive disorder and panic disorder, mental health recovery, positive psychology, mindfulness to person-centred care planning. In total, 33 talks and workshops were organized this year.

為鞏固以實證為本的實務工作，臨床心理學家與本地大學合作研究有關精神健康的主题，包括與香港城市大學合作的「思想模式與抑鬱情緒研究」及與香港中文大學合作的「精神分裂症譜系康復者的疾病、復元及自身概念對復元的參與及預後之影響」，並繼續對治療小組的成效進行研究。

展望未來，臨床心理服務將致力提供有關痛症管理的公眾教育，以及促進以實證為本的精神健康推廣和預防工作。

To contribute to evidence-based practice, the clinical psychologists collaborated with local universities in research studies on mental health topics, including “The role of positive cognition in depression” (City University of Hong Kong) and “Concepts of illness, recovery, and personhood on recovery participation and outcomes for people with schizophrenia spectrum disorders”

(The Chinese University of Hong Kong). Program evaluation on therapeutic groups were also conducted.

In the coming year, CPS will aim to provide public education on pain management and to promote evidence-based practice in mental health promotion and prevention.

2013至2014年度臨床心理服務統計 Statistics of Clinical Psychological Services 2013/2014

🌀 臨床服務 Clinical Services				
診斷 Diagnosis	服務使用者人數 Number of service users			%
焦慮症 Anxiety disorders	28			14%
躁鬱症 Bipolar affective disorder	8			4%
發展性障礙 Developmental disorders	10			5%
抑鬱症 Major depressive disorder	80			39%
人格障礙 Personality disorders	6			3%
精神分裂症及其他精神疾患 Schizophrenia and other psychotic disorders	39			19%
物質相關疾患 Substance-related disorders	0			0%
其他 Others	33			16%
總數 Total	204			100%
🌀 訓練活動 Training				
臨床諮詢 Case Conference/ Consultation				
臨床諮詢總數目 Total number of case conference/ on-site consultation	社區服務 Community	住宿服務 Residential	職業復康 Vocational	總數 Total
	13	4	1	18