

精神健康



推廣

Mental health promotion



Promotion of Mental Well-being 45 推廣身心康泰
Voluntary Services 49 義工運動
Social Inclusion and Anti-Stigma 51 社會共融與反污名

Promotion of Mental Well-being 推廣身心康泰

GENERAL PUBLIC

公眾人士



A strength-based mindfulness group was held by a clinical psychologist
臨床心理學家舉辦正向優勢為本與靜觀小組

Education on Positive Psychology

In order to further advance the application of positive psychology in mental health promotion, the Association integrated positive psychology and mindfulness to enhance the well-being of service users and the general public. This year, a strength-based mindfulness group and a therapeutic group on savoring extended their resources to the general public and service users. Participants were satisfied with the effectiveness of the groups.

正向心理學公眾教育

為進一步實踐正向心理學在精神健康教育之應用，本會將正向心理學和靜觀融合，藉以提升服務使用者及社區人士的身心健康。本年度本會籌辦了融合正向優勢為本和靜觀的小組及以細味為主題的治療小組讓社區人士和服務使用者參加。參加者均對小組的成效感到滿意。

Eternal Life – Life Education Project

Funded by The Board of Management of the Chinese Permanent Cemeteries, Eternal Life – a Life Educational Project was launched in October 2015 for both service users and their family care givers. After 20 service users and family carers received playback training, they formed Dust Theater to share their life stories with the community. Four Life Theater Playbacks were performed to share and revisit their life stories. The performance was attended by around 100 audience. Also, The Art of Life Exhibition was held in the community to share the lessons they learned about expressions on gratitude, love, apology and farewell, as well as an appreciation of life and the message of here and now.

樂活無限 – 生命教育計劃

本會獲華人永遠墳場基金贊助，於2015年10月推行樂活無限 – 生命教育計劃並鼓勵精神病康復者與家屬一同參與。計劃以生命劇場 – 一人一故事劇場的演繹方法去探討和重塑不同的生命故事。生命劇場合共舉辦了4場演出共約100人出席觀賞。活動另一焦點是20位會員及家屬參與劇場訓練，並成立微塵劇團繼續在社區分享生命故事。此外，參加者通過學習四道之律，闡述道謝、道愛、道歉、道別，透過生命藝術巡禮在社區展示生命教育藝術品，鼓勵公眾人士反思生命意義，樂活當下。



The Eternal Life ambassadors shared the performance techniques with service users and conducted an open rehearsal in the community.
樂活故事大使會員分享一人一故事劇場的演出技巧，並在社區公開練排



"Happy Family Kitchen" activity – Healthy food making by PIR and carer
「快樂家庭廚房」活動 – 康復者與家屬製作健康食品

Happy Family Kitchen

At the invitation of the Hong Kong Council of Social Service (HKCSS), residential services joined the Happy Family Kitchen project funded by the Hong Kong Jockey Club Charities Trust. The project aimed at promoting positive communication, Zero-time Exercise and healthy diet to the public so as to enhance health, happiness and harmony within the family. Three family-based activities were held between September and December 2015, with a total of 30 families participated. Through different activities like healthy food making, Zero-time Exercise and gift giving, understanding and positive communication between PIR and carers were enhanced. Interviews with the participants and highlights of the activities were available on the website of HKCSS.

快樂家庭廚房

住宿服務單位去年獲香港社會服務聯會的邀請，參與由香港賽馬會慈善信託基金資助推行的快樂家庭廚房全城運動計劃。計劃目的是向公眾人士推廣正向溝通、零時間運動及健康飲食的訊息，從而提升家庭健康、快樂及和諧。於2015年9月至12月期間共舉辦了3節家庭為本的活動，合共30個家庭參加。透過健康食品烹調、零時間運動體驗及心意禮物互贈等親子活動，加深家屬與康復者之間的了解，並增進正面溝通。有關活動的訪問及花絮，亦上載於社聯頻道。



YOUTH

青少年

Mental Health Month 2015 – See things in different perspectives, be stylish and joyful

The Association was one of the co-organizers of Mental Health Month 2015, which aimed at arousing young people's awareness on mental health. A Recognition Ceremony was held on January 9, 2016 to recognize the participation of various parties and to wrap-up the whole program. Mr. Matthew Cheung Kin-chung, GBS, JP, Secretary for Labour and Welfare, officiated the ceremony. Det Dik, the singer and dancer, the ambassador of Mental Health Month 2015, and Ms. Ng On Yee, the female snooker champion also joined the ceremony to promote youth mental wellness. More than 800 participants from schools, community groups, elderly centers, corporates, and Integrated Community Centers for Mental Wellness attended.

2015精神健康月 – 「拉闊角度型·樂新一代」

本會是2015精神健康月籌委機構之一，而2015年的主題為「拉闊角度型·樂新一代」，目的是為喚起公眾人士關注青少年的精神健康。嘉許禮於2016年1月9日舉行以表揚各界的參與及總結整項活動，並邀得勞工及福利局局長張建宗先生作主禮嘉賓，而精神健康大使狄易達先生與女子桌球世界冠軍吳安儀小姐亦有出席典禮並宣傳青少年精神健康的訊息。當天活動逾800位來自社區團體、長者中心、企業、學校及精神健康綜合社區中心的參加者出席。



Our staff shared messages of Positive Psychology at dbc radio channel
本會於dbc校園台《1+寶貝》分享正向心理學訊息



poco a poco, a band from Munsang College performed at the Recognition Ceremony of Mental Health Month 2015
民生書院樂隊 poco a poco 為精神健康月嘉許禮其中一隊表演嘉賓



Volunteers prepared to volunteer with children by learning balloon modelling
義工們為準備兒童義工服務一起學習扭汽球



IVE (Shatin), members of Rotary Club of Channel Islands and PIR in a social inclusive activity
香港專業教育學院(沙田)、離島扶輪青年服務團會員與康復者共融活動後合照



PIR and students sending wishes together
康復者與學生一起送出祝福

CHATS@330

The program CHATS@330 funded by the Labour and Welfare Bureau, with the goal of promoting awareness, understanding and management of mental health by youth, was launched in June 2015. The 5 key elements of "CHATS" were:

C: Connection | H: Happiness | A: Accomplishments | T: Talents | S: Strengths

Young people learned how to deal with stress and adversity in a positive way by taking part in social inclusive activities and workshops on positive psychology. This project integrated the 5 key elements into different activities, using Positive Psychology and Recovery as intervention approaches to instill the ideas of positive values and skills needed to manage life's challenges across 3 different categories: Connection with Self, Connection with Campus and Connection with Community. Through the project, young people strengthened their physical and mental well-being and were guided to connect with society and care for different communities. The program included 27 workshops and activities with 1,453 students participated, including students from The Chinese University of Hong Kong, Joint University and College Community Group, The Hong Kong Federation of Youth Groups, Bishop Hall Jubilee School, Pok Oi Hospital Fung Tak Family Multiple Intelligences Centre, and The Hong Kong Institute of Vocational Education (Haking Wong, Lee Wai Lee, Tsing Yi, Kwun Tong, Shatin).

CHAT@330

為促進青少年對精神健康的關注、認識和管理技巧，由勞工及福利局贊助的「CHATS@330」計劃於2015年6月正式啟動。「CHATS」包括以下5種元素：

C: Connection (聯繫) | H: Happiness (快樂)

A: Accomplishments (成就) | T: Talents (才能) | S: Strengths (優勢)

計劃透過共融及正向心理學工作坊，讓年青人在面對生活壓力和逆境時仍能保持良好的生活質素。本計劃以上5種元素貫徹在不同活動中，以「正向心理學」(Positive Psychology)及「復元」(Recovery)為介入模式，透過三個不同系列，個人身心靈發展 (Connection with Self)、身心靈健康推廣在校園 (Connection with Campus) 及身心聯繫在社群 (Connection with Community)，把正面積極的人生觀及正向應對挑戰的技巧灌輸給青少年，提升他們身心健康的質素並同時培養他們連繫社會及關心社群。計劃共有27節的工作坊及活動，共1,453青少年參加，參與團體包括香港中文大學、聯校大專社區關社組、香港青年協會、何明華會督銀禧中學、博愛醫院鳳德家庭多元智能中心、香港專業教育學院(黃克競、李惠利、青衣、觀塘、沙田)。





Talks and Workshops of The 330 Wellness School Project
330健康校園推廣及教育計劃校園講座及工作坊



Social inclusion program, "Running Buddies" organized by The Wellness Centre (Islands)
安泰軒(離島)舉辦 "Running Buddies" 學校與社區共融活動

The 330 Wellness School Project

The project aimed at enhancing the well-being of students through the promotion of mental health and positive psychology in schools. Talks and workshops were conducted to equip students with stress management skills and strengthen their knowledge on positive psychology and mental health. Students acquired psychological resources through these activities to strengthen their mental wellness. Students also had the opportunities to collaborate hand-in-hand with PIR in social inclusion programs and volunteer services, aiming to reduce stigma in the society. During this year, 18 schools with more than 5,000 participants joined the project.

330健康校園推廣及教育計劃

330健康校園推廣及教育計劃以精神健康及正向心理學為主題，旨在提升青少年的心理素質及抗壓力，促進個人健康成長，以積極、樂觀和堅毅的態度去面對生活事情，共同建設關愛互助的校園生活。活動包括如何管理壓力、正向心理學、精神健康等學校講座和工作坊，以及由學生及精神病康復者一起參與的共融活動。過去一年，共有18間學校參加，而參與的中學生超過5,000人。

Peer-led WE WRAP® (Wellness Recovery Action Plan®)

Funded by the Food and Health Bureau and the Health Care and Promotion Fund, WE WRAP® was launched last year. Applying the evidence-based self-management tool WRAP®, the program enhanced PIR and teenagers' well-being, self-awareness and prevention of mental health issues. We also advocated different groups to take part in the peer support program. Two WRAP® Facilitators Certificate programs were organized for university students, PIRs and carers to promote a peer support network and its services.

As of March 31, 2016, 137 sessions of WRAP® groups and workshops were organized with a total of 1,193 attendees. Apart from co-organizing the workshop with the service units of the Association, we also co-hosted and promoted WRAP® with psychiatric hospitals, self-help organizations, universities and other non-governmental organizations. An additional 1,382 attended community promotion and sharing sessions on WRAP®.

「康晴」朋輩帶領身心健康行動計劃服務

由食物及衛生局健康護理及促進基金資助的 WE WRAP® - 復元人士和青少年充權及教育計劃於去年正式開展，透過實證為本的自我管理工具身心健康行動計劃，提昇復元人士及青少年身心健康及自我覺察，防止精神健康問題，並提倡不同群組參與朋輩支援。本計劃為大學生、復元人士及家屬舉行了兩次身心健康行動計劃證書課程以提倡朋輩支援及朋輩帶領服務。

截至2016年3月31日，本計劃舉辦了137節的身心健康行動計劃小組和工作坊，共1,193人次參加。當中除了與本會的服務單位合作舉辦外，更與精神科醫院、自助組織、大學及非牟利機構合作，藉此將身心健康行動計劃推廣至社區。此外，共1,382人次的社區人士透過社區推廣及分享活動認識了身心健康行動計劃。



University students gained understanding on WRAP® through experiential activities
以體驗活動讓大學生認識身心健康行動計劃



WORKING ADULTS

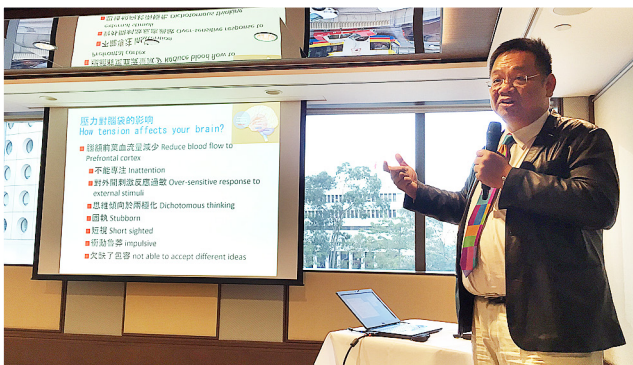
在職人士

Mental Health Programs in the Workplace

The Association integrated the elements of positive psychology, such as positive thinking and hope, into a workshop promoting mental well-being and the importance of work-life balance. Through interactive games, video, experiential activities, group sharing and self-assessment, participants acquired self-help tools to better manage mental stress. Altogether 80 participants joined this project, including staff from ASM Technology Asia Limited, Mandarin Oriental Hong Kong, The Chinese Rhenish Church Hong Kong SYNOD - Elderly Services and other organizations.

工作間精神健康活動

本會採用了正向心理學的元素包括正向思維、希望感等，為在職人士舉辦精神健康教育活動以推廣工作與家庭生活平衡的重要性。活動透過互動遊戲、短片分享、體驗活動，小組分享，自我心理測量等，讓參加者認識精神健康自助工具。計劃並得到來自先進科技（亞洲）有限公司、香港文華東方酒店及禮賢會安老服務部等機構共80位人士參加。



Dr. Tsang Fan Kwong shared the message of mental well-being with 40 staff at the Mandarin Oriental Hong Kong on December 18, 2016.
曾繁光醫生在2015年12月18日於香港文華東方酒店與40多位酒店員工分享精神健康的訊息



Staff from ASM Technology Asia Limited learning positive psychology concepts through group activities
先進科技亞洲有限公司同事正透過集體遊戲學習正向心理學的概念

OLDER ADULTS

耆齡人士

Happy Ageing 330 cum The Wellness Centre Older Adult Project

The Wellness Centre launched the Happy Ageing 330 cum The Wellness Centre Older Adult Project, sponsored by the Hong Kong Red Swastika Society from January to December 2015. The project aimed to equip ageing PIR with resources to better cope with challenges in later life stages and establish a healthy lifestyle. This project included various workshops to promote well-being, home safety assessment and modification, intergenerational activities between youth and ageing PIR, and health checks. The kick-off ceremony for this project was held on October 10, 2015 with about 100 PIR participated.

耆樂融融330
暨安泰軒耆齡計劃

由香港紅卍字會贊助，本會於2015年1月至2015年12月期間推行耆樂融融330暨安泰軒耆齡計劃，目的是加強安泰軒老年會員對老齡化各種轉變的認識及適應，並建立健康的生活模式，從而提升個人生活質素。內容包括活力健體工作坊、耆樂融融身心靈工作坊、家居探訪及改善計劃、耆樂潮玩班及健康檢查日。安泰軒亦於2015年10月10日參辦耆樂融融330暨安泰軒耆齡計劃啟動禮，約100位來自各區安泰軒的會員參加。



Happy Ageing 330 cum The Wellness Centre Older Adult Project Opening Ceremony
耆樂融融330暨安泰軒耆齡計劃啟動禮



Voluntary Services 義工運動

WE Care – Taking Volunteering to New Heights

It had been 4 years since the commencement of the WE Care volunteer service project. We had partnered with different organizations in this project, including the Hong Kong Police Force (Kwai Chung District) and the Hong Kong Society for Rehabilitation proactively. A wide variety of volunteer services were organized, including an out-reach program to assist the physically handicapped to access scenic sight-seeing points of Hong Kong and support a spirit of equality and acceptance. Other activities included coastal or country parks cleaning services, which offered volunteers valuable opportunities to serve and connect with the community, as well as increasing awareness of environmental protection.

To further develop the service skills and capabilities of volunteers, a series of Learning@ Volunteer (學善行) training programs were held on topics such as photography, video editing and magic performances. Through the continuous training and participation in practical services, volunteers gained insights into their competencies and interests. Fifteen volunteers completed the Volunteer Leadership Training program and 79 volunteers attended the Use of wheelchair and lift-up skill Training. As of December 2015, we had recruited 331 volunteers who had contributed over 4,020 hours of volunteer services to the community.

共善行 - 義務工作新領域

共善行義工服務計劃推展至今，已邁進第四個年頭。過去，共善行積極與不同的團體伙伴合作，包括香港警隊義工隊及香港復康會義工康樂線等。義務工作包括為行動不便人士籌辦無障礙地區康樂活動，以體現平等及接納的精神；定期舉行大澳海岸清潔活動，身體力行向當地居民宣傳環保訊息以連繫地區鄰舍共同關注保護自然生態環境。

為進一步裝備義工的服務技巧和能力，於學善行義工訓練計劃舉辦了一系列訓練課程，如攝影、影片剪接及魔術等，透過持續訓練及參與實際服務，讓義工認識自己的個人優勢；當中有15位康復者義工完成義工領袖訓練及79名義工完成了輪椅操作訓練班。截至2015年12月，共善行義工服務計劃合共為社會大眾提供了4,020小時服務。



Volunteer Award Ceremony cum Fun Day
義工嘉許禮暨同樂日



Training session for volunteers on use of wheelchair
& lift-up skills
義工學習輪椅操作技巧



Volunteers providing hair-cut service to the elderly
義工為長者理髮



Coastal cleaning service at Tai O
義工參與大澳海岸清潔活動





Love Inclusion Volunteerism Scheme

The Volunteer Scheme by The Wellness Centre, Love Inclusion Volunteerism was launched in 2013. It aimed to gather a team of volunteers and to spread a caring spirit in the community. The volunteer team was composed of PIR, their family members and carers, as well as members of the community. For the past few years, the team played an active role in planning and implementing a series of community-caring activities to promote the spirit of Love Inclusion Volunteerism. Our volunteers actively participated in various kinds of voluntary services, including visits to the homes of underprivileged families and the elderly living in poor housing conditions, social inclusion activities in schools and volunteer training programs to promote harmony and integration and to create a loving and inclusive community.



Volunteer Recognition Scheme

To promote volunteerism and recognize the contribution of volunteers, a volunteer award scheme was conducted with details as follows:

義工嘉許計劃

為推動義務工作及表揚義工的貢獻，本會推行義工嘉許計劃。有關得獎詳情如下：

2015/2016 Volunteer Award Scheme – Service Hours Statistics 2015至2016年度義工嘉許計劃 – 服務時數統計

Awards 獎項	Requirements (Volunteer Service hour) 義工服務時數	Number of Volunteers awarded 得獎義工人數
Gold Award 金獎	Over 70 hours 70小時以上	39
Silver Award 銀獎	50-69 hours 小時	29
Bronze Award 銅獎	30-49 hours 小時	82
TOTAL 總數		150

Social Inclusion and Anti-Stigma 社會共融與反污名



PHOTO VOICE 330

The Photo Voice 330 website had more than 6,000 visitors with over 30,000 page-views. More than 700 albums were uploaded by participants and community members. To increase the interest of participants, 4 batches of the training classes were conducted during the year, which focused on enhancing the benefits of photography and less on technical skills.

The first exhibition of Photo Voice project was held on December 14-19, 2015 at the Hong Kong Cultural Centre. We were honored to have Ms. Esther Wong, Executive Director of MINDSET, Mr. Leon Suen, Chairman of Hong Kong International Photo Festival and Ms. Sania Yau, Chief Executive Officer of the Association as the officiating guests at the Opening Ceremony. Ms. Cheung Fung Ling, Sindy, PIR of our Association shared her journey of recovery from mental illness and the positive impact of photo-taking on mental well-being. Thirty-seven participants from the Photo Voice training groups joined the exhibition. Positive feedback and words of encouragement were received from the audience. After joining the training groups and exhibitions, participants reported to have more topics to share with their family members and friends, which helped to improve their communication, interactions and relationships.

「相·說330」

「相·說330」網站已累積超過6,000瀏覽人次，頁面瀏覽量更達30,000以上，而服務使用者與公眾人士上載的相冊逾700冊。為提高參加者的興趣，本年度舉辦了4個攝影課程，內容重點在於提升影像效果上，相對減少了操控相機的技巧。

「相·說330」於2015年12月14日至19日假香港文化中心舉行了第一次攝影聯展，邀得思健執行董事王詠嫻女士、香港國際攝影節副主席孫樹坤先生及本會行政總裁游秀慧女士蒞臨主禮，本會服務使用者章鳳玲女士亦在場分享她的復元旅程，以及攝影對於提升精神健康的正面影響。是次攝影聯展共有37位曾參與攝影班的康復者參與，他們的作品獲得不少正面的評價與鼓勵。有參加者表示，透過攝影班及展覽，能有更多的話題與家人和朋友分享，間接促進彼此的溝通、互動和關係。



Opening ceremony of Photo-voice exhibition
「相·說330」攝影聯展開幕禮



Special thanks to Ms. Esther Wong, Executive Director of MINDSET
(second from left) for her unfailing support to Photo Voice Project
特別鳴謝思健執行董事王詠嫻女士(左二)對「相·說330」計劃的大力支持



Words of encouragement to the participants
向參展作者送上鼓勵的說話

THE 9TH HONG KONG ABILYMPICS

Organized by the Hong Kong Joint Council for People with Disabilities and the Hong Kong Council of Social Service, the 9th Hong Kong Abilympics 2015 was held from June 13 to 27, 2015. The Association was responsible for organizing the Paper Art Contest. Twenty-one service users of the Association were enrolled in the Abilympics. Three of them won the 1st Prize in the Waste Reuse, Gifts packaging and Cooking Contest, while another 3 won 2nd Prize in Bakery, Beads String and Paper Art Contest and one entrant won the Merit Award in Pottery Contest. The 9th International Abilympics was held in Bordeaux, France in March 2016.

第九屆香港展能節

由香港復康聯會及香港社會服務聯會主辦的第九屆香港展能節於2015年6月13及27日舉行，本會負責紙藝賽項，而今屆共有21位康復者參加多項比賽，當中3位在廢物再造、禮品包裝及烹飪項目中獲得一等獎，另外3位在麵包烘焙、串珠、紙藝項目中獲得二等獎，以及1位在創意陶藝中得到優異獎。第九屆國際展能節於2016年3月在法國波爾多舉行。

DANCE AND MOVEMENT

To enhance public understanding on wellness, a social inclusive program Dance and Movement was launched this year. Led by Mr. Andy Wong, teenagers, volunteers and service users of the Association joined together for dance and movement workshops. Joyful moments were shared with the audience during the inclusive performance in our 50th Anniversary Gala Dinner.

躍動新國度

由王廷琳老師帶領下，社會共融活動躍動新國度邀請了青年人、義工及本會服務使用者一同參與，活動目的是透過形體舞動提升參加者對身心靈健康的了解。舞蹈團隊並於本會50周年會慶晚宴中表演，與觀眾分享身心靈的快樂。



Led by Mr. Andy Wong, teenagers, volunteers and service users of the Association performed at our 50th Anniversary Gala Dinner
王廷琳老師帶領青年人、義工及康復者於本會50周年會慶晚宴表演



DREAM WITH TEENS – COMMUNITY PARTICIPATORY DRAMA PROJECT

Sponsored by the Committee on the Promotion of Civic Education, the Association launched a one-year project with two forms of drama, including Theater-in-Education and Forum Theatre. The former invited a group of secondary school students to work together with our PIR. Through social inclusion programs, they shared their life experiences and co-produced the drama script together. The secondary school students and PIR each had their own life stresses and challenges and they shared their wisdom in tackling different life difficulties. The shared life stressors and challenges were demonstrated through 2 drama performances, where our actors and audiences, including secondary school students, PIR and carers gained a deeper mutual understanding.

In Forum Theatre, PIR produced the drama script based on their life experiences to demonstrate the oppression they faced. During the drama shows, there were exchanges with the audience on the possible root causes and the way forward. The audience also participated in the performance to experience different possibilities to the endings. Through a total of 6 performances in which the audience, including PIR and college students participated in discussions and performances, they gained a deeper understanding of the challenges faced by PIR and suggested different strategies to respond.

The feedback from the collected questionnaires and focus group discussion indicated that the project was effective in reducing self-stigma of PIR as well as to mitigate students' misconception and promote their acceptance of PIR.

同夢「TEEN」空一 社區參與劇場計劃

本會獲得公民教育委員會資助，舉辦為期一年，結合共融戲劇論壇劇場的劇場計劃。共融戲劇邀請了中學生與本會的康復者一同參與，透過融合活動建立共同的生活體驗、一起創作劇場內容。中學生及康復者演員呈現各自面對的處境和挑戰，並分享解決出路。在兩場演出中，演員與觀眾，包括中學生、康復者和家屬均呈現了在同一天空下，一起面對生命的處境，達到深度的相互理解和共融目的。

在論壇劇場方面，康復者以自身的經歷建構劇本，呈現面對的壓迫狀況，在演出時與觀眾交流問題的成因和解決出路；並讓觀眾參與演出，一起實驗改變的可能。在6場演出中，觀眾包括康復者和大學生，從觀賞、參與討論和演出的過程，加深了解康復者的處境，並想像不同的回應策略。

計劃並透過問卷調查及聚焦小組的分享，了解透過劇場計劃，康復者的自我污名有所減少，學生對康復者的誤解和接納情況亦有明顯改善。

EDUCATIONAL VISITS

The Association received 242 educational visits from 1,895 visitors during the year. The visits helped the general public to increase their understanding of mental health services and community integration of PIR. Visitors mainly came from the universities, secondary schools, government departments, mental health service counterparts, community groups, volunteers, caregivers, PIR and the general public. Furthermore, 6 service units of the Association participated in the Joint Open Day of Tuen Mun Rehabilitation Units on November 13 and 21, 2015 to promote residents' understanding of mental health services in the community.

Moreover, it was the 3rd consecutive year that the Association collaborated with the Faculty of Medicine, The University of Hong Kong to organize interactive visit programs for medical students to enhance their understanding and promote acceptance towards PIR. Seven rotations of interactive programs were arranged. Besides visiting mental health service units, each program also included a talk on recovery and sharing by peer support workers. Positive feedback from the students were received.

教育性參觀

為讓公眾人士對精神健康服務及康復者重投社區生活有所了解，機構於本年度共接待了242次教育性參觀，參觀人數共1,895人。參觀者主要為大學及中學學生、政府部門及精神健康業界人員、社區組織及義工、照顧者、康復者及公眾人士等。此外，於2015年11月13及21日本會6個服務單位參與屯門區康復服務單位聯合開放日，開放單位予公眾人士參觀，以提高參觀者對社區精神健康服務的認識。

此外，本會連續第3年與香港大學醫學院合作，為醫學院學生舉辦互動參觀活動，以加強學生對精神病康復者的認識和接納。本年度安排了7次互動參訪活動，內容包括復元理念與實踐的講課、參觀復元為本的社區精神健康服務、聆聽朋輩支援工作員分享其復元經歷等，活動得到學生的正面回應。





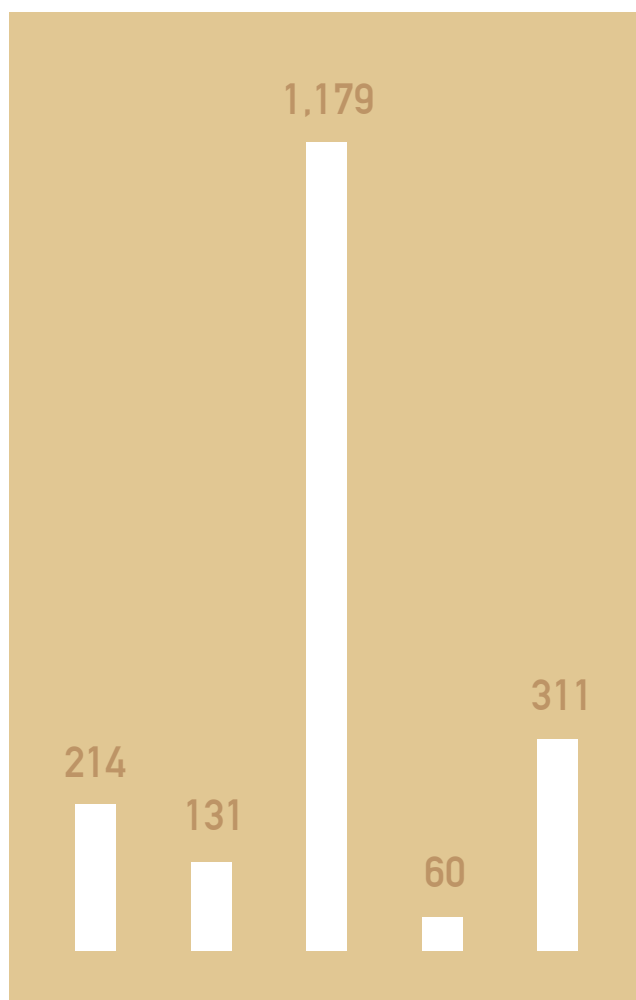
Educational Visits
教育性參觀
2015 / 2016

242

Total No. of Visits
參觀總數

1,895

Total No. of Visitors
(Attendance)
參觀者總人次





Recovery

oriented
services

復元為本服務

From "Recovery" to "Well-Being"	55	從「復元」邁向「整全身心靈健康」
Community Support	57	社區支援
Residential Services	66	住宿服務
Work and Employment Services	81	工作與就業服務
Family Support	92	家庭支援
Services for People Challenged by ASD	96	自閉症人士服務
Training, Research and Development	102	培訓、研究和發展
Clinical Psychological Services	107	臨床心理服務

From “Recovery” to “Well-Being” 從「復元」邁向「整全身心靈健康」

After many years of hard work, service units of the Association had gained considerable experience in recovery-oriented service delivery and had been able to transform and consolidate these evidence-based services. In view of this, the Association was committed to pursuing an expanded service vision this year and go beyond supporting PIR's recovery and strive for promoting well-being.

經過多年來的努力，本會於復元導向服務的系統轉型已得以鞏固，而會內服務單位於復元導向實踐方面的經驗智慧亦已漸見成熟。有見及此，本年度本會致力追求更進一步的服務願景，由促進康復者的復元而起，擴展至推廣整全身心靈健康。

RESTRUCTURING OF RECOVERY AND WELL-BEING INITIATIVE (R330)

In order to utilize existing resources effectively, as well as maximize the synergy of recovery-oriented services with the promotion of well-being, the Recovery Steering Committee was restructured by incorporating a well-being task group. It was subsequently renamed as the Recovery and Well-being Initiative (R330). A three-level framework was developed: 1st level - Steering Committee; 2nd level - Task Groups of Pilot Projects (such as newlife.330, eGPS, Recovery College, Peer Support and Family) and Evidence-Based Practice Task; and 3rd level - Working groups at service level. In order to collect feedback from different perspectives, various stakeholders, people in recovery (PIR), family members and peer support workers were invited to participate in the Task Groups.

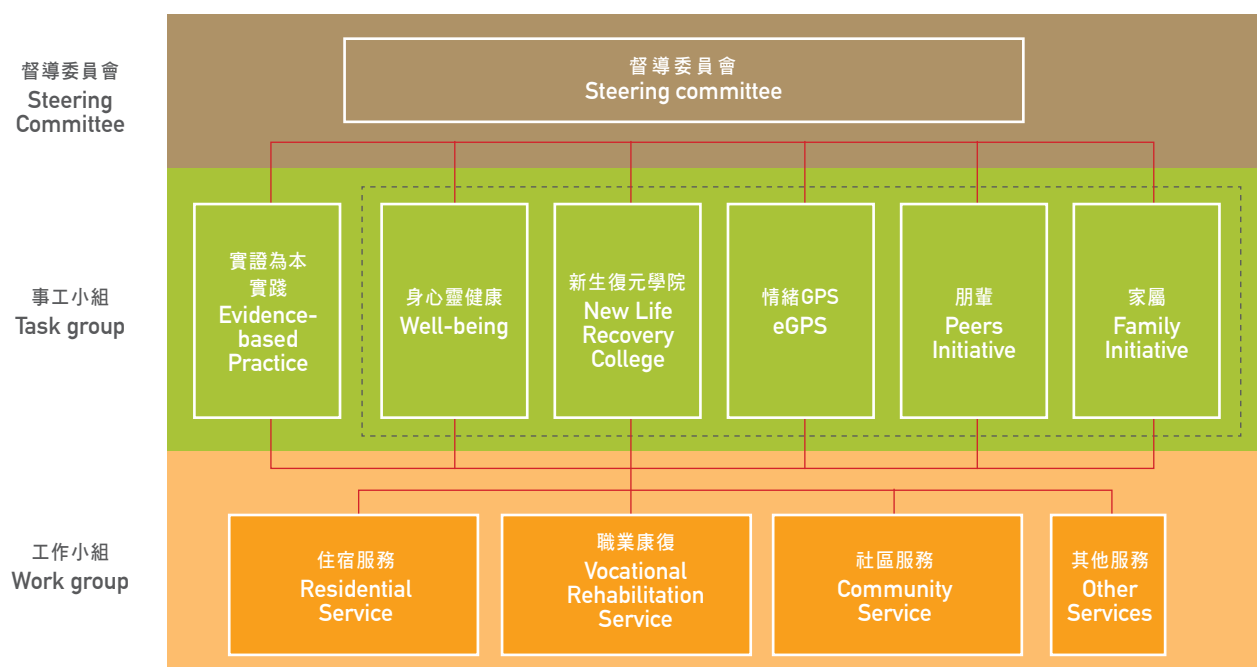
The restructuring focused on realizing the essence of evidence-based practices and consolidating the feedback mechanism between Task Groups. On the one hand, research findings and practical experiences were integrated into the development of different pilot projects. These projects became tools for the service units to utilize. On the other hand, R330 ensured that the experience and wisdom of service units in implementing pilot projects would be collected and disseminated effectively to the Task Group. In this way, continuous quality improvement processes would be implemented and ensured.

復元動力架構重組

為求更有效率地善用現有資源，讓復元導向服務及整全身心靈健康的推廣發揮最大的協同果效，督導委員會就復元動力的架構進行重組，並將整全身心靈事工小組納入其中。三層架構中包括第一層的督導小組、第二層的實行各項先導計劃事工小組（如身心靈健康、情緒GPS、復元學院、朋輩支援及家屬）和促進實証為本的事工小組，以及第三層的服務單位工作小組。為求收集不同復元持分者的多角度意見，各事工小組積極邀請不同人士參與，包括復元人士、家屬及朋輩支援工作人員。

是次架構重組著重於演活實證為本的精神，並鞏固事工小組之間的溝通和意見回饋機制。一方面結合研究及同工經驗以發展各項先導計劃，成為前線服務單位的實務工具；另一方面，致力確保服務單位在試行先導計劃時的經驗及智慧能有效收集並傳達至事工小組，成為優化過程中不可或缺的重要資源。

NEW STRUCTURE OF RECOVERY AND WELL-BEING INITIATIVE 復元 330 新架構



THE DEVELOPMENT OF PEER-LED INITIATIVE

"Nothing about us without us" - Peer Initiative Task Group was devoted to promote peer-led initiatives. Two workshops were held last year which included a lecture on theory and sharing of the experiences of guests, service users, carers and staff. This helped to solidify and enrich the staff's understanding of peer-led work, self-advocacy, PIR participation and empowerment. Different platforms and channels were established in the service units to enhance the participation of service users, such as peer-led groups, self-advocacy groups, chairing meetings and organizing activities etc.

推動自務發展

「關於我們的事，我們就得參與其中。」朋輩動力工作小組致力推動自務工作發展，在過去一年舉辦兩次工作坊，透過講授理論，嘉賓、服務使用者、家屬及職員分享經驗，深化了同工對自務工作理念的認識及拓闊自我倡導、康復者參與和充權文化的眼光。各單位積極搭建平台以不同形式如自務小組、自我倡導小組、康復者主持會議和籌辦活動等，提升服務使用者參與及服務質素。

MINDSET PEER SUPPORT WORKER PROJECT

MINDSET sponsored the Association, together with 3 mental health service agencies including The Mental Health Association of Hong Kong, Caritas Hong Kong and Baptist Oi Kwan Social Service to implement the MINDSET Peer Support Worker Project (2012-2015). Sixty PIR completed three rounds of training, with 56 of them successfully graduated. They were employed by the 4 NGOs and piloted the "Peer Support Service". The Association started to employ Peer Support Workers 3 years ago. In this year, 8 Peer Support Workers worked in Integrated Community Centres for Mental Wellness (ICCMWs), halfway-houses, supported hostels, sheltered workshops and other service projects such as "Shining H.O.P.E.S." and New Life Recovery College. By sharing personal recovery experiences and providing support, Peer Support Workers joined hands with service users to facilitate and support each other's recovery journey.

Recognizing the valuable outcomes of the MINDSET Peer Support Worker Project, the Social Welfare Department started to implement a 2-year project called the "Pilot Project on Peer Support Service in Community Psychiatric Service Units" in March 2016, supported by the Lotteries Fund. The project would further expand the coverage of peer support services, and provide more job vacancies for Peer Support Workers. The Association was allocated to have 6.5 Peer Support Workers in this pilot project.

「思健」朋輩支援計劃

本會與3間精神康復服務機構，包括香港心理衛生會、香港明愛及浸信會愛群社會服務處，由「思健」贊助的「思健」朋輩支援計劃（2012-2015），已完成3期訓練，共60位復元人士參加訓練，並有56位完成課程畢業，受聘於社區精神復康服務機構投身「朋輩支援工作」。本會於3年前開始聘請朋輩支援工作員，現時共有8名朋輩支援工作員分別於精神健康綜合社區中心、過渡期宿舍、輔助宿舍、庇護工場及其他服務計劃如家庭服務的「家點希望」及復元學院任職。他們透過個人復元經驗及「過來人」的角色，與服務使用者同行，提供支援和分享經驗，從而促進彼此的復元。

有見於「思健」朋輩支援計劃三年來的成效，社會福利署於2016年3月決定透過獎券基金推出為期兩年的「在社區精神康復服務單位推行朋輩支援服務先導計劃」。該計劃將會進一步擴展朋輩支援服務涵蓋範圍，提供更多朋輩支援工作員職位，而本會共獲6.5位朋輩支援工作員職位。

RECOVERY-ORIENTED QUALITY ASSURANCE FRAMEWORK

Further to the development of the Recovery-oriented Quality Assurance System (ROQA) of the Association last year, we revamped our Service Performance Management System so as to align with the ROQA Framework. Definitions of performance indicators under the 5 domains had been worked out, including rights and responsibilities, delivery of care, users' participation, family and carer's participation, as well as organizational leadership and management, while the performance levels of different services were laid down. We plan to review the progress of its implementation and make further enhancements as necessary.

復元導向服務的質素保證框架

隨著復元導向服務質素保證系統於去年建立，本會修訂了一直沿用的服務表現管理系統，以確保兩者的一致性。新框架的5個範疇包括權益與責任、服務輸出、使用者參與、家屬參與，以及機構領導和管理，釐定了服務表現指標的定義，同時亦確定了不同服務的服務表現基準。本會會持續地檢視新系統的推行進度以作適時的改善。



Community Support 社區支援

THE WELLNESS CENTRE

安泰軒

Service Profile

During the year, community services had served 6,481 members. A total of 2,573 referrals were received. Direct referrals by people in recovery (PIR), or their family members and carers remained the major source of referrals at 38.8%. Other sources of referrals came from the health sector at 33.6%, social service organizations 25.1%, and government departments and district councilors 2.5%.

Among the 6,481 members served, 4,952 (76.4%) were diagnosed with mental illness and 1,529 (23.6%) were suspected of having mental health problems. In all, 4,524 members received casework services, 1,835 of which were new cases.

Acquisition of Premises

With concerted efforts from the Social Welfare Department and community partners, our service bases located at On Ting Estate in Tuen Mun and Cheung Kwai Estate in Cheung Chau commenced operation.

The Wellness Centre (Islands–Cheung Chau) is located at Cheung Kwai Estate, Cheung Chau. Renovation was completed in March 2016. A tea gathering to celebrate its opening was held on April 8, 2016. We were honored to have Mr. Lam Ding Fung, District Social Welfare Officer (Central Western, Southern and Islands), the Social Welfare Department, as the officiating guest. Mr. Daniel Chu, Assistant District Social Welfare Officer (Central Western, Southern and Islands), Ms. Lee Kwai Chun, MH, Islands District Council Member, 5 chairpersons of the Mutual Aid Committees and over 20 representatives of community partners joined the tea gathering.

In addition, with the collaborative efforts and support of the Social Welfare Department and district stakeholders, the renovation of The Wellness Centre (Tuen Mun-On Ting) situated at On Ting Estate of Tuen Mun was completed in June 2015 and re-started operations in July 2015. The environment and

facilities of the new center provided more user-friendly and convenient services to members and residents of the community.



服務概覽

過去一年，社區務的會員人數為6,481人。全年共接收到2,573宗轉介，主要的轉介來源仍然是「自行求助」及「來自家屬或照顧者求助」，共佔38.8%，來自醫療機構及社會服務機構的轉介分別佔 33.6% 及 25.1%，而政府部門及議員辦事處佔 2.5%。

在6,481名會員中，4,952人（76.4%）為確診的精神病康復者，1,529人（23.6%）為懷疑受精神問題困擾的人士。曾接受個案務的4,524名會員中，有1,835人為新個案。

中心會址

本會獲得社會福利署及社區伙伴的協助下，位於屯門安定邨及長洲長貴邨的新會址已投入服務，在地區團體的支持下，為居民提供服務。

安泰軒（離島—長洲）位於長貴邨，裝修工程於2016年3月完成，並於4月8日舉行開幕茶聚。開幕禮由社會福利署（中西南及離島區）福利專員林定楓先生擔任主禮嘉賓，助理福利專員朱金盛先生、區議員李桂珍女士、5位屋邨互助委員會主席，以及超過20位來多個友好團體的代表亦有出席活動。

此外，社會福利署及地區伙伴的協作及支持下，位於屯門安定邨的安泰軒（屯門—安定）於2015年6月已完成裝修工程，並於7月重新投入服務。新中心的環境及設施為會員及區內居民提供更方便的服務。



PRIMARY INTERVENTION – THEMATIC PROGRAMS ON COMMUNITY WELL-BEING AND PUBLIC EDUCATION

With a focus on district-based orientation in The Wellness Centre (TWC), the Community Health in Well-being series was promoted in different districts. Funded by the Housing Advisory Committees and District Councils, we have organized different projects including Breath - Happiness at Tin Wah from TWC (Tin Shui Wai), Give me 5, Let me FLY - Mental Health in Art from TWC (Yau Tsim Mong), Mindfulness in Tuen Mun from TWC (Tuen Mun), Linkage 330 at Yat Tung from TWC (Island), Social Inclusion at Mei Lam from TWC (Sha Tin), and Community Care Scheme from TWC (Kwai Chung) and more.

Furthermore, to address the challenges faced in serving PIR with ageing needs, the Ageing Mental Health Community Projects were developed in different TWCs. Programs included Healthy Ageing at Tin Shui from TWC (Tin Shui Wai), Enjoyable Ageing from TWC (Tuen Mun), Ageing 330 Scheme from TWC (Yau Tsim Mong), Ageing Health Scheme in Wing Cheong from TWC (Sham Shui Po), all of which aimed to promote mental health for the aged in the communities.

介入模式第一層： 社區身心靈健康及公眾教育

安泰軒一直是致力以「地區為本」推展工作的精神健康綜合社區中心。為推廣社區身心靈健康的需要，多間安泰軒獲屋邨管理諮詢委員會及區議會贊助，在區內舉辦社區協作活動，包括安泰軒（天水圍）舉辦的「呼吸·快樂在天華」、安泰軒（油尖旺）的「藝·動·身心靈」精神健康計劃、安泰軒（屯門）的「自在·慢活在屯門」、安泰軒（離島）的「連繫330·逸東一邨」、安泰軒（沙田）的「共融·美林」及安泰軒（葵涌）的「綻放身心靈·滿載鄰里情 - 社區關愛計劃」，多元化的活動旨在積極推廣整全身心靈健康的重要。

除此以外，面對人口老化，各間安泰軒亦積極在當區舉辦以「關注長者精神健康」的社區活動，包括安泰軒（天水圍）舉辦的「友伴耆年·樂活天瑞」、安泰軒（屯門）的「樂活銀齡」、安泰軒（油尖旺）的「耆樂融融330·長者身心靈健康計劃」及安泰軒（深水埗）的「耆樂融融330·樂在榮昌長者健康計劃」等，為區內長者的精神健康帶入新元素。



Volunteering program for the aged
「友伴耆年·樂活天瑞」義工活動



Health booth set up in the community to serve the aged
「友伴耆年·樂活天瑞」社區健康站

Neighborhood of Wellness – Sailing into Happiness Project

With funding support from the Community Investment and Inclusion Fund (CIIF), the project aimed to promote community mental wellness in Tin Shui Wai (TSW). Through regular volunteer trainings, thirty-six community partners were connected with each other. A program titled "Sailing into Happiness College" was organized in different schools and the TSW community. In the year, information on mental health issues was presented to security guards and frontline staff of the Housing Authority and property management companies. Life mentors were matched with families in need in order to establish regular community care and support.

《有里同行 樂天計劃》- 悅·飛翔

安泰軒（天水圍）獲勞工及福利局社區投資共享基金資助，繼續在社區推展社區精神健康工作。是項計劃於區內已連結和累積了36個協作網絡，並定期舉辦有系統的『義工培訓』，走進學校和社區舉辦『悅·飛翔學堂』，今年更特別加強區內屋邨及屋苑保安員和管理公司人員對精神健康的認識；並透過『社區支援』配對生命導師和有需要的家庭作定期關懷和支援。



“Neighborhood of Wellness – Sailing into Happiness” Service Statistics (May 2014 - March 2016)
《有里同行 樂天計劃》「悅·飛翔」服務項目統計（2014年5月至2016年3月）

Program 活動項目	Service Output 服務成效
Ambassador \ 樂天大使	250人 persons
Life Mentor \ 「友伴·飛翔」生命導師	96人 persons
Collaborating Partner \ 關鍵協作伙伴	36個 units
NO. OF PEOPLE SERVED 受惠人數	4,137人 persons



“Neighborhood of Wellness – Sailing into Happiness” – Annual Volunteer Award Ceremony
《有里同行 樂天計劃》悅·飛翔 - 周年義工嘉許禮



“Neighborhood of Wellness – Sailing into Happiness” – Volunteer Training
《有里同行 樂天計劃》悅·飛翔 - 義工培訓

Neighborhood of Well-being (NEW) – So Uk 330 Project

Funded by the Community Investment and Inclusion Fund (CIIF), TWC (Sham Shui Po) commenced a 3-year project in April 2016 to build up social capital contributed by various sectors, including the public, the business sector, government, medical, social welfare agencies and education institutes. Community resources would then be fully utilized and mobilized according to the needs of residents at individual, family and community levels.

《新·里·情》- 共建蘇屋330

安泰軒（深水埗）亦獲勞工及福利局社區投資共享基金資助，於2016年4月起，進行為期3年的計劃，與蘇屋邨重建後新入伙的居民及有意貢獻的人士，共建一個有人情味及整全健康的社區。是項計劃將透過「民、商、官、醫、社、校」的社會資本，有系統地於個人、家庭及社區各層面推展工作。



SECONDARY INTERVENTION – EARLY IDENTIFICATION AND INTERVENTION

Cohesive Collaboration and Continuous Concern

TWCs continued its close collaboration with community partners to provide proactive, comprehensive and intensive case work support services to people suspected of having mental health problems. In the past year, a total of 1,529 users were served, among whom, 612 were new referrals. After an initial assessment and continuous follow up, 476 users with suspected mental health problems, or those who had withdrawn from psychiatric treatment were successfully linked to mental health services for intervention and treatment. Sixty-four persons were admitted to Accident and Emergency Departments for acute psychiatric assessment and treatment; 52 were admitted to psychiatric hospitals; 48 were referred to community psychiatric services for psychiatric assessment; 188 were linked to psychiatric out-patient clinics; others were connected to Integrated Mental Health Programs of the Hospital Authority, clinical psychologists of the Association, private psychiatrists and other mental health related services. To provide comprehensive care and support, 1,145 linkages to social services such as supported employment services, medical social services, family services, food banks, social security and social support services from other agencies were made.

According to case work experience, support from family members was an essential factor to successfully link most of the people with suspected mental health issues to available treatment options. Meanwhile, Integrative Family and Systems Treatment (I-FAST) was adopted as an effective working approach to facilitate systemic changes. Thus, we treasured working with family members when providing services. Furthermore, we rendered continuous care and support to individuals through district visits, activities and family support services in following up their needs.

TERTIARY INTERVENTION – PERSON-CENTRED SERVICES

As at the end of March 2016, TWCs had conducted 129 evidenced-based and recovery-oriented therapeutic groups as well as 3,375 wellness programs for members. Clinical psychologists, social workers, occupational therapists and nurses conducted these therapeutic groups including mindfulness-based cognitive therapy, mindfulness-based stress reduction, hoarding management, life planning, sleep hygiene, positive psychology, Wellness Recovery Action Plan®, anti-stigma, art therapy, life education, etc.

Developing positive social roles

Recovery Working Group had been supporting PIR and family members to join together in sharing their life experiences with students and the public. Training programs were planned to facilitate the sharing of life experiences, promotion of recovery messages and advocacy work. In the past year, TWC (Sham Shui Po) and TWC (Tin Shui Wai) recruited part-time and full-time peer support workers (PSWs), respectively, who instilled hope and a positive identity among PIR. Through the sharing of their life experiences, PSWs exemplified the possibility of recovery.

介入模式第二層： 早期辨識及介入

共同協作 持續關顧

安泰軒一直保持與各協作伙伴的緊密合作，積極向懷疑有精神健康困擾的人士提供全面及緊密的個案支援服務。本年度共跟進1,529位懷疑有精神健康困擾的人士，包括612位為新轉介的個案。經過評估及持續的跟進後，其中476位被連繫至精神健康服務跟進及治療，而當中64位接受急症室服務作緊急精神科評估及治療，52人入住精神科醫院接受治療，48人被轉介到精神科社康服務作評估，188人連繫至精神科門診跟進，其餘被轉介到醫管局綜合心理健康計劃、本會的臨床心理服務、私家精神科醫生及其他機構精神健康服務。為全面地照顧和支援康復者在社區復元的需要，中心共協助康復者申請1,145項社會服務，包括輔助就業服務、醫務社工、家庭服務、食物銀行、社會保障及其他機構社會支援服務。

安泰軒於跟進相關個案中發現，不少懷疑患病的個案都需要家庭成員支援，才能有效地令個案接受診治。同時，本會運用綜合家庭及系統治療計劃作為介入模式跟進，有效帶動家庭改善。故中心的工作跟家人合作十分重要。此外，若相關個案工作結束時，中心亦會持續透過分區探訪、活動、家屬服務等關顧他們的需要。

介入模式第三層： 以人為本服務

截至2016年3月底為止，7間安泰軒為會員共舉辦129節實証為本及復元為導向的治療性小組及3,375節身心康盛活動。治療性小組分別由臨床心理學家、社工、職業治療師及護士等提供，當中包括正念認知行為治療、靜觀減壓、囤積處理、生涯規劃、睡得安寧、正向心理學、身心健康行動計劃、反污名、藝術治療及生命教育等。

建立正面的社會角色

復元工作小組正匯聚願意分享親歷經驗的復元人士及家屬，並策劃相關的培訓活動，讓他們透過向學生及公眾人士，分享經驗及更有效地推廣復元訊息和推動倡導工作。本年度安泰軒（深水埗）及安泰軒（天水圍）分別聘任了1位半職及1位全職朋輩支援工作員，透過他/她們的親歷經驗展示「復元是可能的」這信念，有助推動復元人士建立希望感和正面的身份。



Attaining full citizenship

All persons have the rights to self-determine, voice their own affairs, participate in service planning and delivery processes, take up valuable social roles in the community and establish mutual support networks with others and the community. TWCs supported PIR to develop valuable social roles and community-based living, as well as to realize full citizenship by active participation in the service delivery process.

致力實現全面的公民性

每個人都有權去自主自決，就著切身的事發聲，參與策劃和提供服務的過程，並在社區中實現有價值的社會角色，與別人和社區建立互相支援的聯繫。中心在服務提供過程中透過共建，促進建立正面的社會角色和社區為本的生活，致力實現全面的公民性。

Attaining self-determined and community-based living

The Association supported the participation of PIR in self-help programs by developing mutual support amongst peers and offering subsidies for peer-led and self-organized activities. At the casework level, the model of person-centered care planning was adopted and appropriate support was provided to PIR to realize their life goals and live well in the community.

實現社區為本的自主生活

本會以建立朋輩互助和活動資助計劃的形式來推動會員參與自務項目，復元人士及家屬因而更有動力自行組織活動，以及參與自助互助的工作。安泰軒的個案工作以「個人復元計劃」來進行，旨在讓復元人士在本會支援下實現生活目標，在社區中活出身心靈健康。

Participation and Role Enhancement: Approaching the “Co-production” model

PIR utilized their knowledge, abilities and resources to participate in the planning and delivery of services. PIR and family members also joined the Community Services Subcommittee and other working groups. Through their participation and co-development, more appropriate recovery-oriented services were developed to best meet their needs. To support co-production and, gradually, peer-led services, staff, PIR and family members with life experiences co-organized and co-led the programs, such as family recovery groups.

共同參與・角色提升： 邁向「共建」模式

康復者運用所擁有的知識、能力和資源來參與策劃和提供服務。康復者及家屬參與安泰軒的小組委員會，以及各類服務工作小組，透過參與和共建去推動復元為導向的服務，切合真正的需要。部份安泰軒的小組，例如聽聲者小組及家庭復元小組，負責職員與有親歷經驗的會員及家屬一起策劃及帶領體現「共建」，逐步邁向自務運作的模式。

Furthermore, some PIR also assisted and participated in the daily operation of our service centers. For example, some PIR became the duty officer or peer supporter, offering their care and concern, helping other peers to utilize their own abilities and creativity in strengthening their roles and participation.

此外，部份服務使用者更會協助及參與中心的日常運作，例如中心當值，或以朋輩支援的方式，加強服務使用者間的關顧及交流，充分體現服務使用者的能力與創意，更加強他們的角色及參與度。

Partnership, Collaboration and Social Support

TWCs collaborated with different stakeholders in the districts in order to strengthen liaison with the community. TWC collaborated with thirty-four primary and secondary schools, seven colleges, nine youth service centers, fourteen family service centers, seventeen elderly service centers, seven mental health related units, nine public housing estates, four district councils, four churches, five corporates, eight government departments and twenty-one district-based organizations in the past year. Through a wide spectrum of services, such as volunteering, skills sharing, caring visits and social inclusion programs, they not only allowed PIR to stay in touch with community members and stakeholders, expand their circle of contacts and to give back to the community, but also provided opportunities for community members to increase their understanding of the recovery and abilities of PIR, as well as promote interaction and mutual support.

伙伴合作・凝聚支援

安泰軒與地區不同團體合作，以增強地區聯繫。本年度各安泰軒先後跟34間中小學、7間大專院校、9個青少年服務單位、14個家庭服務中心、17間長者服務單位、7間精神健康及相關專業單位、房屋委員會9個屋邨、4個區議會、4間教會、5間企業、8個其他政府部門及21個地區團體合作，透過不同形式的服務如義工服務、技藝交流、分享、探訪與共融活動等，讓服務使用者走與地區不同公眾人士及團體接觸，擴闊他們生活寬度與回饋社會，另外亦可以讓公眾人士體會服務使用者的復元路及能力，增加彼此的互動及相互支援。



Vocational Planning and Development Service

Vocational Planning and Development Service (VPDS) at TWC focused on enhancing its training content, such as revising the content of the Cognitive Remediation Program, so as to increase the employability of PIR. Also, "Social Cognition Interaction Training" - a new therapeutic group which aimed to promote social cognitive functioning in PIR and enhance their employability and sustainability in work was implemented.

This year, 344 members received employment related training services at TWC. Among them, 49 members were employed in the open market and 8 members were successfully admitted into supported employment. In addition, 9 members received further training in sheltered workshops and 4 members attended vocational related courses offered by the Employment Retraining Board.

職業策劃及發展服務

在過去一年，安泰軒集中優化就業相關的訓練內容，以提升會員在就業上的能力，例如優化電腦認知矯正訓練內容及繼續為合適的會員提供此訓練。除此以外，安泰軒亦開展了一個嶄新治療性小組「社交認知互動訓練」，以提升他們的社交認知能力，從而增加受聘的機會及提升工作的持續性。

本年度有344位會員參與就業相關的訓練，當中有49名會員成功公開就業及8名會員接受輔助就業服務，此外，有9位會員接受庇護工場訓練，另有4位會員參與由僱員再培訓局舉辦的提升職業技能的相關課程。

Upward mobility of PIR receiving Vocational Planning and Development Service (as at March 31, 2016) 接受職業策劃及發展服務後會員的職能提升狀況（截至2016年3月31日）

Vocational Planning and Development Service 職業策劃及發展服務	No. of PIR 精神病康復者人數
Open employment 公開就業	49
Supported employment 輔助就業	8
Sheltered workshop 庇護工場	9
Course from Employment Retraining Board 僱員再培訓局課程	4
TOTAL 總數	70

Computerized Cognitive Remediation Training

Foreign studies revealed that people with schizophrenia spectrum disorders who suffered from various degrees of cognitive impairment showed improvement in cognitive functioning and employability after receiving systematic cognitive training. In view of this, S.K. Yee Medical Foundation funded The Wellness Centre to develop a computerized cognitive remediation training program (CRT) for PIRs. CRT was participated by 70 PIR. These PIR showed significant improvements in 4 cognitive domains after the completion of the program. As of April 15, 2015, 30 PIR who completed the CRT had been gainfully employed or received supported employment. Another PIR received training at a sheltered workshop and 4 PIR had pending admission to supported employment services or sheltered workshops. Another 4 PIR had either been attending the 1-year training program organized by the Vocational Training Council or the apprenticeship program at Hong Kong Disneyland.

電腦認知矯正訓練計劃

外國研究指出，患上精神分裂症人士的認知層面有所缺損，而透過有系統的認知訓練能有效提升他們的認知及就業能力。有見及此，安泰軒於2013年成功向余兆麒醫療基金申請發展電腦認知矯正訓練計劃，並於2015年4月完成。此計劃設計一套電腦認知矯正訓練，有70位會員完成此項訓練。會員接受訓練後，在4個認知範疇有明顯的進步。在就業方面，截至2015年4月15日，共30位會員在參與計劃後成功公開就業或接受輔助就業服務。此外，1位會員接受庇護工場的訓練，4位會員正在申請輔助就業服務或庇護工場，另有4名會員參與由職業訓練局舉辦的1年制課程或學徒計劃。



Output Indicator and Achievement of The Wellness Centres 2015/2016 2015至2016年度安泰軒服務指標及成效

Output Indicator 服務指標	Benchmark 指標	Achievement 成效
Number of members served 服務會員人數	5,500	6,481
Number of new members served 新服務會員人數	1,815	2,392
Number of new / reactivated cases 新或重開個案人數	1,650	1,858
Number of outreaching visits / office interview sessions 外展探訪及辦公室面談次數	14,850	25,442
Number of outreaching visits 外展探訪次數	11,000	19,290
Number of individual centre-based or outreaching needs assessment / training sessions of occupational therapy (OT) 中心內進行或通過外展形式提供的職業治療評估／訓練	8,250	9,516
Number of therapeutic groups conducted 治療小組數目	110	129
Number of sessions of interest classes / supportive groups conducted 興趣班／支援小組數目	2,750	3,375
Number of linkage activities and / or programs 連繫活動及／或公眾教育活動數目	249	504
Number of participants in linkage activities or programs 參與連繫活動／公眾教育活動的人數	19,250	41,114

Results of Recovery Assessment Scale of PIR in TWCs 安泰軒康復者《復元評估問卷》結果

Domains 範疇	Description 量度內容	2014 scores 2014年度分數*	2015 scores 2015年度分數*
1	Goal and success orientation 目標及成功意向	3.07	3.41
2	Reliance on others 對他人的信賴	3.26	3.56
3	Personal confidence and hope 個人信心及希望	2.98	3.36
4	NO domination by symptoms 沒有受病徵控制	3.00	3.44
5	Willing to ask for help 願意尋求協助	3.80	3.92

* Each item scores from 1 to 5, higher scores represent PIR's stronger agreement
每項分數由1至5，分數愈高表示康復者認為愈理想

Results of Test Life Satisfaction Scale of PIR in TWCs 安泰軒康復者《特氏生活滿意問卷》結果

Domains 範疇	Description 量度內容	2014 scores 2014年度分數*	2015 scores 2015年度分數*
1	Living situation 生活情況	3.20	3.29
2	social relationships 社交關係	2.93	3.08
3	Work 工作	1.88	2.17
4	Self and present life 自我及現在生活	2.69	3.11

* Each item scores from 1 to 5, higher scores represent PIR's stronger agreement
每項分數由1至5，分數愈高表示康復者認為愈理想





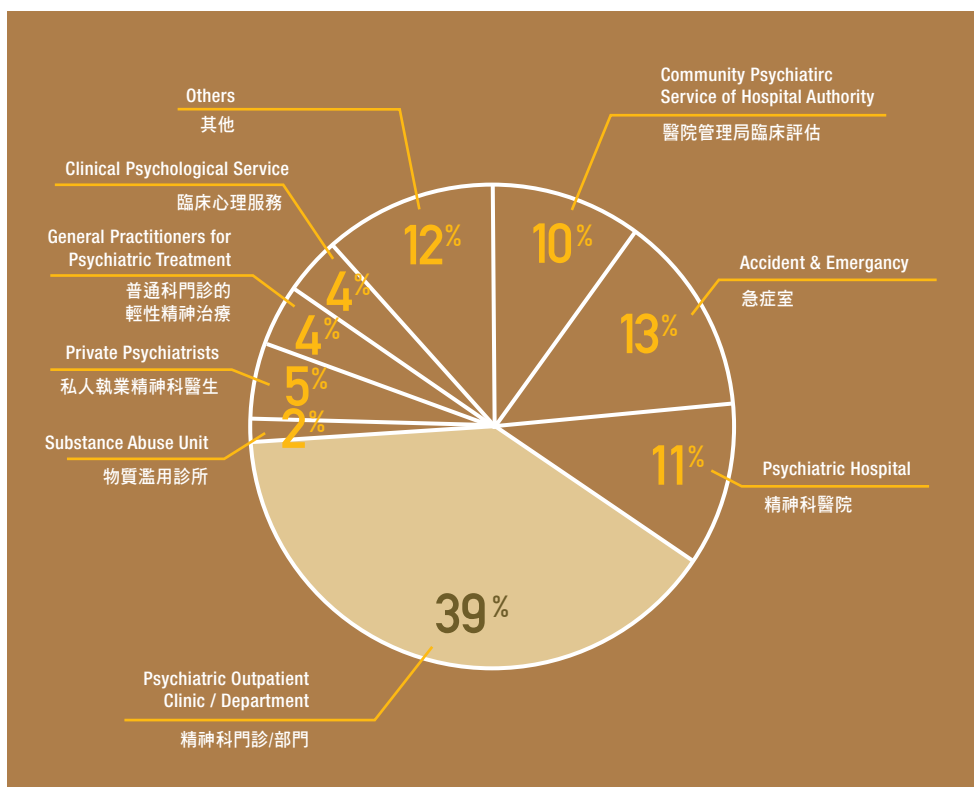
Linkage to Mental Health System or Related Services of Service Users with Suspected Mental Health Problems

懷疑有精神健康困難的服務使用者連繫至精神健康或相關服務概況

2015 / 2016

476

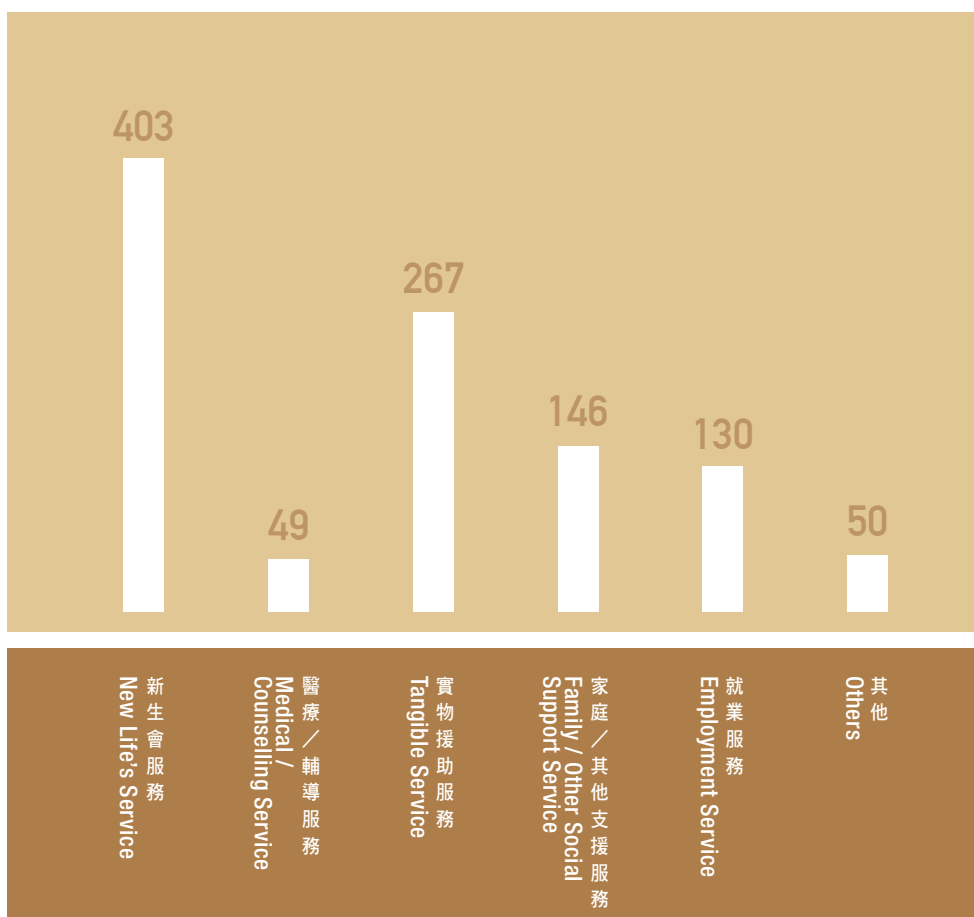
Number of Service User
服務總人數



Engagement with Social Support Network / Services by TWC Service Users

安泰軒服務使用者連繫或接受社區支援網絡/服務

2015 / 2016





Health Check Day
身體健康檢查日

Ageing Project

In response to the ageing and physical health care needs of PIR, TWC began an ageing program which aims to help PIR increase their awareness and understanding of the impact of ageing on their health so as to better prepare them for later life. In the past year, 609 PIR participated in this program, conducted by multi-disciplinary professionals. Activities included health checks, health talks on chronic disease management, home safety assessments and modification, intergenerational programs between young people and ageing PIR, the use of information technology, pain management, and therapeutic groups to assist in cultivating positive attitudes towards the challenges of later life and role changes.

康齡計劃

為回應安泰軒會員老化及健康上的需要，單位推行康齡計劃，目的為提升他們的健康意識及加深認識老齡化的影響，為步入晚年作好準備。過去一年共609會員參與此計劃，而計劃內容由跨專業同工負責，包括身體健康檢查、處理慢性疾病的講座、家居安全評估及改善、青年義工教導長者會員認識和使用資訊科技、痛楚舒緩服務及以小組形式培養會員積極樂觀的態度，以面對老年挑戰和角色轉變。

Integrated Mental Health Program 綜合心理健康計劃

In October 2015, the Association was again commissioned by the Kowloon West Cluster of the Hospital Authority to implement the Integrated Mental Health Program (IMHP). In the past year, case managers rendered a total of 5,834 individual counseling sessions to 2,308 service users. To strengthen self-management and the stress-coping abilities of service users, 170 psycho-education workshops with a total of 1,966 attendees were organized by case managers. The workshops included emotional management, communication skills, relaxation exercises, stress management, wellness life styles, and understanding depression and anxiety.

A self-administered Patient Health Questionnaire (PHQ-9) and Generalized Anxiety Disorder Assessment (GAD-7) were used to measure the changes in terms of symptom frequency and severity. The results revealed that service users who completed IMHP reported a reduction in the scores of PHQ and/or GAD, with the improvements being sustained for one year, meaning that the interventions were effective in managing depression and anxiety disorders.

在2015年10月，本會再次獲得醫院管理局九龍西聯網的服務合約。在過去一年個案經理共為了2,308名服務使用者提供了5,834節個人輔導服務。為加強服務使用者自我管理及提升正面處理壓力的技巧，個案經理亦籌辦了170個不同主題的工作坊，當中包括情緒管理、溝通技巧、鬆弛練習、壓力處理、建立身心靈健康生活、認識焦慮與抑鬱等，共有1,966出席人次。

本計劃採用一套自評問卷作成效評估，包括病人健康狀態問卷（PHQ-9）及廣泛焦慮症問卷（GAD-7）以監測服務使用者症狀變化的頻率和嚴重程度。根據單因子方差分析（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）的評分在接受服務前及服務結束後有明顯下降，而效果亦能夠維持一年。

Output of Integrated Mental Health Program (IMHP) 2015/2016 2015至2016年度綜合心理健康計劃服務數字

Inventory 問卷	Sample Size 人數	Mean (SD) 平均分
PHQ-9 病人健康狀態問卷		
Baseline 基線	727	8.28
Discharge 服務結束時	727	1.87
6 months after discharge 服務結束後6個月	349	2.03
1 year after discharge 服務結束後1年	37	1.95
GAD-7 廣泛焦慮症問卷		
Baseline 基線	727	8.27
Discharge 服務結束時	727	2.12
6 months after discharge 服務結束後6個月	349	1.72
1 year after discharge 服務結束後1年	37	1.64





Residential Services 住宿服務

SERVICE PROFILE

As of the end of March 2016, the Association had been serving 1,338 service users at different levels of functioning, including 2 long stay care homes, 11 in halfway houses, 1 supported hostel, 4 self-financed hostels and 2 hostels for the moderately mentally handicapped. Residential services had focused more on participation and empowerment of service users, and family involvement in their journey of recovery. Their active engagement in the delivery of various services were much appreciated, including self-organized and self-help programs, community volunteer services, leadership training, unit staff meetings, residents' meetings, as well as participation in Recovery Service Groups and Subcommittees of the Association. Promoting and embracing a well-being lifestyle was everybody's right and business. As such, we initiated a series of campaigns and programs for wellness promotion including baduanjin, Happy Family Kitchen, horticulture therapy, music therapy, jogging team and different mindfulness-based activities.

服務概覽

截至2016年3月31日，本會的住宿服務單位包括2間長期護理院、11間過渡期宿舍、1間輔助宿舍、4間自資宿舍及2間中度智障人士宿舍合共為1,338名不同能力的康復者提供服務。本年度的服務重點在於康復者的參與和充權，以及於復元旅程中家屬的參與。康復者在不同範疇均積極作出參與，包括自務及自助活動，社區義務工作、同行者領袖培訓、職員會、舍友會、復元服務小組與本會的小組委員會等。每個人都有其權利及義務去建立健康的生活模式以達致身、心、靈健康。為此，本會舉辦一連串提升身心健康的活動如八段錦、快樂家庭廚房、園藝治療、音樂治療、長跑隊，以及不同的靜觀體驗等，這些活動使康復者及其家人有正面的幫助。

LICENSING OF RESIDENTIAL CARE HOMES (PERSONS WITH DISABILITIES)

Licence had been granted to the 3 halfway houses located at New Life Building and Joyous Place. Meanwhile, the applications for the renewal of the Certificate of Exemption for the other 14 residential units were also successfully completed. The rectification works of Tin Yuet Halfway House had begun and was expected to be completed by the end of April 2016. On the other hand, the tendering process for the works of a hostel for the moderately mentally handicapped would begin soon, with the works expected to be completed in 2016/2017.

殘疾人士院舍牌照

本會位於新生會大樓的3間過渡期宿舍連同思悅園已成功獲發牌照，其餘14間住宿服務單位的豁免證明書亦成功獲得續期。另外，位於天水圍的天悅宿舍已展開改善工程，預計於2016年4月下旬前完成；而1間中度智障人士宿舍的工程也即將進入招標階段，工程可望於2016至2017年度內完成。

FAMILY WORK

We conducted the second family needs survey in eleven halfway houses and three supported hostels this year. The questionnaires were completed by 205 people in recovery (PIR) and 207 carers, which comprised of 35.2% of the total service capacity. The results indicated that carers had a more positive attitude in the welfare matters of PIR during the first year of admission. Carers of PIR aged 30 or below had a higher sense of tolerance and hope, and were more recovery-oriented. Meanwhile, two focus groups for PIR and carers were also administered. It was found that the progress of recovery of PIR was positively correlated to their relationship with carers. Case work intervention helped both parties to improve their communications and adjust their expectations. One-off activities had also facilitated greater understanding between PIR and carers.

家屬工作

本年度進行了第二次家屬工作問卷調查，分別有來自11間過渡期宿舍及3間輔助宿舍的205位康復者及207位家屬參與，佔有關住宿名額總數35.2%。調查反映在康復者入宿第一年，家屬較願意以正面態度參與提升康復者福祉事宜，而30歲以下康復者的家屬有較大包容度和希望感，復元導向的看法亦較強。與此同時，本年度完成兩個有關康復者及家屬的聚焦小組，當中顯示康復者的復元進展與家庭關係成正比，雙方需透過個案層面促進溝通、調整期望，而舉辦單元性活動亦有助增添彼此了解。



Integrative Family and Systems Treatment (I-FAST)

Six staff from four halfway houses and supported hostels who had received relevant training, continued to pilot the application of I-FAST in case management. Carers expressed that I-FAST not only had effectively improved the mode of communication between PIR and carers and built up a better parent-child relationship, but also developed a new identity beyond "patient role" for the PIR, helped both in getting along with each other, and prepared them for family reunions upon discharge. Furthermore, we also integrated the perspective of family work into our case conference, and promoted the concept of I-FAST and shared the clinical experience with the staff of other units in our Professional Staff's Meeting.

Coherence and Participation of Family

Halfway houses continued to strengthen their family work with determination. Staff made regular contacts with carers and invited them to join the PIR's Person-centered Care Plan meeting. We also conducted different family gatherings such as tea parties, talks, picnics and community activities. In some units, carers assisted in organizing and implementing programs. All these activities enhanced the working relationship between carers and the staff, and a strong support network was formed among carers.

綜合家庭及系統治療計劃 (I-FAST)

本年度6位已接受綜合家庭及系統治療計劃(I-FAST)培訓的職員，繼續於4間過渡期宿舍及輔助宿舍先導應用I-FAST於個案管理上。曾接受治療的家屬表示，計劃不但有效改善康復者與家屬的溝通模式，建立良好親子關係，更為康復者重新塑造「病人」以外之身份，豐富彼此相處經驗，促進家庭團聚。此外，我們亦已將家庭工作的角度融入個案討論會議；並於住宿服務專業同工會議中，將I-FAST基本理念及過去一年的臨床經驗，向其他單位同工分享及推廣。

家屬凝聚及參與

本年度內，各過渡期宿舍皆銳意加強家屬工作，定期主動聯絡家屬，邀請出席康復者個人復元計劃會議，以及舉辦不同形式的家屬聚會如茶叙、講座、親子旅行及社區活動等。部分單位更有家屬協助活動的籌劃及推行，大大促進了家屬與宿舍的工作關係，而家屬間亦逐步建立支援彼此支持的網絡。

STAFF DEVELOPMENT AND TRAINING

In recent years, there has been a growing trend of residents admitted with a history of substance abuse, making casework more complicated. In view of this, 2 thematic talks were held for the nurses of halfway houses and supported hostels. Caritas Hugs Centre was invited to share skills in case intervention. Meanwhile, a support team for newly recruited nurses was also set up so that the quality of health care service would be assured.

職員發展與培訓

過渡期宿舍近年收納的康復者不少具有濫藥經歷，個案工作越見複雜，有見及此，過渡期宿舍及輔助宿舍在本年度舉行了兩次主題性的護士培訓講座，邀請了明愛容甫中心提供訓練，以及就宿舍個案的處理技巧互相交流，以加強護理服務和介入技巧。此外，又為新入職護士成立了支援小組，以確保提供優質的護理服務。

SPORTS DAY CO-ORGANIZED BY FRONTLINE STAFF AND SERVICE USERS

On March 6, 2016, a large-scale outdoor sports day, co-organized by frontline staff and PIR, was held. Over 300 PIR from 18 residential units joined the event. To promote social inclusion, students of CUHKFAA Chan Chun Ha Secondary School and members of the volunteer team of residential services "WE CARE" were recruited to assist in conducting the program.

前線職員和康復者共同協作舉辦細運會

由前線職員和康復者共同協作及統籌，集合了田徑比賽及競技遊戲的大型戶外運動會於2016年3月6日舉行。18個住宿服務單位共300人參加，運動會更招募了沙田區陳震霞紀念中學的學生和本會住宿服務「共善行」義工隊擔任工作人員，促進共融。



HALFWAY HOUSE

過渡期宿舍

From Participation to Well-being

The Association endeavored to promote recovery-oriented services. This year, we focused on strengthening and fostering participation and empowerment. With concerted efforts of the past few years, our recovery work had started to produce expected outcomes. Self-organized programs were being implemented, PIR were more willing to express their views related to services and programs, participate in daily operations, and organize residents' meetings and volunteer services. At the same time, more PIR and carers took an active role in the working groups and subcommittees of the Association. All of this showed that the active participation of PIR and their families and the service of halfway houses was closely intertwined.

Halfway houses also reflected the Association's vision of promoting well-being by integrating the concept into programs. A diverse range of over 100 programs were conducted this year, from understanding and preventing of different illnesses, promoting a healthy diet and exercise, developing a healthy lifestyle, to enhancing self-awareness and emotional management. Meanwhile, the connection of PIR to families and the community was nourished through various family and social recreational activities, as well as volunteer services. In addition, adventure-based activities, mindfulness experiences, horticultural programs and faith groups were also provided so that PIR could acknowledge the beauty of life with gratitude, thus gradually build up a flourishing and meaningful life.

Women Mental Health at Halfway Houses

In order to refine our work with women, members of our Women Mental Health Working Group visited YWCA's Yau Yat Chuen Centre in September 2015 to understand their services for women. Furthermore, female PIR from 3 female halfway houses, Joyous Place and MINDSET Place were invited to join 2 focus groups to understand their needs. In general, they were satisfied with "being single" and they did not have an urge to get married. The most important things to them included support from family and friends, a stable job and leisure activities. In addition, the connection between self-esteem and the current life style of PIR was also explored through a survey. The findings from 139 questionnaires showed that factors including leisure life, number of friends, social life and family relationship were positively correlated with self-esteem. Based on the survey findings, a mental health service plan was designed for the women residents named "Sisters Camp" with "P.E.E.R." (Personal: to enhance self-confidence and self-image; Emotional: to be in charge of one's emotion; Enrichment: to live a flourishing and meaningful life; Relationship: to strengthen the support network of family and peers) as the core concepts to guide our service to women in the coming years.



Community event - Promotion of mental well-being
社區活動 - 向區內居民宣傳精神健康



Terrarium workshop
玻璃屋製作

從參與邁向身心靈健康

本會一直致力推動復元為本服務，過渡期宿舍本年度以發展優勢、鼓勵參與和推動充權為宿舍的重點工作。經過多年的努力，復元工作漸見成效，自務性的活動已普遍在宿舍推行；康復者亦樂於為宿舍服務及活動表達意見，參與宿舍運作、籌劃舍友會及義工服務等。同時亦有更多的康復者及家屬在服務層面作出參與，包括會方的工作小組及小組委員會，可見推動康復者及家屬的參與已與宿舍服務緊密相扣。

過渡期宿舍響應會方推動身心靈健康的願景，將這信念結合於活動推廣上。本年度共舉辦了超過100個活動項目，從認識各類疾病及預防、健康飲食和運動，促進建立健康的生活模式；到提升個人覺察力，參與成長小組、學習情緒管理，以及藉著各類家屬活動、社交康樂和義工服務等，藉以培育康復者與他人、家庭，以至與社會的連繫；還有各樣的野外歷奇、靜觀體驗、綠色園藝和信仰小組等活動，期望康復者從感恩和關懷中領受生命的美好，並逐步建立豐盛而具意義的人生。



Creative painting class
創意畫班

婦女工作在宿舍

住宿服務婦女精神健康工作小組成員於2015年9月探訪了香港女青年會又一村會所，了解其婦女事工的服務模式及理念，以優化宿舍現時的婦女工作。此外，婦女工作小組亦舉辦了兩次聚焦小組，邀請來自3間女性過渡期宿舍、思悅園和思健園的女康復者參與，以了解她們的需要。她們大都表示滿意現時的單身生活，不會強求婚姻，最重要還是家人及朋友的支持、有穩定的工作和餘暇活動。此外，本會亦以問卷形式探討女性康復者的自尊感與現時生活的關聯。從139份問卷中優次顯示了閒暇生活、朋友數目、社交生活和家人關係這些因素與自尊感有著正面的關係。總結了探訪及調查結果後，設計了一項以「P.E.E.R.」（「P」= Personal：提升個人自信及自我形象；「E」= Emotional：掌管自己情緒；「E」= Enrichment：活出豐盛和有意義的人生；「R」= Relationship：加強家屬和朋輩支援網絡）作服務核心概念的「姊妹營」女性精神健康服務計劃，以加強來年度在宿舍推行婦女工作。



A New Perspective of Youth

From the perspective of young PIR, Youth Education and Support (YES) Service aimed at broadening their horizon, sustaining friendship among the peers and building up a support network. 140 classes and activities, specifically catered to youth, were conducted this year. Apart from collaborating with partners like FITMIND of Early Psychosis Foundation, Freeman Football Development Company, Discovery Centre Limited and Tai O Cultural and Ecological Integrated Resource Centre, a number of brand new programs such as friendly football games with corporations like DHL, image redesign, leather workshop, Hong Kong biking tour, a bubble football game and more were launched to attract more young PIR. In the future, YES' services will continue to advance "self-help" development and encourage the participation and self-direction of young PIR.

青年新角度

「青年教育及支援服務」(YES)從青年康復者的角度出發，開拓青年視野、維繫朋輩長遠關係及建立支援網絡，本年度共推出140節以優勢為本及迎合年青人文化的課程及活動。除了與伙伴如思覺基金「Fitmind運動」、自由人足球發展公司、野谷、大澳文化生態綜合資源中心等合作外，我們亦舉辦了多項全新活動，包括與DHL等企業的足球友誼賽、形象改造班、皮革製作班、環港單車團、泡泡足球活動盃等以吸引更多青年人參加。日後「青年教育及支援服務」將走向自務化，讓青年人有更多參與和自主。



Beach trip
海邊遊



Image-building class
形象改造班



Leather workshop
皮革班



Bubble football game
泡泡足球比賽



Service Outcome

The outputs and outcomes of halfway house services continued to maintain a high standard this year. The successful discharge rate was 20.6%, which exceeded the benchmark of 13%. Among the discharges, 35% had chosen reunion with family, which was 10% higher than the previous year, indicating good progress in family related work. Another 30% were living independently in the community with two-thirds of them being compassionately re-housed, and the rest living in rented flats. On the other hand, 73% of PIR were engaged in remunerated work or job training, with 30% of those being employed in the market, 15% attending supported employment service and 28% participated in sheltered workshops.

In addition, results of the Recovery Assessment Scale (RAS) and Test Life Satisfaction Survey (TLSS) demonstrated a good progress in the recovery and increased satisfaction of PIR in different aspects of life. There was a remarkable 6.2% increase in the domain of "Willingness to ask for help" in RAS, reflecting that the awareness of personal concern and needs had been raised in PIR. For TLSS, the increase of satisfaction in the domains of "Social relationship" and "Self & present life" was comparatively high, with 2.9% and 2.3% increases respectively.

服務表現

本年度過渡期宿舍無論在服務輸出量或表現方面均保持高水平。成功離舍率達20.6%，遠超服務標準的13%。在成功離舍的康復者當中，多達35%選擇與家人團聚，比去年增多10%，可見家屬工作的成效；30%於社區獨立生活，當中三份二獲體恤安置，其他則租住私人樓房。此外，共有73%的康復者獲有報酬的工作或訓練，包括30%在公開市場就業，15%參與輔助就業服務和28%於庇護工場接受訓練。

此外根據復元評估問卷(RAS)及特氏生活滿意問卷(TLSS)顯示，過渡期宿舍康復者的復元進展及對生活不同範疇的滿意程度亦較去年有所提升。當中以復元評估問卷(RAS)的「願意尋求協助」升幅最大，達6.2%，反映康復者對個人問題及需要的關注。而特氏生活滿意問卷(TLSS)則顯示「社交關係」及「自我及現在生活」較去年升幅較大，分別有2.9%及2.3%的滿意度提升。

Results of Recovery Assessment Scale of PIR in Halfway Houses 過渡期宿舍康復者《復元評估問卷》結果

Domain 範疇	Items 量度內容	2014 Mean Score 2014年度平均數*	2015 Mean Score 2015年度平均數*
1	Goal and success orientation 目標及成功意向	3.73	3.76
2	Reliance on others 對他人的信賴	3.63	3.66
3	Personal confidence and hope 個人信心及希望	3.66	3.68
4	No domination by symptoms 沒有受病徵控制 (智障不適用)	3.59	3.64
5	Willingness to ask for help 願意尋求協助	3.81	3.93

* Score 1 to 5 in each item, higher the score more satisfied of PIR
每項分數由1至5，分數愈高表示康復者認為愈理想

Results of Test Life Satisfaction Scale of PIR in Halfway Houses 過渡期宿舍康復者《特氏生活滿意問卷》結果

Domain 範疇	Items 量度內容	2014 Mean Score 2014年度平均數*	2015 Mean Score 2015年度平均數*
1	Living situation 生活情況	3.52	3.57
2	Social relationships 社交關係	3.43	3.53
3	Work 工作	3.49	3.53
4	Self & present life 自我及現在生活	3.52	3.60

* Score 1 to 5 in each item, higher the score more satisfied of PIR
每項分數由1至5，分數愈高表示康復者認為愈理想





Distribution of Age, Diagnosis and Vocational status of People in Recovery (PIR) of Halfway Houses

過渡期宿舍康復者的年齡、診斷及工作狀況分佈

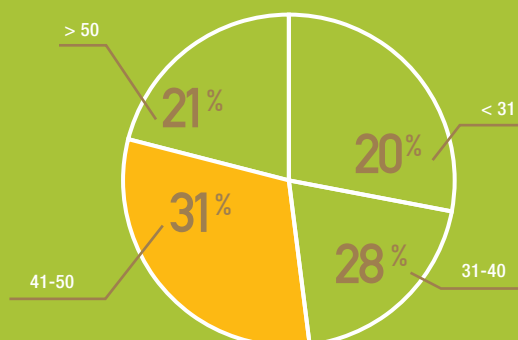
as at 31 March 2016
截至2016年3月31日

433

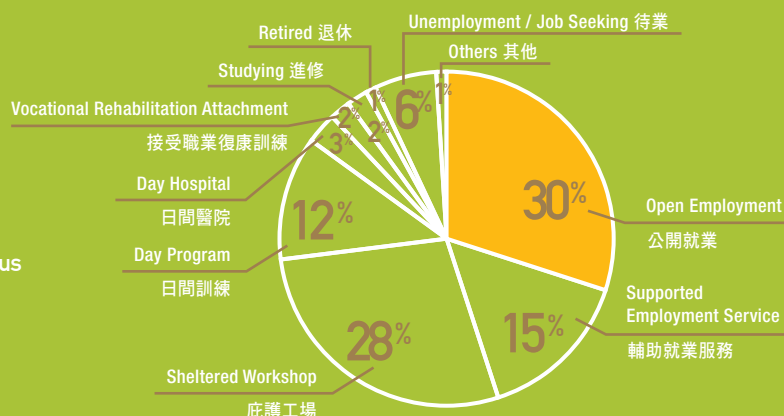
Total No. of PIR
康復者總數



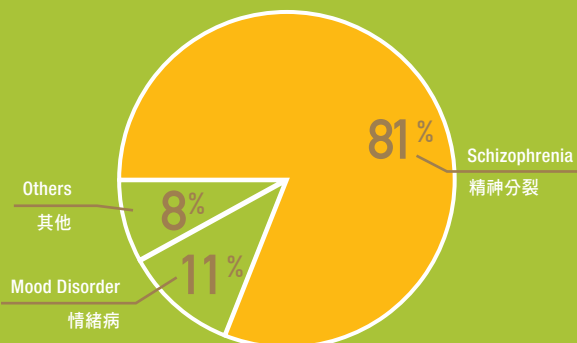
Age
年齡



Vocational Status
工作狀況



Diagnosis
診斷



Distribution of Discharge Destination of People in Recovery (PIR) of Halfway Houses

過渡期宿舍康復者成功退出服務後去向分佈

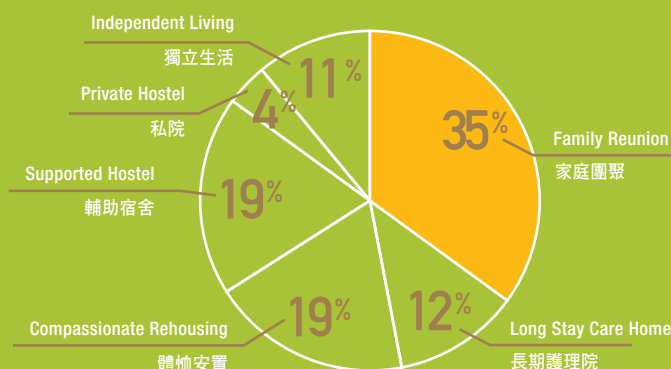
as at 31 March 2016
截至2016年3月31日

93

Total No. of PIR
康復者總數



Destination
去向



LONG STAY CARE HOME

長期護理院

In response to the increasing age polarization of our PIR, both Tuen Mun Long Stay Care Home and New Life Building Long Stay Care Home (LSCHs) continued to provide quality holistic rehabilitative and care services grounded on "Person-centred" and "Recovery-oriented" principles. These services were aimed at enhancing physical, psychological and spiritual well-being, as well as fostering a meaningful life for our PIR.

隨著康復者年齡趨兩極化，屯門長期護理院及新生會大樓長期護理院持守按康復者需要，提供「以人為本、復元為念」的整全精神康復及照顧服務，致力保持及提升康復者之「身」、「心」、「靈」健康，建立意義人生。

Ameliorating the Environment and Facilities

This year, both LSCHs sought to improve the physical facilities of households and, thereby, improve the quality of the living environment of our PIR. New Life Building LSCH successfully converted the front patio into a horticultural garden. Different horticultural and multi-sensory trainings and activities were introduced to enrich PIR's physical, occupational and well-being experiences. With the generous support of the Hong Kong Jockey Club Charities Trust, the first phase of a major facility enhancement project, which commenced in early 2015, was completed. Twenty PIR had already moved into the newly converted small group home that provided them with a new living experience. Meanwhile, Phase 2 of the project was in progress with the whole project expected to be completed by the end of 2016.

改善環境設施

過去一年，兩院不斷改善康復者居住環境和設施，提升他們的家居生活環境質素。新生會大樓長期護理院於本年度完成設置園藝區，引入不同園藝及多感官活動和訓練，豐富康復者的工作和心靈健康體驗。屯門長期護理院承蒙香港賽馬會慈善信託基金贊助，自2015起3月起進行設施提升工程，第一期工程亦已完成，20位康復者已遷入新改建宿舍，生活環境質素得以提升。第二期工程正進行得如火如荼，整項工程望能於2016年底竣工。

Building up Personal Abilities and Strengths of PIR

In order to enhance the effectiveness of physical health care for our PIR, both LSCHs jointly implemented a continuous quality improvement project called "Finding My Own Beauty and Image – a personal care self-management" project. In order to pave the way for the step-by-step implementation of the new service model of LSCHs, Tuen Mun LSCH intensified its independent living skills trainings and fortified the training content so more PIR could participate in these trainings which are aimed at enabling their independent access to the community, and being able to enjoy the facilities in the neighborhood.

強化康復者個人能力和優勢

兩間長期護理院同時推出持續質素改善計劃——「共創美加淨個人自理提升計劃」，使兩院康復者之身體健康得到更有效的照顧。屯門長期護理院為配合新服務模式的分階段推展，亦着力加強獨立社區生活訓練，並優化系統訓練內容，令更多康復者獲得訓練機會，參與社區活動和使用各種設施。



Confident editorial members from 330newsletter
滿懷自信的330季刊編輯成員



Enjoying WE-Music
共奏樂韻



Enjoying the beauty of nature
樂悠遊



Enriching the Recovery and Rehabilitative Services

This year, both LSCHs actively expanded the variety of rehabilitative and recovery services and enriched their content. New Life Building LSCH succeeded in revamping the whole workshop-based occupational therapy and the Day Program services. They also introduced a large number of semi-structured and group activities allowing PIR to freely choose which one to enroll in. Apart from preserving many traditional skills training activities and workstations at a service operation level, we also introduced more than 12 different therapeutic or developmental small groups or activities running throughout the week such as Tai-Chi fall prevention group, handicrafts group, Praise and Dance group, 330 co-production newsletter editorial group and multi-sensory activities group. Every 3 months the programs are renewed so as to maximize the choices available to PIR and ensure their active participation. This year, both LSCHs also integrated music therapy into their regular service offerings. Through individual therapeutic sessions and a variety of interactive music therapy groups, such as the Rock n' Roll Retro Band, the Impromptu Percussion Group, Chinese opera singing group and the Ginkgo Music Group, many previously withdrawn or older PIR were successfully engaged and their psychosocial functioning improved. In addition, horticultural activities were welcomed and supported by PIR and their carers. Many PIR who participated daily in the caring and nurturing of plants, from their sprouting to bearing of fruit, found the experience enabled them to connect with the nature and experience a new kind of spiritual well-being in the process.

In volunteering service development, PIR of both LSCHs actively participated in serving others, and the number of volunteers increased. Tuen Mun LSCH formed a solid PIR volunteering group that organized regular volunteering visits to elderly homes and the homes of former PIR. Building upon the regular Christian and Catholic faith meetings, a Buddhist faith group was established in Tuen Mun LSCH to further enrich the spiritual and religious well-being of different PIR.

多元化復元及康復服務

去年兩院積極擴展復元及康復服務內容並提升質量。新生會大樓長期護理院成功職業治療及日間訓練活動重組，同時引入不同類型活動和小組供康復者自行選擇參與。這轉變除保存了傳統訓練活動外，該院每週亦同步舉行超過12個不同發展性及治療性小組和訓練項目，例如防跌的太極、創藝坊、讚美操、330貴共同製作組及感官遊戲等，項目每季更新，大大提升康復者的個人選擇及參與機會。兩院去年亦將音樂治療納入常規治療服務內，透過個人治療及舉辦互動音樂小組，包括『樂活』(Rock N Roll)懷舊樂隊、敲擊樂即興式彈奏小組、粵曲小組及康齡音樂組，成功令很多較被動和年邁的康復者改善心理社交狀況。另外，兩院的園藝治療活動也獲康復者及家屬支持，康復者每天積極參與各項栽種及園務料理訓練，隨著各種植物盛生長和結出果實，讓他們能與大自然更有連繫，同時提升他們的社交及心靈健康。

在義務工作發展上，兩院康復者積極投入服務，義工人數與日俱增，屯門長期護理院已發展至定期外出探訪活動，包括探訪其他安老院舍及已離院舍之舊院友。除現有的基督教及天主教聚會，屯門長期護理院亦已開展佛教團體到院為康復者提供小組聚會，滿足他們靈性上的不同需要。

Celebrating the Past and Aspiring for a Better Future

This year marked the 25th anniversary of Tuen Mun LSCH and the Home's Spring Dinner cum Jubilee Celebration was organized in February 2016. More than 50 former and retired staff who contributed to the founding and building up of the Home were invited to share the good memories, and also the future mission of the Home with our PIR and their carers. This year also marked the 20th anniversary of New Life Building LSCH. Both PIR and staff of the Home are looking forward to the new service models as the Home enters into its third decade of serving our PIR with dedication and innovation.

回顧過去 展望將來

2015年欣逢屯門長期護理院服務25載，院方於年初春茗一併舉行銀禧晚宴，50多位來賓包括開院功臣、共同建院的退休同工及一眾家屬一起回顧院舍發展，配合康復者精彩的生活劇演出，令各參加者皆留下美好回憶。2016亦將會是新生會大樓長期護理院創院廿週年，康復者及職員均懷着雀躍心情迎接新服務模式的開展。



Visit by volunteers from religious group
宗教義工探訪



Showing talents at Spring Dinner
耆老演出盡顯天分



Sharing happiness of life in the Home
分享家舍生活喜樂



Achieving Service Effectiveness

In the past year, both LSCHs were confronted with disruptions from different facility improvement projects and challenges in recruiting frontline care workers. However, both service outputs and service quality were maintained at satisfactory levels, while feedback from PIR based on a subjective evaluation of their personal recovery and their life satisfaction showed improvements compared to last year.

共同締造服務成效

過去一年，兩院面對大型設施改善工程和欠缺前線員工所帶來的挑戰，但無論在服務輸出量和服務表現方面均保持理想水平，康復者對個人復元進展自我評估及生活滿意程度調查結果均較去年有所提升。



 Cultivating interests in bakery
烘焙興趣



 Having a great time together
閒情逸趣



 "Building" our future
木工訓練

Results of Recovery Assessment Scale of PIR in LSCHs 長期護理院康復者《復元評估問卷》結果

Domain 範疇	Items 量度內容	2014 Mean Score 2014年度平均數*	2015 Mean Score 2015年度平均數*
1	Goal and success orientation 目標及成功意向	3.63	3.66
2	Reliance on others 對他人的信賴	3.73	3.81
3	Personal confidence and hope 個人信心及希望	3.71	3.75
4	NO domination by symptoms 沒有受病徵控制	3.57	3.68
5	Willing to ask for help 願意尋求協助	3.80	3.89

Results of Test Life Satisfaction Scale of PIR in LSCHs 長期護理院康復者《特氏生活滿意問卷》結果

Domain 範疇	Items 量度內容	2014 Mean Score 2014年度平均數*	2015 Mean Score 2015年度平均數*
1	Living situation 生活情況	3.83	3.84
2	Social relationships 社交關係	3.59	3.60
3	Work 工作	3.72	3.74
4	Self & present life 自我及現在生活	3.78	3.82

* Score 1 to 5 in each item, higher the score more satisfied of PIR
每項分數由1至5，分數愈高表示康復者認為愈理想



Self-Management Performance of PIR in LSCHs (as at March 31, 2016) 長期護理院康復者自我管理表現 (截至2016年3月31日)

Items 項目	Tuen Mun LSCH 屯門長期護理院	New Life Building LSCH 新生會大樓長期護理院
Access community independently 能獨立外出與社會保持聯繫	57	87
Attend psychiatric follow-up appointments independently 能獨立到精神科專科門診覆診	6	42
Handle own medications independently 能獨立處理個人藥物	23	5
Manage personal finance matters independently 能獨立處理個人財政事務	8	31

PIR Engagement in Work Activities in LSCHs (as at March 31, 2016) 長期護理院康復者參與活動情況 (截至2016年3月31日)

Items 項目	Tuen Mun LSCH 屯門長期護理院	New Life Building LSCH 新生會大樓長期護理院
Outside vocational placement 外出工作	1	0
Main workshop training 工作訓練	103	59
Simulated workstation 模擬工作站	6	6
Day program 日間訓練	68	112
Retired 退休	6	21



HOSTEL FOR THE MODERATELY MENTALLY HANDICAPPED

中度智障人士宿舍

Residential Respite Service

Since September 2015, residential respite services were provided by New Life Jubilee Hostel for people who are moderately mentally handicapped, including catering to their needs as well as those of their family/carers.

住宿暫顧服務

自2015年9月起，新生銀禧宿舍新增為中度智障人士提供住宿暫顧服務，以照顧有需要的智障人士及其家屬/照顧者的服務需要。

People-oriented – Holistic Healthy Living

The main service theme of the year for Tin King Hostel and New Life Jubilee Hostel was "People-oriented – Holistic Healthy Living". A wide variety of activities, including co-organized programs with a green organization called Close to Nature, were conducted to promote green living and a holistic, healthy lifestyle among our service users.

「以人為本 - 全人健康生活」

本年度田景宿舍及新生銀禧宿舍，均以「以人為本 - 全人健康生活」為年度主題，透過不同的活動，包括提升宿舍的綠色環保概念，並與綠色團體合辦「親親大自然」活動，讓服務使用者體驗身心靈健康。



Home Exercise Activity
健康在我手 - 家居恆常運動計劃



Karate Training
空手道訓練 - 闖出新天地

Towards Self-realization and Pursuit of Meaningful Life

To encourage service users to maintain an optimistic and positive attitude towards life, and live confidently in the community, we actively encouraged them to participate in a wide variety of district events, such as Tuen Mun Sports Day with the Disabled, Paralympic Games, as well as sports activities organized by the Leisure and Cultural Services Department, Tuen Mun Sports Clubs, etc. We also invited family members to volunteer in organizing festive activities, such as rice dumplings during the Dragon Boat Festival and visiting elderly living alone, and sharing with them some positive and caring energy.

活出自我 追求意義人生

為鼓勵服務使用者保持樂觀和正面的人生態度，並以個人優勢在社區生活，宿舍積極鼓勵服務使用者參與不同的地區活動，如屯門展能運動會、殘奧運動會，以及康文署、屯門體育會所舉辦的康體活動；又邀請家屬義工一同籌劃節日活動，例如端午節包裹糉子送給區內獨居老人，讓服務使用者發揮個人的正能量，為其他有需要的人士送上關懷。



Family Support and Community Acceptance

Over the years, we have established a solid, trusting relationship with family of service users. Last year, family members actively participated in producing a photo album of "Happy Family Memories". Through the sharing of their life experiences, family members fondly recalled golden memories and reflected on the meaning of life. In addition, our service users were well accepted in the community and enjoyed good relationships in their neighborhoods.



Family activity
家屬活動：敬愛雙親

家屬支援與社會接納

宿舍與服務使用者家屬多年來建立了牢固的互信關係，這從家屬踴躍出席、投入參與宿舍活動可見。去年，家屬與服務使用者一同積極投入參與了「快樂家庭回憶集」的製作過程，透過分享人生的經歷，回味黃金歲月的起跌，藉以反思生命的意義。此外，服務使用者亦廣被社區人士接納，建立良好的睦鄰關係。



Lion Dance at the Association's Spring Dinner
春茗舞獅表演

Meeting the Needs of the Elderly

Challenged with an ageing population, both hostels continued to enhance their facilities so as to create a more safe and comfortable living environment for our elderly service users. At the same time, we also enhanced the nursing care services provided by adding more nurses to the staff and promoting healthy living among the health care workers.

In the past year, facilities were also improved, adding handrails in the bathrooms and non-slip mats in the bathtub, while also upgrading the lighting system. Service users also benefited from the Visiting Medical Practitioner Scheme and learned more about the importance of disease prevention, as well as maintaining optimism for a healthy ageing life.

In order to assist our service users more systematically in confronting the challenges of ageing, both hostels incorporated the Successful Ageing Model (Rowe & Kahn) in implementing their service plans. This included a balanced diet, physical fitness, early prevention of disease and the promotion of mental health.

配合老齡化的需要

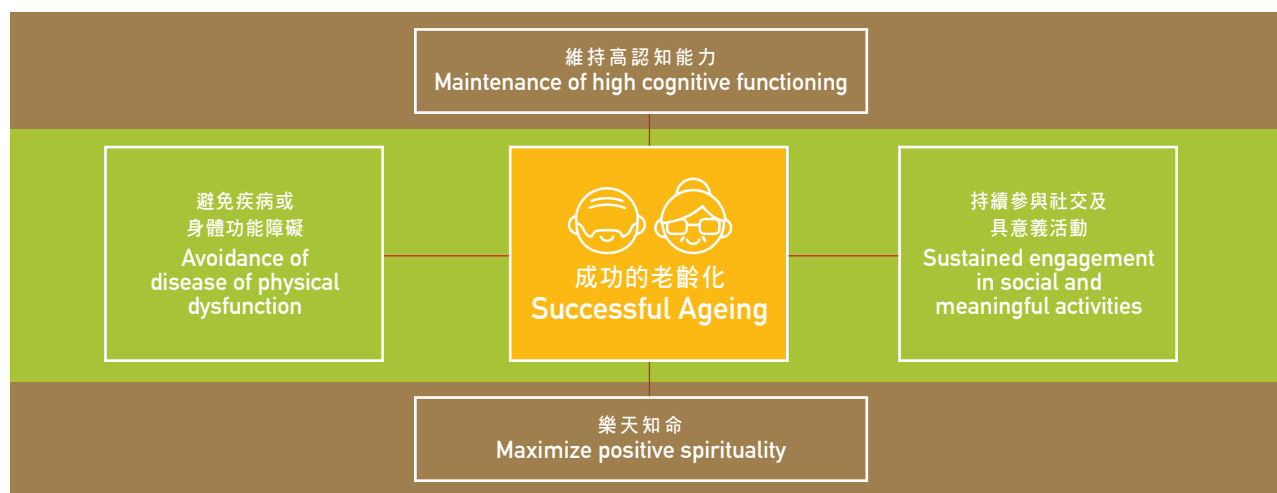
由於服務使用者步向老齡化，宿舍亦配合服務使用者需要改善各項環境設施，添置合適的器材及物資等，以營造更安全舒適的生活環境；同時，宿舍亦增聘了護士及保健員，以加強護理照顧及提倡健康生活。

過去一年，宿舍亦改善了不少服務設施，其中包括於浴室及梯間設置扶手，並於浴缸內放置防滑墊，以及宿舍及各處通道均改善了燈光照明系統。透過診醫生服務，讓服務使用者認識預防疾病的重要，以及時刻保持樂觀、愉悅的心境，建立健康的老齡化生活。

為了有系統地協助服務使用者面對老齡化，兩間中度智障宿舍採用了「成功的老齡化模式」（Successful Ageing Model (Rowe & Kahn)）推行相關的服務計劃，其中包括均衡飲食、強身健體、及早預防疾病，以及促進心理健康。



SUCCESSFUL AGEING MODEL 成功的老齡化概念

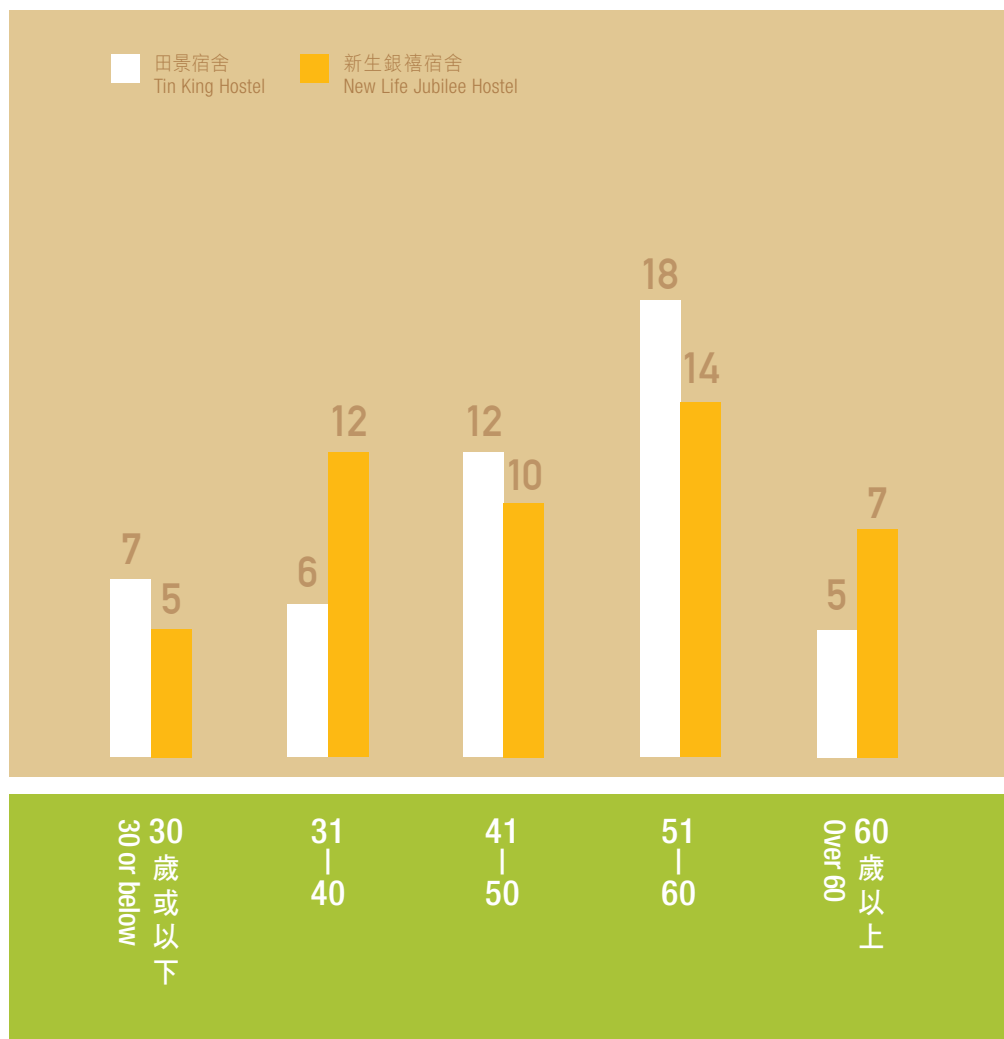


Age Distribution of Service Users of Hostel for the Moderately Mentally Handicapped 中度智障人士宿舍服務使用者年齡分佈

as at 31 March 2016
截至2016年3月31日

98

Total No. of Service Users
服務使用者總人數



SUPPORTED HOSTEL /
SELF-FINANCED HOSTEL

輔助宿舍/自資宿舍



Running team participated in public event
長跑隊參與公開賽事



Horticultural therapy activities
園藝治療活動

As of March 2016, Joyous Place (I), the supported hostel and the 4 self-financed hostels, namely Yi Yuet Hin, Yuet Wo House, MINDSET Place and Joyous Place (II), provided a total of 187 residential placements for PIR requiring low to medium level of care and support. About 50% of PIR worked in open employment or supported employment situations. In addition, five PIR were successfully discharged, either reunited with family or lived independently in the community indicating the effectiveness of the recovery-oriented service.

During the past year, the hostels invited recognized Horticultural Therapists of the Hong Kong Association of Therapeutic Horticulture to deliver 6 therapeutic sessions to the PIR in order to experience the benefits of horticultural therapy.

The running team of Joyous Place not only conducted regular training, but also on building physical health, participated regularly in different competitions, such as the Standard Chartered Hong Kong Marathon, the Olympic Day Run and others, so as to experience the benefits of exercise. Also, MINDSET Place invited a Tai Chi instructor to conduct a training on Baduanjin, which was highly welcomed by the PIR.

Moreover, PIR actively participated in community activities and co-organized volunteer service programs with local organizations and schools so as to promote social inclusion. Currently, 102 PIR, around 55% of the total capacity of supported hostels, actively contribute their valuable spare time in volunteer service.

Peer-led recreational activities encouraged the participation and empowerment of PIR had been taking shape. Apart from regular meetings on the implementation and development of peer-led programs, "YW Mini 4WD Club" (迷你四驅車俱樂部) also organized volunteer activities. Furthermore, PIR of Yuet Wo House and Joyous Place were invited to attend the Unit Staff Meeting to discuss matters related to the hostels, such as service quality and programs as well.

Participated Sports Day of Residential Service
參加住宿服務運動會

截至2016年3月，本會的輔助宿舍思悅園(I)及4間自資宿舍包括頤悅軒、悅和居、思健園及思悅園(II)，合共為187位康復者提供低度至中度照顧與支援的服務。其中，康復者於公開就業或輔助就業服務的比率達50%，成功遷出重返家園團聚或獨立生活共有5人；數據反映輔助宿舍/自資宿舍復元工作的成效。

本年度宿舍與香港園藝治療協會合作，由認可園藝治療師為4間宿舍舉行了6次治療小組，運用園藝治療的概念，促進康復者從中體會生命歷程。

思悅園組織的長跑隊不單作定期訓練，更參加了多項社區公開長跑賽事，以促進身體健康；例如渣打馬拉松比賽、奧運歡樂跑等，從中體驗運動對身心靈的益處。思健園的八段錦則邀請了太極導師執教，深受康復者歡迎。

此外，康復者亦積極參與社區活動，達至社會共融的目的，他們定期與地區團體或學校合作舉辦義工服務計劃。目前，約有102位康復者於工餘時間積極參與義工服務，約佔輔助/自資宿舍整體人數55%。

在康復者參與及充權方面，由康復者自務籌劃的社康活動已日漸成熟，其中悅和居的「迷你四驅車俱樂部」，除定期召開會議，商討自務小組活動的推行及發展外，亦舉辦外訪義工活動。此外，悅和居及思悅園的康復者，更出席單位職員會議，與宿舍職員共同商討宿舍事務、如服務質素和活動。



Respite Service

To relieve the burdens of carers and to strengthen the support to PIR who have short-term residential needs, additional subvention had been allocated to the Association by the Social Welfare Department to operate 8 places of respite services at Joyous Place starting from September 2015. As of March 31, 2016, we had extended this service to 13 PIR.

暫顧服務

2015年9月，思悅園輔助宿舍獲社會福利署額外撥款資助，為有短暫住宿服務需要的精神病康復者，新增了8個暫顧服務名額。截至2016年3月，思悅園已為13位康復者提供暫顧住宿服務，舒緩了照顧者因事暫時未能照顧的壓力，或其他不同原因的需要。

Distribution of Vocational Status of PIR in Supported / Self-financed Hostels (as at March 31, 2016) 輔助／自資宿舍康復者的就業分佈情況 (截至2016年3月31日)

Vocational status 就業狀況	Yuet Wo House 悅和居	Yi Yuet Hin 頤悅軒	MINDSET Place 思健園	Joyous Place (I) Supported Hostel 思悅園(I) 輔助宿舍	Joyous Place (II) Self-financed Hostel 思悅園(II) 自資宿舍	Total 合計
Open Employment 公開就業	3	2	10	21	25	61
Supported Employment Service 輔助就業服務	5	1	16	7	3	32
Sheltered Workshop 庇護工場	5	14	8	12	12	51
Day Hospital / Day Program 日間醫院 / 日間訓練	2	2	1	0	5	10
Unemployed / Job Seeking 待業	2	3	0	0	1	6
Studying 進修	1	0	1	2	3	7
Retired 退休	4	13	2	0	1	20
TOTAL 總數	22	35	38	42	50	187

Occupancy Rate of Supported / Self-financed Hostels (as at March 31, 2016) 輔助／自資宿舍入住情況 (截至2016年3月31日)

Supported Hostel 輔助宿舍	Yuet Wo House 悅和居	Yi Yuet Hin 頤悅軒	MINDSET Place 思健園	Joyous Place (I) Supported Hostel 思悅園(I) 輔助宿舍	Joyous Place (II) Self-financed Hostel 思悅園(II) 自資宿舍
Occupancy rate 入住率	92.4%	99.3%	99.3%	98.8%	97.8%



Work and Employment Services 工作與就業服務

SHELTERED WORKSHOP AND INTEGRATED WORK CENTRE

庇護工場及綜合培訓中心

Service Profile

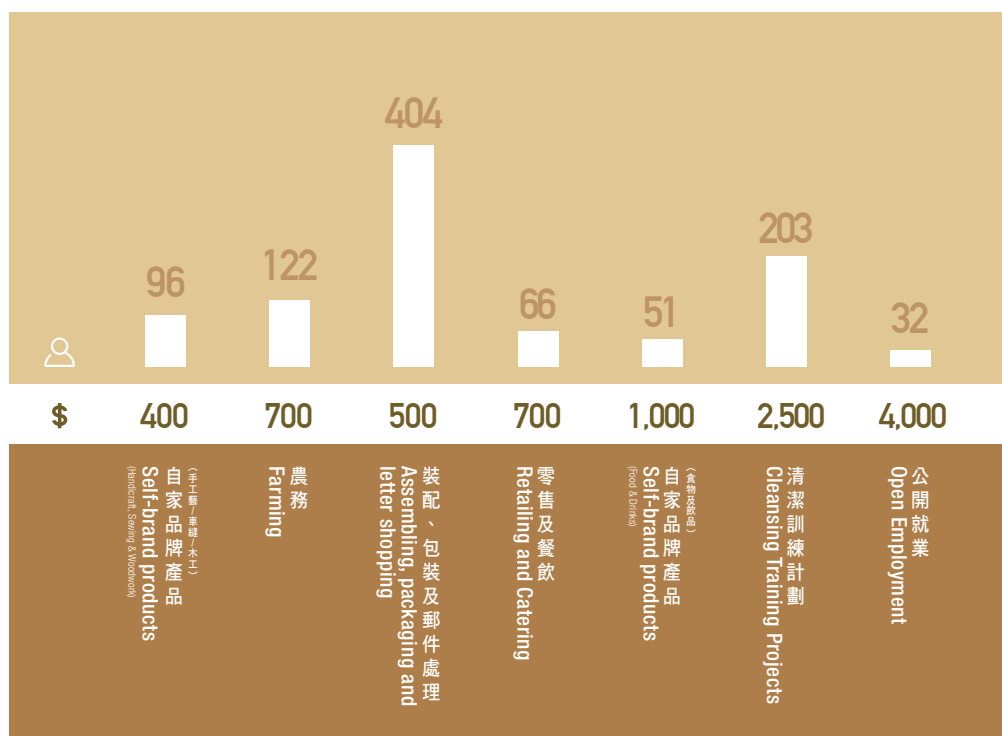
As of the end of March 2016, the Association operated seven vocational rehabilitation service units in different districts including two Integrated Work Centers, four Sheltered Workshops and one Supported Employment Service. Six Sheltered Workshops and an Integrated Work Center offered vocational rehabilitation services to 1,073 people in recovery (PIR) of mental illness and intellectual disabilities with different functioning levels. Each service unit provided diversified trainings to help service users to realize their potential, strengthen their work skills and facilitate their integration into the society. With increasing demand from the market of its well-established brand of O'bean soy bean products, a food factory named "drinks330" was established to increase daily production and further enhance the quality of the product. Furthermore, riding on the success of the first phase of a Farm Enhancement project in New Life Farm, the second phase of the project was implemented to ensure a stable supply of high quality organic vegetables.

With an extensive array of work trades involving indoor or community-based natural outdoor environments, PIR were encouraged to choose the types of trades based on their own interests and capabilities. In 2015/2016, the Association distributed \$11,800,000 in training allowances to PIR. Sheltered workshops and Integrated Work Centers successfully assisted 32 PIR to secure a job in the open market with an average salary of \$4,000.

服務概覽

截至2016年3月31日，本會於不同地區設有7間職業康復服務單位，包括2間綜合培訓工作中心、4間庇護工場及1間輔助就業服務。6間庇護工場及綜合培訓中心合共為1,073名擁有不同能力的精神病康復者及智障人士提供職業康復訓練服務。各服務單位透過多元化的訓練項目，協調服務使用者發展潛能，提升他們的工作技巧，促進他們重投社會的步伐。為配合市場對自家製品牌「正豆」豆漿的需求，本年度本會開設飲品工場「drinks330」以增加每天的產量及提 品質。此外，承接農務優化計劃第一期的理想成效，本年度新生農場已進行第二階段的農務優化計劃，提 有機作物的質量及穩定供應。

為鼓勵服務使用者按其個人的興趣及能力，選取合適的室內或以社區為本的訓練項目，本年度向各服務使用者發放的訓練津貼合共為港幣\$11,800,000。工場及間綜合培訓中心成功協助32名服務使用者成功公開就業，平均月薪達港幣\$4,000。



* The SWD incentive payment was excluded from the average monthly training allowance
 社會福利署資助之獎勵金不包括在每月訓練津貼內



SELF-BRANDED PRODUCTS

Over the years, our self-branded products produced by the vocational service units have been promoted to different customers through social enterprises and other sales outlets. Through our self-branded products, customers recognize the capability of PIR whilst enjoy healthy products with premium quality. While maintaining the production of its existing product lines, the units also kept up with the market trend to scale up their product lines and explored partnership opportunities.

自家品牌產品

職業康復服務單位推出的自家品牌產品，供應本會社會企業及推廣予市場上不同客戶，多年來成功建立品牌效應，讓大眾享用優質產品之餘，亦同時認識康復者的工作能力。在維持穩定銷售及生產，各單位亦積極作出調節，與時並進，提升生產規模及開拓伙伴合作。

Self-branded Products 自家品牌產品

Organic Soy Products and Organic Herb Tea 有機豆品及有機香草茶



Development 發展概況

drinks330

The self-branded soy products and herbal tea series have been well received and supported by customers. Apart from our social enterprises, the sales network was expanded to other retail outlets including MarketPlace by Jasons, ThreeSixty (Elements), Oliver's, Wellcome (The Belcher's) and IKEA's restaurant which is managed by Dairy Farm, Yata, 759 stores, Can.teen restaurant, part of the Maxim's Group, Maya Café, the Kitchen Garden of the Kadoorie Farm's Green Hub, as well as Green Common organic shop.

drinks330

葵盛及田景工場製作的有機豆漿、豆腐、香茅茶、洛神花茶系列的產品廣受市場歡迎，銷售點包括：牛奶公司集團旗下超市MarketPlace by Jasons、ThreeSixty（圖方）、Oliver's、惠康（寶翠園），以及宜家傢俖餐廳等。此外，於一田百貨、759阿信屋、美心集團中環Can.teen餐廳、Maya Cafe、嘉道理農場綠匯學院餐廳及Green Common有機食品店均有銷售。

Organic Bakery 有機烘焙



"My 10 Most Favorite Hong Kong Architecture of the Century - 2016 Special New Year Edition Cookie Set"

In collaboration with the Hong Kong Architect Centre and One Bite Design Studio Limited, "My 10 Most Favorite Hong Kong Architecture of the Century - 2016 Special New Year Edition Cookie Set" was introduced. The 6 architecture sites receiving the most votes were used as the design for the cookies and produced by PIR at Shek Pai Wan Integrated Work Centre.

「十築香港 - 我最愛的・香港百年建築」2016限定版新年曲奇禮盒

石排灣綜合培訓中心與香港建築中心及一口設計工作室有限公司合作，以6幢由市民投選最受歡迎的香港特色建築物為藍本，配以不同口味和健康食材，製作出特色曲奇禮盒。

café330

In keeping with the training in catering services by social enterprises, Chuk Yuen Integrated Work Centre and Shek Pai Wan Integrated Work Centre continued to develop new bakery products, such as Japanese and European style bread, while continuing to improve product quality and increase production volume.

café330

為配合社會企業拓展餐飲的訓練服務，竹園培綜合培訓中心及石排灣綜合培訓中心不斷開發新的烘焙產品，例如：日式及歐陸法包，改善現有產品質素，提升生產量。



Self-branded Products**自家品牌產品****Handicraft****手工藝品**

Red-White-Blue and Clay series handicraft
紅白藍及軟陶系手工藝品

Development**發展概況****Overseas promotion**

In collaborating with Hong Kong Tourism Board, handicrafts of sewing and clay series products produced by New Life Building Sheltered Workshop were promoted to Singapore to showcase the abilities of PIR.

海外推廣

與香港旅遊發展局合作，繼續把新生會大樓工場康復者製作的車縫及軟陶產品拓展至新加坡，讓海外人士認識到康復者的製作和能力。

Woodwork**木工**

Woodcraft Workshop at Tin King Sheltered Workshop
田景工場「木工情」工作坊

Woodcraft Workshop

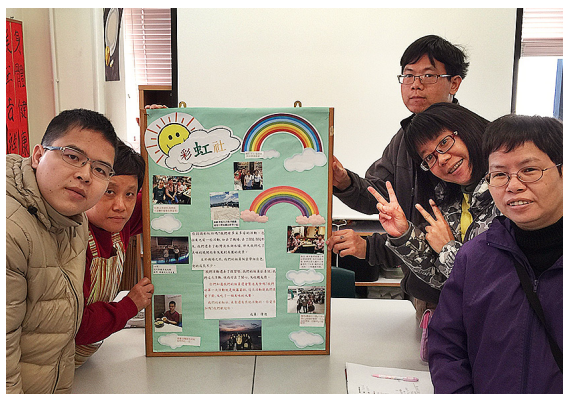
In partnership with secondary schools in Tuen Mun district, Tin King Sheltered Workshop promoted social integration through woodcraft production. PIR with woodwork skills were invited to guide the students in making wood craft products.

「木工情」工作坊

除生產木工製品外，田景工場與區內學校合作，讓接受過木工訓練的康復者教導中學生製作木工的技能，傳承技術及推動共融。

Service Theme: Promoting Holistic Health, Encouraging Proactive Participation

Promoting holistic health, encouraging proactive participation, facilitating self-management and enhancing peer support were the main themes this year, with an emphasis on practicing recovery-oriented services while enhancing the well-being of PIR. Apart from focusing on their vocational needs, diversified services to cater for their holistic needs were also provided, especially with respect to their physical health. Meanwhile, mutual support among peers, a healthy diet and regular exercise were also promoted to PIR. In addition, through their active participation in their own Person-centered Care Plan, as well as involvement in activities like working group workshop services, "I have say" workshop, "Walk together happily" and "Grateful day", the autonomy and well-being of PIR were also enhanced.



Board design by Self-help group
自務小組組員自行創作暨製

服務主題：提倡全人健康、鼓勵積極參與

本年度庇護工場及綜合培訓中心以「提倡全人健康、鼓勵積極參與、推動自我掌管、促進朋輩支援」為主題，著重實踐復元為本，提升康復者身心靈發展。服務單位不單努力發掘康復者工作潛質，更關顧他們的全人需要，尤其加強關注身體健康方面，並提倡朋輩互相支持，建立運動及健康飲食習慣，共同實踐健康生活模式。此外，康復者透過制定個人復元計劃，參與「關注工場事務小組」、「我有say工作坊」、「樂同行」自組活動、感恩等等不同平台，在復元路上更能自發、自主及自決，心靈更富足。



Healthy kitchen - Yummy and healthy cooking
健康工房 - 學習烹調健康美食



New Nursing Service to face the challenge of Ageing

Among 1,073 PIR in sheltered workshops and integrated work centers, about 40.7% (432) are aged 50 or above. To address this ageing trend, more health workers and nurses were employed with additional funding from the Social Welfare Department. Nurses conducted physical examinations, health assessments, medical follow up, health education talks and managed a health ambassador program so PIR can better manage their own well-being and take steps to prevent the onset of diseases. PIR were then also better able to promote a healthy lifestyle to their peers. In addition, registered dentists were invited to conduct a talk on oral hygiene and dental examinations for PIR.



Dental Examination
愛笑從齒起 - 牙科檢查



Dental Health Training
牙科保健 - 康復者學習正確刷牙方法

面對老齡化趨勢 新增護理服務

庇護工場及綜合培訓中心1,073位的康復者中約有40.7%,即437人為50歲以上。面對老齡化趨勢,社會福利署資助工場新增設護士職位及增加保健員,以加強關顧康復者的健康需要。護士為康復者提供身體檢查、健康評估、覆診安排及跟進、健康教育和健康大使培訓等服務,提升他們自我管理及預防疾病的意識。在健康大使計劃下,康復者不單學習健康知識,並透過協助健康檢查、健康廣播及主持健康問答遊戲,共同推動實踐健康生活,並邀請註冊牙醫舉辦講座及口腔檢查護理服務。

Wellness Program for Older Adults

This project is now in its 2nd year and sponsored by the Community Chest Fund's 45th Anniversary Funding Project through HSBC. Through this project, the Association continues to enhance the care and support to the elderly PIR living alone in the community. Gradually PIR have developed the habit of doing exercise and their physical health improved as a result. In addition, they were more familiar with the community and had more confidence to go out and participate in outdoor activities. As a result, PIR were able to build up mutual support and establish a more balanced and healthier life.

康盛生活計劃

由香港上海匯豐銀行透過「香港公益金四十五週年基金」計劃撥款資助之「康盛生活計劃」已踏入第二年,本會繼續加強對年長及獨居康復者的照顧,康復者現已逐漸培養運動的習慣,身體機能有所改善;並透過外出活動認識不同社區,增加外出的自信心。在工作訓練之餘,康復者能彼此關顧,建立更均衡及健康的生活。



"Wellness Program for Older Adults" Day Camp
康盛生活計劃「康盛樂遊悠」330日營





PIR participated in a birthday party, sent greetings and enjoyed the food
生日會活動中互相送上生日祝福及享用下午茶

Additional Work Extension Program

To meet the special needs of ageing PIR, in early 2015 the Social Welfare Department approved additional resources for a Work Extension Program, which involves the operation of two sheltered workshops and two integrated work centers, with a total capacity of 65 persons. The program seeks to assist PIR who can no longer perform normal work tasks due to old age or deterioration in work abilities. Through daily work activities, social and recreational programs, developmental programs, caring activities, counseling and other casework services, PIR benefit from holistic care and a more fulfilling life.

新增職業康復延展計劃

為滿足康復者老齡化的特別需要，社會福利署於2015年年初撥款，在2間庇護工場及2間綜合培訓中心新增職業康復延展計劃，提供共65個名額，為因年老或工作能力衰退之康復者提供更適切之服務。康復者透過工作活動、社交康樂、興趣發展、健康護理及個別輔導等服務，感到身心各方面得到均衡的關顧，生活更充實。

Organic Farming

Riding on the success of Phase One of the Farm Enhancement Project, New Life Farm continued with the launch of Phase Two of the Project. To better protect crops, rain canopies were constructed and the area for organic farming increased by 80%. Furthermore, with ventilation system installed inside the canopies, a more comfortable environment was available agricultural training activities for PIR in summer.

With the benefit of improved infrastructure for organic farming, New Life Farm could maintain the production of organic crops even during extreme weather conditions last year. Apart from stable supply of "New Life Organic" house-branded crops sold to the social enterprises, the Farm also developed its sales network with other premium customers like InterContinental Hong Kong, Citysuper, Agnes B CAFÉ, and Kowloon Bay International Trade and Exhibition Centre by regularly supplying organic vegetables, herbs and mushrooms. New Life Farm also actively participated in different promotion sales events to support local organic farming development.

有機農務發展

承接農務優化計劃第一期的理想成效，新生農場於去年度繼續進行第二階段的農務優化。透過加建防雨棚令可耕農地覆蓋率增加至80%，為農作物提供更好的保護，從而提升有機農作物的質量及穩定供應量。防雨棚內加裝了抽風系統，令夏季種植及訓練環境更為理想。

雖然去年度的天氣異常，為種植帶來挑戰，農場在硬件優化下亦能維持產量，穩定出產新生有機品牌的蔬菜予社企銷售。因應產量提升，農場繼續供應有機蔬菜、香草盆栽及菇菌予洲際酒店、CITYSUPER、AGNES B CAFE K11分店、九龍灣國際展貿中心等。農場並積極參與各項展銷推廣活動，為推動本地有機農業出一分力。



Mrs. Carrie Lam, GBS, JP, Chief Secretary for Administration visited New Life Farm promotion booth in Farmfest 2016 and purchased our organic products.
政務司司長林鄭月娥女士GBS, JP到訪新生農場於2016本地漁農美食迎春嘉年華的展銷攤位，並購買本會有機產品



New Life Farm organic vegetable promotion sales counter at CITYSUPER
新生農場於CITYSUPER的有機蔬菜推廣攤位



Orientation to students of "Summer work placement program"
「暑期工作體驗」計劃參與同學參加工作導向

Kwai Tsing Work Centre

Last year, Kwai Tsing Work Center launched the "Summer Work Placement Program" to promote integration between PIR and students for the first time. Fourteen students from secondary schools, post-secondary institutes and universities participated in the program. Through their participation, the students gained a greater understanding of vocational rehabilitation services and also gained valuable experience by working with PIR at different cleaning sites.

葵青工作中心

去年葵青工作中心首度推出「暑期工作體驗」計劃，成功招聘了14位中學、大專及大學生參與。此計劃有助同學認識精神康復服務，透過與康復者一起工作，加深了解和溝通，推動共融。



SUPPORTED EMPLOYMENT SERVICE

輔助就業服務

Service Profile

In the past year, a total of 656 PIR were enrolled in the Supported Employment Service (SES) and On-the-Job Training Project (JTP) for People with Disabilities. Of these, 62 PIR were successfully discharged from the services by the end of March 2016. As of March 31, 2016, a total of 413 PIR were participating in SES. The Service endeavored to provide diversified vocational training and job matching services, as well as organizing different retraining courses to further develop their vocational skills as they continue their recovery journey.

服務概況

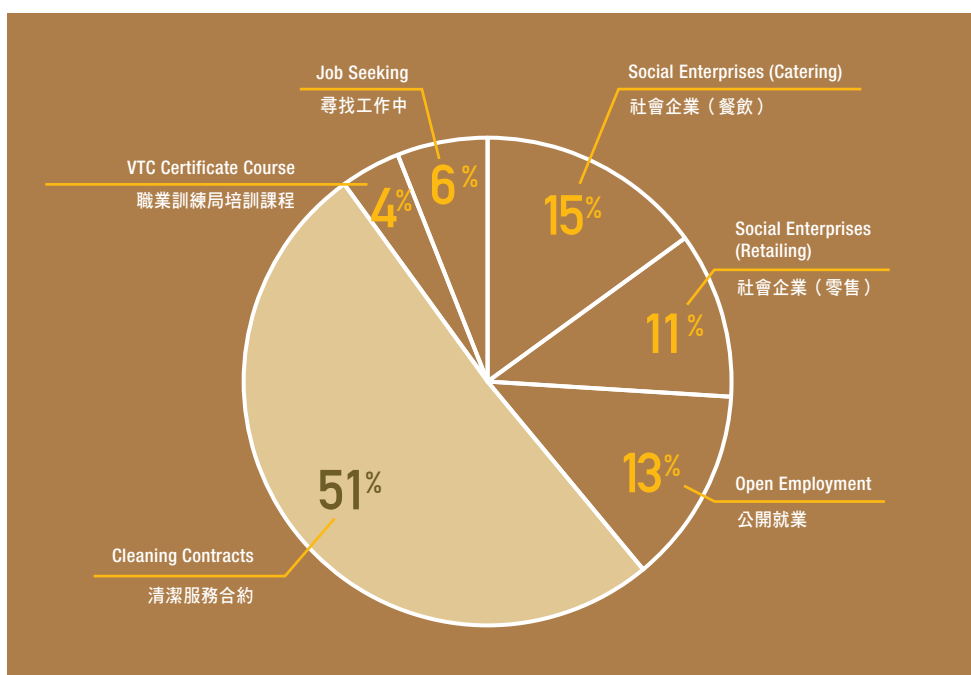
2015至2016年度，輔助就業服務及殘疾人士在職培訓計劃累積服務人數分別為567及89名，當中62名康復者成功就業並退出服務。截至2016年3月31日，合共有413名康復者參加輔助就業服務。輔助就業服務一直積極為康復者提供不同類型的職業培訓及適切的工作轉介；同時亦為他們舉辦培訓課程，讓康復者在職業康復路上得到更超卓的發展。



Training and Employment Status of SES Users

輔助就業服務康復者的訓練及就業情況

(as at 31 March 2016)
(截至2016年3月31日)

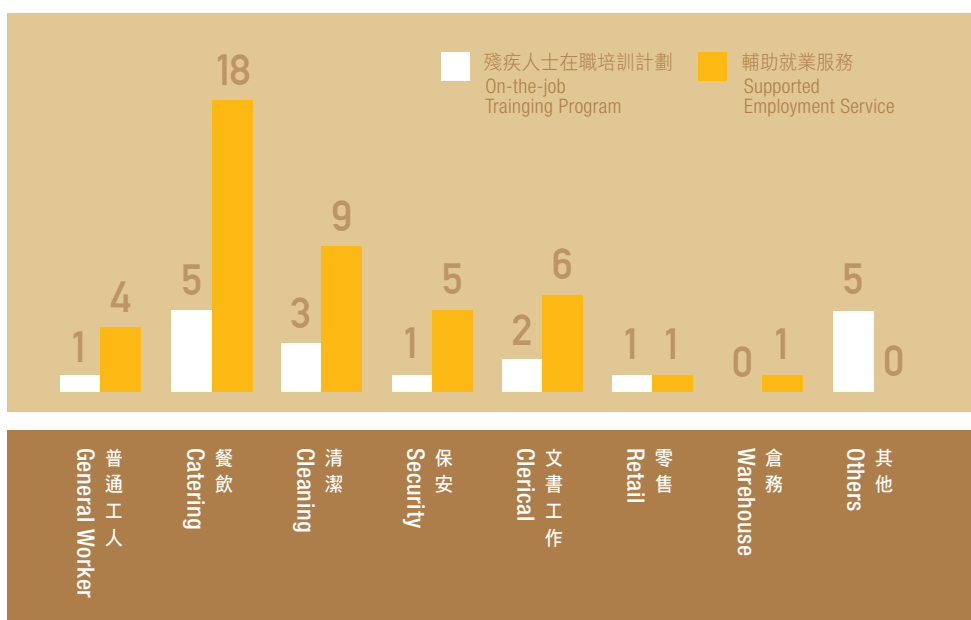


Distribution of Successful Discharge of SES users
康復者成功退出輔助就業服務情況

2015 / 2016

44
Supported Employment Service
輔助就業服務

18
On-the-job Training Program
殘疾人士在職培訓計劃



Vocational Training Council (VTC) Shine Skills Centre Training Courses

The Association conducted one full-time and ten short-term courses in collaboration with VTC Shine Skills Centre to address the different vocational needs of PIR. A total of 129 PIR enrolled in the courses which covered different topics including commercial studies, bakery, basic floral arrangement, food making and more.

職業訓練局展亮技能發展中心課程

綜合不同康復者需要，本會與展亮技能發展中心合共舉辦1個全日制及10個短期課程，共有129名康復者入讀，課程內容包括商業電腦、烘焙、花藝、食品製作等。

Government Contracts

Recognizing the vocational training needs of PIR, the Association bid for and was awarded 10 contracts this past year, providing over 450 training placements for PIR to further cultivate their job skills and work habits.

政府服務合約

本年度本會共投得10項服務合約，因應不同康復者的能力和需要，為康復者提供超過450個工作訓練名額，以培養工作習慣及提升工作技能。

Government Service Contracts 2015/2016 2015至2016年度政府服務合約

	Awarded by 批出部門		Service Contract / 服務合約
Contract renewed and newly awarded in 2015/2016 2015至2016年度延續及新批出合約	Food and Environmental Hygiene Department 食物及環境衛生署	1	Cleansing Services for Health Education Exhibition and Resource Centre 衛生教育展覽及資料中心清潔服務合約
		2	Cleansing Services for Shek Wu Hui Municipal Services Building 石湖墟市政大廈清潔服務合約
	Leisure and Cultural Services Department 康樂及文化事務署	3	Shelving and End Processing Services of Library Materials to San Po Kong Public Library 新蒲崗公共圖書館資料整理及上架服務合約
	Agriculture, Fisheries and Conservation Department 漁農自然護理署	4	Cleansing Services for Tai Lung Veterinary Laboratory 大龍獸醫化驗所清潔服務合約
	Radio Television Hong Kong 香港電台	5	Cleansing Services for Radio Television Hong Kong 香港電台清潔服務合約
Existing contract 現存合約	Agriculture, Fisheries and Conservation Department 漁農自然護理署	6	Cleansing Services for Tai Lung Experimental Station 大龍實驗農場清潔服務合約
	Leisure and Cultural Services Department 康樂及文化事務署	7	Cleansing Services for Leisure Venues in Kwai Tsing District 葵青區康樂場館清潔服務合約
		8	Cleansing Services for Quarry Bay Municipal Services Building 鯉魚涌市政大廈清潔服務合約
		9	Cleansing Services for Kowloon City Municipal Services Building 九龍城市政大廈清潔服務合約
	Food and Environmental Hygiene Department 食物及環境衛生署	10	Cleansing Services for Tai Shing Street Market Building 大成街街市大廈清潔服務合約



Provision of Shelving and End Processing Services of Library Materials to San Po Kong Public Library

The Association was awarded a new contract to provide shelving and end processing services of library materials to San Po Kong Public Library. The contract period was 12 months commencing June 1, 2016. The contract provided over 10 full-time or part-time job opportunities for PIR, as well as diversified training for PIR and persons challenged by Autism Spectrum Disorder.

新蒲崗公共圖書館資料整理及上架服務合約

本會首次投得康文署轄下新蒲崗公共圖書館提供資料整理及上架服務合約，合約為期1年，於2016年6月1日開始服務。服務合約可提供10多名全職或兼職的職位空缺，協助處理圖書及資料整理、上架及加工等相關工作。這項新投得的服務不單為康復者提供更多的工作機會，亦為他們開拓不同工作訓練，藉此鼓勵康復者按個人的興趣和能力積極參與職業康復服務，重投社會。

Food Sharing Project

Since their launch in 2012, Food Sharing Projects in Wong Tai Sin and Tuen Mun districts received positive support and feedback from the community. In the past year, the project distributed 193,085.96 kg of surplus food to 66,595 recipients. The Wong Tai Sin project became one of the top three food collection projects among all operators under the Food Sharing Fund.

The Association developed on-going collaboration with partners such as Feeding Hong Kong, Foodlink and Food Angel. With support from more than 50 food donors, stable supplies of a wide variety of foods were received. Last year, volunteers from different corporate partners, schools, community centers and religious organizations organized activities and joint events for food recipients. It helped increase the awareness and understanding of food waste reduction and establish long term partnerships for the future.

食物分享計劃

本會自2012年起推行食物分享計劃，為黃大仙及屯門區內有需要人士提供即時食物援助，計劃運作以來獲得社區人士正面支持及回應。本年度服務計劃共派發了193,085.96公斤食物，受助人數達66,595人次。黃大仙區食物分享計劃更多次成為基金回收量最高的三個伙伴之一。

計劃一直得到眾多食物捐贈機構支持，如樂餉社、膳心連、惜食堂等，並與本會建立成為長期合作伙伴關係。至今本會已與超過50個食物捐贈機構成為緊密合作伙伴，為計劃提供既穩定又多樣化的食物捐贈。去年，多間企業公司、學校、社區中心、宗教團體等義工隊伍為受助人舉行各類活動，透過不同形式的活動，增加了社會上不同階層人士對捐贈剩食的認識，建立日後合作機會。

Donated Food distributed by Food Sharing Project in Wong Tai Sin and Tuen Mun 2015/2016 2015至2016年度黃大仙及屯門區食物分享計劃分發捐贈食物情況

		Food Type 食物種類	Donated Food Distributed 已分發的捐贈食物
Wong Tai Sin District 黃大仙區	Fresh Food 新鮮食物	Veggies 蔬菜	41,390.04 kg 公斤
		Bread 麵包	9,045 kg 公斤
	Packed Food 包裝食物	Drinks, biscuits, rice & noodle, canned food, etc. 飲品、餅乾、米及麵類、罐頭等	84,649.86 kg 公斤
	TOTAL 總數 135,084.9 KG公斤		
Tuen Mun District 屯門區	Fresh Food 新鮮食物	Veggies 蔬菜	17,015.81 kg 公斤
		Breads 麵包	2,301.75 kg 公斤
	Packed Food 包裝食物	Drinks, biscuits, rice & noodle, canned food, etc. 飲品、餅乾、米及麵類、罐頭等	38,683.5 kg 公斤
	TOTAL 總數 58,001.06 KG公斤		



Community Waste Reduction Project – Food Sharing Project

A 24-month food sharing project funded by the Environmental and Conservation Fund (ECF) was launched on June 1, 2015 in Kwai Chung and Tsuen Wan Districts with the goal to collect at least 75,000 kg of food donations and serve at least 48,800 participants. Apart from the surplus food recovery activities, the project also incorporated public education by setting up booths in the community and organizing workshops at schools to increase public awareness of food poverty.

In September 2015, Ms Sania Yau, Chief Executive Officer, participated in a media interview through the Information Service Department. She shared information on the food delivery operation and on food waste reduction in the community. The project has collected over 54,000 kg of surplus food in the past 10 months, serving a total of 22,587 beneficiaries.



Wet Market in Kwai Chung district fully supported the Food Sharing Project and donated veggies to people in need
葵涌區街市檔主踴躍支持「食得滿FUN」計劃，捐贈蔬菜予有需要人士

「社區減少廢物項目－食得滿FUN」

本會去年亦獲環保及自然保育基金撥款，於2015年6月1日開始於葵青及荃灣區推行為期兩年之「社區減少廢物項目－食得滿FUN」計劃。計劃期望於兩年內累計食物回收最少達75公噸，受惠總人數最少達48,800人次。服務除回收可食用之食品轉贈區內有需要人士外，亦於區內設立攤位活動，製作環保小手工，推動惜食環保概念；同時鼓勵學校參與，舉行惜食主題活動，從而培養學生珍惜食物的觀念及責任。

2015年9月，本會行政總裁接受政府新聞處訪問，分享計劃理念及運作情況，政府新聞處並到場拍攝回收及派發食物之片段，以推廣回收剩食的訊息。計劃推行10個月以來已回收食物超過54公噸，受惠達22,587人次。



A warehouse funded by the ECF to store donated food
環保及自然保育基金撥款資助「食得滿FUN計劃」租賃倉庫，儲存捐贈食品

Food Waste Recycling Project - Compost for Mushroom Cultivation

This 2-year project sponsored by ECF, entered into its 2nd year to further promote food waste reduction concepts. Over 27,600 kg of food waste was collected from our community partners to produce compost for mushroom cultivation. More than 120 sessions of food waste recycling related education programs and mushroom growing bottle DIY workshops were held for over 4,000 participants



Mushroom growing bottle DIY workshop participated by Yan Oi Tong Elderly Volunteers Group
仁愛堂長者義工團參與菇菌培植工作坊

「廚餘出菇大行動」

本會獲環境及自然保育基金資助，為期兩年的「廚餘出菇大行動」，已踏入第二年，並繼續透過教育和廚餘回收，推動環保。截至上年度合共向合作伙伴收集了超過27,600公斤的廚餘製作菇菌培植養土，並舉辦了逾120場廚餘回收教育活動及菇菌培植樽製作工作坊，參與人數達4,000人。



Integrated Employment Assistance Program for Self-reliance (IEAPs)

To help Social Security Assistance (CSSA) recipients overcome work barriers, enhance employability and seek paid employment to become self-reliant, the Association was commissioned by the Social Welfare Department to operate another 24-month Integrated Employment Assistance Program for Self-reliance (IEAPS) in Kwai Tsing district from April 1, 2015 to March 31, 2017.

The Project provided different Work Exposure (WE) Service opportunities for participants to experience and develop proper work attitudes and habits. Last year, suitable participants were encouraged to carry out voluntary work in the food sharing project funded by ECF. They assisted in food packaging, warehouse duties and helped in distributing surplus food to people in need in Kwai Chung and Tsuen Wan districts. The WE Services not only allowed recipients to participate in different work placements, but also improved their employability eventually.

In the first implementation year of this extension period, the Association provided employment assistance service to 564 service users. The project achieved 15,229 hours of WE Services and 13.2% of service users of Category II had obtained open employment for at least 3 months.

自力更生綜合就業援助計劃

社會福利署委託本會繼續於葵青區推行為期24個月「自力更生綜合就業援助計劃」，由2015年4月1日至2017年3月31日，協助區內領取綜援人士消除就業障礙，增強受僱能力，繼而達致自力更生。

為使服務使用者能透過工作體驗，建立正確的工作態度及習慣，本會為服務使用者開拓更多工作體驗場地。去年本會安排合適的服務使用者於環保及自然保育基金撥款資助之社區減少廢物項目倉庫內進行食物包裝及貨倉整理工作；同時亦協助派發食物予區內有需要人士。工作體驗不僅讓受助人參加不同工作實習，更能提高重投職場機會。

延展計劃推行首年期間，為564人提供就業援助服務，共進行15,229小時工作體驗服務，當中第二類服務人士成功就業三個月或以上佔13.2%。



Service users of WE Service helped distributing surplus food to people in need
透過參加工作體驗計劃，服務使用者協助派發捐贈食物於區內有需要人士

Provision of Integrated Employment Assistance Program for Self-reliance (IEAPS) in Kwai Tsing District (as at March 31, 2016)

葵青區「自力更生綜合援助計劃」服務分佈 (截至2016年3月31日)


Category & Service Provision 項目及服務分類	No. of enrolled cases (As at 31 March 2016) 參加者人數 (截至2016年3月31日)	Successful open employment rate for at least 3 months or above within the service period / performance requirements 成功就業3個月或以上 / 成效指標	No. of training hours provided / performance requirements 接受培訓時間 / 成效指標	No. of WE Services hours completed 完成工作體驗計劃時數
Category I Services : Ordinary Employment Assistance Services 第一類服務：個人就業援助服務	356	8.4% / 15%	1,859.5 / 3,700	/
Category II Services : Strengthened Employment Assistance Services which include training and Work Exposures Services 第二類服務：加強就業援助服務 包括訓練及工作體驗服務	189	13.2% / 30%	1,859.5 / 3,700	15,229 / 30,450
Category III Services : Employment Assistance Services for single parents and child carers on CSSA with their youngest child aged 12 to 14) 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	19	20.5% / 30%	194 / 600	/



Employee Retraining Board (ERB) Courses

In response to the changes in the labor market and the employment needs of PIR, the Association organized two Placement-tied training courses this year: the Foundation Certificate in Organic Products Promotion Training and the Foundation Certificate in Barista Training. A total of 12 trainees enrolled in the first Foundation Certificate in Barista Training. Positive feedback from the instructors indicated that the course had enabled trainees to master basic knowledge, coffee culture, brewing skills and shop operation skills. The course also assisted trainees to obtain a job as a barista or in a related industry.



 Instructor explained the knowledge of coffee making and the usage of coffee equipment
導師向咖啡調製員基礎證書課程學員講解咖啡製作知識及教授咖啡製作工具的使用

To enhance language proficiency and competitiveness of PIR, two language related Skills Upgrading Scheme Plus courses including Foundation Certificate in Spoken English for Retailing (Generic) I (Part-time) and Foundation Certificate in Spoken Putonghua for Retailing (Generic) I (Part-time) were held.

In the past year, 5 ERB retraining courses were successfully conducted. Sixty-five PIR enrolled in the courses. Of these, 55 trainees completed their courses, with 53 of them passing the examination and being awarded a certificate. The graduation rate was over 90%.

僱員再培訓局課程

為迎合勞動市場需求及康復者的就業意向轉變，本會於2015至2016年度開辦專業化的零售及飲食業就業掛鉤課程，課程分別為「綠色有機產品銷售員基礎證書」及「咖啡調製員基礎證書」課程。首次開辦的「咖啡調製員基礎證書」報讀情況相當踴躍，共12名學員就讀。導師反映學員整體表現良好。課程能讓學員認識基本的咖啡知識及文化、掌握咖啡和其他飲品調制方法及技巧、咖啡店日常運作介紹，以協助畢業學員入職成為咖啡調製員或其他相關的工作。

此外，為提升康復者的語文能力，本會近年亦舉辦與零售業語文相關之新技能提升課程，包括「零售業英語(一般行業)基礎證書(兼讀制)」和「零售業普通話會話(一般行業)基礎證書(兼讀制)」，協助康復者積極自我裝備及提升技能，以保持競爭力。

本年度合共舉行5個課程，共65名學員入讀課程，完成課程的學員人數共55名，當中53名學員順利完成考試獲發證書，畢業率逾90%。

Statistics of Employee Retraining Courses 2015/2016 2015至2016年度僱員再培訓課程統計

Course Name 課程	Course Period 舉行時間	No. of Students enrolled 入讀人數	No. of Students completed 畢業人數	No. of Successful Open Employment 成功就業人數
Foundation Certificate in Organic Products Promotion Training 綠色有機產品銷售員基礎證書	6 - 29/7/2015	15	12	9
Foundation Certificate In English For Retailing (Generic) 零售業英語會話(一般行業)I 基礎證書	12 - 22/8/2015	14	10	Not applicable 不適用
Foundation Certificate In Putonghua For Retailing (Generic) I 零售業普通話會話(一般行業)I 基礎證書	9 - 18/11/2015	15	14	Not applicable 不適用
Foundation Certificate In Escort Service For Out-Patient Visit Training 陪診員基礎證書	13/1 - 5/2/2016	13	9	Post-employment period in progress 就業跟進期進行中
Foundation Certificate in Barista Training 咖啡調製員基礎證書	21/3 - 28/4/2016	12	8	Post-employment period in progress 就業跟進期進行中

Work Orientation and Placement Scheme

Last year, the Association was invited to be a training partner for the Work Orientation and Placement Scheme. The scheme featured pre-employment training for job-seekers with disabilities, on job searching and interview techniques, communication and interpersonal skills, as well as on ways to improve the employability of persons with disabilities in the open market.

Social workers, occupational therapists and other professional staff provided training over fifteen, six-hour sessions to participants in the Labour Department from May 1, 2015 to March 31, 2016. A total of 207 participants with different types of disabilities enrolled. The courses enabled them to better understand themselves, improve their self-confidence and enrich their job skills so as to improve their employability.

「就業展才能計劃」職業培訓課程

本會去年與勞工處展能就業科合作，成為培訓機構，為殘疾求職者提供職前培訓課程，協助求職者掌握面試技巧，以及人際關係和溝通技巧等，藉此提高他們的就業競爭力。

本會於2015年5月1日至2016年3月31日期間，由本會社會工作者、職業治療師等專業同工為勞工處舉辦15次，每次6小時職前培訓課程，入讀人數合共207人。參加學員為聽障、精神病康復者、肢體殘疾等人士。學員認為課程能增強他們自信心，認識自我及提高他們的就業競爭力。





Family Support 家庭支援

“SHINING H.O.P.E.S. FOR FAMILY WELLNESS”

Funded by the Hong Kong Jockey Club Charities Trust, Shining H.O.P.E.S. for Family Wellness entered into its 3rd year of service. The project continued to unfold People in recovery (PIR)'s strength as parents, facilitate healthy interaction among family members, promote parental satisfaction and competence and strengthen collaboration between the team and service partners.

During the year, the project rendered tailor-made counselling service for 129 families. Internal units and external agencies made similar numbers of referrals, in which Integrated Community Centres for Mental Wellness (ICCMWs) accounted for 40%, while Integrated Mental Health Project (IMHP) and hospitals accounted for 16% respectively. Through the collaboration with external agencies, the project provided more holistic service for the families. Meanwhile 15% of the family cases were self-approached. The project was also introduced by ex-service users or recruited through parenting talks which reflected the recognition of the project among the sectors. There was a great demand for family counselling by PIR. Most of their concerns were emotional and behavioral conditions of children, parent-child relationship and parenting.

The project continued to provide intensive family counselling, parent groups, workshops and family wellness activities. During the year, the project team worked with The Wellness Centre (Tin Shui Wai) to launch the multi-family groups. Through the mutual learning process, respect and responsibility among family members were promoted. From service statistics, 9% of children of the families served were diagnosed with Attention Deficit Hyperactivity Disorder (ADHD). Their emotional wellbeing and family interaction was highly correlated. In view of such, a children group by inviting this group of children was launched. Grounded in Narrative Therapy, the label and meaning of ADHD was externalized. Children were attracted to join the group and they enjoyed it. “Family Tree of Life”, family wellness program, parenting workshop, Pal-link and Community Celebration were launched as well.

「家點希望」

由香港賽馬會慈善信託基金贊助的「家點希望」服務計劃已進入第三年。服務繼續展現復元人士作為家長的優勢，促進家庭之間的互動關係，提升家長的滿足感及效能感，並增強醫社合作伙伴的協作。

本年度服務計劃共為129個家庭提供個別化輔導服務。而整體轉介途徑方面，內部單位及其他機構的數量相若，當中以精神健康綜合社區中心為主，達40%。另外，綜合精神健康計劃及醫院轉介分別達16%；透過與醫護人員合作，服務計劃為家庭提供更整全的關顧。此外，自行求助的比率達15%，當中包括透過曾接受服務家庭的介紹，或透過親職效能講座而認識本服務計劃，反映計劃成效得以認同。與此同時，復元人士對於家庭輔導的需求殷切。求助原因大部份與子女情緒及行為情況和親子關係有關，部份家庭亦關注子女的照顧與管教困難。

服務計劃繼續進行密集式家庭輔導、家長小組、工作坊和家庭活動。服務計劃與安泰軒（天水圍）合作舉辦多元家庭治療小組，透過互相學習的過程，促進復元人士對家庭成員的尊重和責任。從家庭個案的背景資料顯示，接受服務的家庭中約一成的兒童被確診為過度活躍症，他們的心理狀況和家庭互動有著密切的關係。有見及此，同工邀請相關特性的兒童參與兒童小組活動，透過敘事治療方式將病症外化。小組不但成功吸引兒童參與和投入其中，更對家人相處有所得益。計劃繼續舉辦「家庭生命樹」活動、家庭同樂日、親職工作坊、朋輩網絡小組、社區展覽等。

INTENSIFYING INTEGRATIVE FAMILY AND SYSTEMS TREATMENT (I-FAST)

To identify the development of I-FAST, the project continued to invite Dr. Lee Mo Yee and Mr. David Grove from College of Social Work, the Ohio State University, to conduct professional training. Mr. Grove provided a supervision group exclusively for senior I-FAST practitioners through Skype meetings to develop practitioners' competence as I-FAST supervisors. Live-case demonstration and clinical supervision groups were conducted by Dr. Wong Oi Ling, an American Association for Marriage and Family Therapy.

深化家庭及系統治療 (I-FAST) 介入技巧

為持續提升綜合家庭及系統治療(I-FAST)介入的技巧，計劃繼續邀請美國俄亥俄州立大學社會工作學院李慕義教授和Mr. Dave Grove進行專業培訓。Mr. Grove更定期透過視像會議為督導職級的同工提供督導及諮詢。美國婚姻及家庭治療協會檢定臨床督導王愛玲博士為同工進行定期家庭治療督導及示範。





Guest speakers of the Seminar "Family Well-being"
 「家庭·身心靈」研討會一眾嘉賓講者



Professional exchange by visiting Sha Tin Hospital
 同工到訪沙田醫院進行交流

PROFESSIONAL EXCHANGE

To exchange professional knowledge, the project launched two seminars "Discovering Strength and Resilience of Families Facing Mental Health Challenges" in May 2015 and "Family Wellbeing" in May 2016 respectively. 188 participants including internal or external colleagues, PIR, family members and students participated in the "Family Wellbeing" seminar. Dr. Lau Yuk King, Professional Consultant from the Department of Social Work of The Chinese University of Hong Kong, was invited to share "Integration of Community Mental Health Service and Family Intervention" while Dr. Chung Kwok Hang, a psychiatrist shared the topic on "Child and Adolescent Mental Health and Family Wellbeing". Two WRAP® facilitators shared their lived experience as well. Participants also enjoyed the art pieces of "Family Tree of Life" and left their feedback to the families by writing on memo pads.

In order to maintain the partnership with other sectors, the team continued to promote the service to different collaborating partners. Through the elaboration of family intervention, community mental health service and case illustration, The project continued to raise the recognition of systemic intervention in promoting family resilience, well-being and system collaboration.

專業交流

計劃分別於2015年5月及2016年5月舉辦「展現優勢·復元家庭」研討會及「家庭·身心靈」研討會交流心得。當中「家庭·身心靈」研討會共有200人參加，包括機構內外同工、復元人士、家屬、學生等。研討會邀得香港中文大學社會工作學系專業顧問劉玉琼博士分享社區精神健康服務和家庭介入的結合，以及精神科專科鍾國恒醫生兒童及青少年健康與家庭身心靈的關係。另外，兩位身心健康行動計劃帶領員亦分享她們的自身經歷。到場人士亦有機會欣賞家庭生命樹畫作，寫下故事觸動之處，透過字條給予家庭回饋，產生迴響。

此外，為保持與協作伙伴的聯繫，同工繼續到地區機構介紹服務理念、內容及介入手法，期望能透過講解家庭介入和精神健康服務的理念和個案闡釋，提升業界對此工作手法的認同和協作的動機。



PUBLICATION OF "ENERGIZING THE WHEEL GEARS OF FAMILY" BOOK

With sincere thanks to families in recovery and Peer Nannies who were interviewed for the publication of a book named "Energizing the Wheel Gears of Family" in May 2016. The content included the application of I-FAST in community mental health service, family stories, experience sharing by Peer Nannies and reflection from colleagues.

出版「牽動家的齒輪」書籍

感謝接受服務家庭及朋輩褓姆的慷慨分享，計劃於2016年5月出版「牽動家的齒輪」復元人士家庭工作彙編，內容包括精神健康與綜合家庭及系統治療、家庭故事、朋輩褓姆經驗分享及同工的反思等。



EVALUATION OF PROJECT

The project team conducted the program evaluation. Among 126 families who had completed counselling, 63 families with 88 parents and 14 children filled in the questionnaires, resulted in 32 sets of pre and post questionnaires for comparison. Results showed that resilience, cohesion and flexibility of families had moderate to high level of improvement after counselling service, while enmeshment and chaotic factors had moderate reduction. Besides, parental satisfaction and competence also increased moderately. However, there was moderate but not significant improvement in mental health symptoms. Moreover, the project team interviewed with parents, children and collaborative parties on their feedback to the service. Parents reported that they were more aware of their own emotional changes and more understanding of the parenting role of their spouses. In terms of improvement in family relationship, there were more family gathering and appreciation of their children. Children respondents felt that they were closer to their parents, with less conflicts and improvement in social network. They would talk about their aspiration to friends. Collaborative parties commented that the project set clear goals for the families and good communication channels between parties had been established with each others.

The Association endeavors to intensify the development of family and systemic intervention in different core services in the future. Professional staff would continue to receive training to better equip with knowledge and skills, whilst experienced colleagues would bear the role of supervision and collaborate with the consultant team to build up evidence-based intervention model, and to promote family-based mental health service in the field.

服務成效評估

計劃於2016年4月完成服務成效評估。在126個已完結輔導的家庭中，63個家庭完成問卷，當中包括88位家長及14位子女。32組問卷完成前、後對照並可作分析。研究發現，完成家庭輔導後，抗逆力、凝聚力和靈活性均有中等至高程度的提升，而糾纏關係及混亂狀況則有中等程度減少。另外，家長的滿意度及效能感均有中等程度增加。然而，精神病症狀並無明顯減少，相信這可能跟復元家庭已進入較穩定的精神情緒階段有關。另外，計劃亦訪問已結案的受助家庭的家長及子女、協作伙伴對服務的意見，有家長表示他們更能意識自己情緒的變化、理解另一半作為家長的角色、家人關係有所改善、增加了天倫之樂和他們對子女的欣賞等。子女亦感覺與家長更加接近和親密、少了吵架、和朋友相處有改善，亦能夠談及自己的夢想。協作伙伴方面，同工認為計劃能與家庭定立清晰目標，和家庭步伐一致，能與伙伴協商和保持良好溝通。

於未來，本會將於各項核心服務投放資源繼續深化發展家庭及系統介入，為同工提供持續培訓，強化知識和技巧。有經驗的同工將肩負督導角色，與專業顧問團隊協作，建立實證的介入模式，促進業界在家庭為本的精神健康服務的發展。



 Leadership Training at Lady MacLehose Holiday Village
在家理浩夫人度假村進行領袖訓練



 Volunteers participated in the Flag Day
家盟義工協助本會賣旗籌款



 Family Tour to Hong Kong Zoological and Botanical Gardens
家盟大旅行到香港動植物公園遊覽

FAMILY NETWORK

Family Network continued to actively promote mutual support and care among family members. District leaders not only provided care calls but also made use of WhatsApp messages to strengthen communication and to build trust among members. District family tea gatherings and birthday celebrations were organized to establish a closer connection among members living nearby. Volunteer visits to individual members, escorts to accompany members to medical appointments, and hospital visits to elderly members were also arranged. With the active promotion by its members, the number of new members increased 16%, and reached a total of 561 people in the past year.

In addition, this past year, Family Network became a member of The Hong Kong Joint Council for People with Disabilities. As a self-help organization, Family Network actively communicated its concerns on the social welfare policies of Hong Kong, participated in various consultation meetings, and also made an appeal to the Social Welfare Department on the needs of PIR and their caregivers.

家盟

家盟在本年度繼續積極推動會員間的互助和關懷，分區組長不但透過電話慰問，並利用即時通訊群組加強與組員的溝通和建立互信關係；本會同時舉辦分區茶聚和生日聚會，在組長積極推動下令同區居住的會員有更緊密的聯繫。本會更為個別會員安排義工探訪、陪伴有需要的會員往醫院覆診、到醫院探訪年邁的長者會員等，送上關懷。經會員大力推動下，本年度會員人數上升了16%，已達561人。

此外，家盟亦加入了香港復康聯會成為會員，積極關注香港的社會福利政策，並以自助組織的身份參與多個諮詢會議，以及向社會福利署表達精神病患者及照顧者需要的訴求。



FAMILY SUPPORT SERVICE

Family Support Service, funded by the Community Chest, had been operating for 6 years. As at 31 March 2016, a total of 644 caregivers registered as members. Among the members, 79% are women, while housewives and retired persons over 50 years old accounted for 33% and 14% respectively.



Caregivers prepared the "lucky pocket golden fish" as gifts to the family members in Kaohsiung
家屬做利是封金魚送給高雄的家屬

EXCHANGE TOUR FOR CAREGIVERS IN KAOHSIUNG

In order to widen family members' horizons, an exchange tour to Kaohsiung was organized during 26-29 January 2016 to enhance their understanding on the mental health family services from overseas. A total of 23 family members participated in the exchange tour. The group visited Kaohsiung Dream-building Association, the Association for Mental Illness and Rehabilitation of Kaohsiung City and Chen-Tai Day Care Institute of Mental Illness Rehabilitation. After the event, a report back session was held and the participants shared their experience with 56 family caregivers and PIR of the Association.

家屬支援服務

家屬支援服務獲香港公益金撥款資助下已運作6年。截至2016年3月31日，共有644位家屬登記成為會員。當中79%為女性而家庭主婦及50歲以上的退休人士分別佔33%及14%。

高雄家屬交流活動

為了讓家屬擴闊視野，認識香港以外的精神病康復者家屬服務，23位家屬於2016年1月26至29日舉辦高雄交流團，促進兩地家屬交流。交流團到訪高雄市築夢關懷協會、高雄市心理復健協會及私立呈泰日間型精神復健機構。在活動後，交流團的家屬向56位來自本會的家屬及康復者分享活動行程、經驗和得著。

EDUCATION AND TRAINING

A number of educational and training activities were organized in this year to enhance the understanding of the families on recovery and promote their wellbeing. Through role play and peers' sharing on their lived experience in the courses of "Recovery 101" and "Anxiety Management" group, the caregivers have learnt to support their family members in facing the challenges arisen from mental illness and take care of their own personal emotions. Meanwhile, a number of volunteer training and services were held to equip families with the skills in providing care calls, and strengthen mutual support among the peers from families. All the participants expressed that they would apply the skills in the volunteer service, and 83% of them were willing to join as the care call volunteers.

教育及培訓

本年度舉辦多項教育及培訓活動，以提升家屬對復元的理解及促進他們的身心健康。家屬在「家屬同行復元路」課程、「復元101單元式」及「處理焦慮」活動中，通過角色扮演及過來人的分享，學習怎樣主動支援家人面對精神病的挑戰和照顧個人的情緒。同時，本會亦舉辦了多次義工訓練活動和服務，讓家屬學習電話關懷的技巧，加強同路人互相支援的網絡。全部的參加者都表示能將所學應用於義工服務中，而83%的參加者回應願意成為電話義工。



The caregivers participated in the Life Education Programme
家屬在生死教育小組中認識「生之願」服務

Service Output of Family Support Service 2015/2016 2015至2016年度家屬支援服務統計

Program Theme 活動主題	Program No. 總活動次數	Session No. 總節數	Attendance 總出席人次
Education on Mental Health Recovery 精神健康社區教育	13	17	145
Advocacy and Empowerment 倡議及充權	5	5	23
Sustainable Strengths and Skills Development 強項及技能發展	13	25	236
Enrichment and Wellness Programs 身心健康發展活動	118	126	960

Website hit counts 網頁瀏覽

Service consultation 服務諮詢

Care calls 電話關懷

TOTAL ATTENDANCE
總人次

5,725

399

288





Service for People challenged by Autism Spectrum Disorders 自閉症人士服務

JOCKEY CLUB iREACH SOCIAL COMPETENCE DEVELOPMENT CENTER

In the past year, the Jockey Club iREACH Social Competence Development Center began its 2nd year of service. Apart from supporting life-span development for people challenged by ASD, the Center also provided supporting services for caregivers by building a mutual-help network.

The Center served 307 new members this past year, including 156 youth members and 151 caregivers, and overall serves 578 members. Half of them were referred from hospitals and non-governmental organizations, and around 30% of them learned about the Center from their friends and relatives.

Our services focused on improving the individual's social competence. Specifically, we improved members' social competence, employability, self-reliance and interpersonal relationships through a variety of services, including professional assessments, training groups and peer networking. With the benefit of the experience gained the previous year, the content for the Social Competence Training Groups was modified and supplemented with training on different social scenarios. We also scheduled Advanced Social Groups depending on the participants' needs and abilities.

Furthermore, a series of interest groups were organized, including drama, band, chess and street sports. Among these, Music for Autism International (MFAI), an international music group, offered music lessons for the band, and they also performed at the Association's 50th Anniversary Dinner. Youth members also built peer support and friendships through alumni activities and gatherings.

The Center also established WE Club to strengthen mutual support among caregivers. Apart from organizing activities and services, we also created a WhatsApp chat group to connect with caregivers and promote mutual help among them. Moreover, we initiated our first Multi-Family Group for three families. During the group sessions, participants reflected on their family interactions, resources and strengths, and learned more about parent-child interactions with other families.

On the community level, the Center collaborated with different district organizations, schools, NGOs and professional bodies to arrange various educational activities and professional trainings. We held a 2-day training for professionals in both July and November 2015. In addition, the Center conducted service briefings for staff from the Child and Adolescent Psychiatric Department.

賽馬會心志牽社交能力發展中心

賽馬會心志牽社交能力發展中心（心志牽）服務已進入第二年，除了繼續為受自閉症光譜影響高智能的人士提供長遠發展的支援服務外，中心亦加強對照顧者提供的支援服務、建立互助網絡讓照顧者互相支持及分享交流經驗。

本年度中心新增307位會員，包括156位青年會員及151位照顧者會員，至2016年3月底中心累計有578位會員。轉介來源中50%來自醫院及非政府機構，約30%的會員由親友得知中心服務。

心志牽的服務以個人社交能力為本，透過專業評估、訓練小組、朋輩網絡等多元化活動，強化會員的社交、就業及自立能力以及人際關係。經過一年的經驗累積，團隊已經為社交小組的內容進行優化並輔以不同的社交情境練習以強化參加者的類化能力，讓他們在不同社交情境也能靈活地調節自己的行為。團隊同事會按服務使用者的需要及情況，安排他們參與主題式社交能力進階小組。

為了讓青年會員持續地實踐社交技巧，中心為他們安排一系列多元化的興趣小組，包括話劇、樂隊、棋藝、街頭運動等。其中國際音樂組織Music For Autism International (MFAI) 更為樂隊安排課程；並於本會50周年會慶晚宴與MFAI一同表演，發揮青年會員在音樂方面的才華，並讓公眾人士了解他們的優勢。此外，透過「舊生會」的活動及聚會，讓青年會員建立朋輩支援，藉此加強彼此友誼。

照顧者方面，中心成立了WE Club予照顧者以提供朋輩間的互相支援。除了舉辦活動及服務之外，亦建立Whatsapp群組讓照顧者保持聯絡以加強聯繫，發揮互助精神。為加強家庭之間的支援，中心首度舉辦「家心思」多元家庭小組予三個家庭。參加者在四節的小組中，領略及反思家庭間的互動模式、家庭資源及優勢，亦了解其他家庭的親子相處之道。

除了以上服務，中心於社區層面方面亦與不同的地區團體、學校、社會服務機構、不同專業界別等合作舉辦多元化的教育活動及專業培訓。中心於2015年7月及11月分別舉辦為期兩天的專業培訓課程，向專業同工介紹自閉症相關的理論基礎及情、理、行、實況社交訓練小組的訓練。此外，中心亦為兒童及青少年精神科的醫務社工及護士舉辦服務簡介會。



2015/2016 Service Statistics of Jockey Club iREACH Social Competence Development Center 2015至2016年度賽馬會心志牽社交能力發展中心服務統計

Service 服務項目	Sessions 節數	Attendance 人次
Case Number 個案數字	177	171
Clinical Assessment 專業評估	48	48 (individuals人數)
Social Competence Training Group (Youth/Adult) 情、理、行 — 實況社交能力訓練小組 (青年/成人)	206	407
Themed Advanced Social Group (Youth/Adult) 主題性社交能力進階小組 (青年/成人)	24	66
Interest Group 興趣小組	46	194
Alumni Activity 舊生會活動	38	79
iBuddy Program 知心好友計劃	4	25
Social Competence Training Group (Caregiver) 情、理、行 — 實況社交能力訓練小組 (照顧者)	69	234
Caregiver Network Activity 照顧者網絡活動	16	77
Family Wellness Activity 家庭活動	19	130
Multi-Family Group 多元家庭小組	10	37
Educational Workshop 教育工作坊	35	341
Wellness Recovery Action Plan (WRAP®) 身心健康行動計劃	8	19

iSPARK- SUPPORTED EMPLOYMENT PROGRAM FOR PERSON CHALLENGED BY AUTISM SPECTRUM DISORDERS

With funding from the Keswick Foundation, we had been providing quality services in the past year related to employment training, including social and emotional support so trainees could be more productive and improving their wellness and readiness to work. Entering its 3rd year, iSPARK continued to provide supported employment services for persons challenged by ASD. We also devoted resources to expand the employer network to facilitate more placements and open employment opportunities. The project team also explored many possible publicity channels to help both employers and the public to better understand persons with ASD.

「朗程」自閉症人士輔助就業服務

由凱瑟克基金資助，朗程計劃經已踏入第三年，計劃除了繼續為受自閉症障礙影響的人士提供輔助就業服務，亦致力拓展僱主網絡，為服務使用者提供更多元化的實習及公開就業機會。計劃透過不同渠道的推廣，讓公眾及僱主加強對受自閉症障礙影響的人士的認識，消除誤解。我們過去一年不斷優化就業、增強社交及情緒支援服務，從而提升服務使用者的自主性及個人身心健康，裝備及投入就業。



PARTICIPATION AND ANTI-STIGMA

The project team was committed to creating a more positive image of persons challenged by ASD by utilizing different media platforms and educational workshops. The script of the 5th episode of the TV series "A Wall-less World 5" produced by the Radio Television of Hong Kong (RTHK) was based on a service user's true story. In addition, an iSPARK service user was invited to share his experiences in open employment and how he had successfully established positive relationships with colleagues in the RTHK radio program "Adwiser".

In order to encourage employers to provide more job opportunities, iSPARK produced a short video to highlight the strengths and competences of persons challenged by ASD. To make the video more convincing and impressive to potential employers, the characters in the video were all played by our service users.

參與及反污名

本年度計劃透過各種宣傳平台及培訓工作坊，以提升公眾及僱主對受自閉症障礙影響的人士的認識及接納，為他們反污名及建立正面印象。本計劃參與香港電台節目「沒有牆的世界5」拍攝前的資料搜集，邀請服務使用者與監製分享心路歷程作故事藍本，並借出職前訓練內容及教材作拍攝之用，讓大眾更認識受自閉症障礙影響的人士的特性、優勢及面對的挑戰。另外計劃亦參與香港電台廣播節目「精靈一點」，邀請服務使用者親身與公眾分享職場的社交情況，以及如何跨過障礙並與同事建立正面關係的經驗。

同時，本計劃製作短片，內容主要是向僱主展現受自閉症障礙影響的人士的優勢及才能，希望取得僱主的支持，為他們提供就業機會。為進一步鼓勵服務使用者的參與，短片的角色均由計劃服務使用者擔當，突顯他們的能力，增加說服力。

STRENGTH BASED

A Project Consultant, Dr. Rachel Poon and 2 employment coaches conducted workshop for employers and frontline personnel on confident and effective communication. This past year, workshops were held for the Shatin Recycle Center and Delifrance. All attendants reported that they increased their understanding of ASD, as well as their confidence in hiring them.

After pre-vocational training, the employment coaches matched placements and open employment opportunities for service users based on their strengths, motivation and readiness. This year, the Association employed two iSPARK service users and offered multiple placement opportunities at different units for the service users. Moreover, iSPARK also successfully secured placements or open employments with The Chinese Manufacturers' Association of Hong Kong, Mobicon Group Limited, Hang Yick Properties Management Limited, Delifrance and Yan Chai Hospital Law Chan Chor Si College. All employers reported positive experiences and satisfaction in working with persons challenged by ASD.

優勢為本

計劃顧問潘麥瑞雯博士及就業指導員積極與不同企業舉辦僱主培訓工作坊，讓僱主了解服務使用者於工作上的優勢及有效的溝通技巧。今年，計劃分別與沙田回收中心及Delifrance舉辦了僱主及前線員工工作坊，所有出席的機構代表均表示工作坊能促進他們對自閉症的認識，對聘請服務使用者更有信心。

完成職前訓練後，就業指導員根據服務使用者的優勢、動機及意向為他們配對實習及公開就業職位。本年度，本會聘請了2位朗程的服務使用者，此外，計劃亦成功獲得中華廠商會、萬保剛集團有限公司、仁濟醫院羅陳楚思中學、恒益物業管理有限公司及Delifrance提供實習或公開就業的職位。從收集意見所得，曾提供實習/公開就業職位的機構都對服務使用者的表現感到滿意及正面。

WELL-BEING AWARENESS

Wellness Recovery Action Plan (WRAP®) workshops were organized for service users and caregivers to enhance their awareness of physical and mental wellbeing. WRAP® facilitators were invited to conduct the training. Participants learnt the key elements of wellness and developed their awareness of early warning signs, as well as the acquisition of wellness tools. They were satisfied with the workshops. In addition, Dr. Rachel Poon conducted talks for caregivers and shared techniques to support service users' emotion while at the same time, and take care of their own wellness and build mutual support network among themselves.

關注身心健康

為了提升服務使用者及其家屬對個人身心健康的關顧，本計劃為服務使用者及其照顧者提供了參與身心健康行動計劃的機會。該活動由專業帶領員講解身心健康元素、學習識別早期情緒的徵兆以及發掘舒緩情緒的工具。所有參與者都對活動感到滿意。另外，本計劃顧問潘麥瑞雯博士亦為家屬提供工作坊，分享支援子女情緒的技巧及方法，同時鼓勵參與者關注身心健康，建立互助社群，彼此支持。



2015/2016 Service Statistics of iSPARK- Supported Employment Program for ASD 2015至2016年度「朗程」自閉症人士輔助就業服務統計

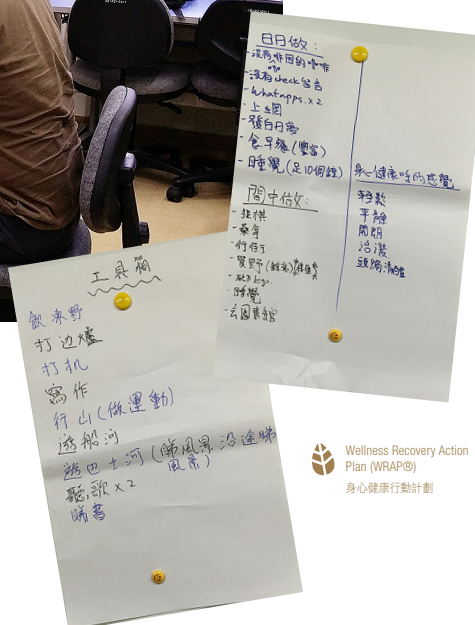
Service Item 服務項目	Service Output 服務表現
New Service User 新增的服務使用者人數	44 Service Users 人
Pre-Vocational Training 職前訓練	5 Programs 個 / 100 Sessions 節
Supportive Group Activity 小組支援活動	8 Programs 個
Individual Support Session 個人支援服務	564 Sessions 節
Family Members' Program 家屬小組	6 Programs 個
Educational Workshop for Employers and Frontline Personnel 僱主及員工培訓工作坊	2 Programs 個
Supportive Session For Employer (Placement and Open Employment) 為僱主提供就業支援 (實習及公開就業)	308 Sessions 節

As at March 31, 2016, iSPARK had provided pre-vocational training to 100 persons challenged by ASD. 34 of them had completed placements and 42 of them secured open employments either through matching of iSPARK or by themselves. 22 out of the 42 service users had sustained in the same job for more than 6 months. 100% of the service users reported that social and vocational competence have been enhanced and 76% of them had achieved their individual plan. More than 500 individual sessions were conducted and 91% of the service users had their self-esteem enhanced. Company tours, job seeking visits to the Labour Department and social activities were also arranged. Over 80% of the service users reported knowledge enhancement on different work trades and their social network was widened through participation in the social activities.

截至2016年3月31日，朗程計劃合共為100名受自閉症障礙影響的人士提供了職前訓練。當中34名服務使用者完成職前實習，42位服務使用者曾透過朗程配對或自行於公開市場成功獲聘，其中22位的服務使用者更已成功持續工作6個月或以上。100%的服務使用者認為職前訓練有助提升社交及就業能力，76%的服務使用者能成功完成訂立的個人目標計劃。計劃團隊於本年度共提供了超過500節的個人支援服務，91%的服務使用者認為個人支援服務能有助他們提升自尊感。計劃亦為服務使用者提供了就業及社交的小組活動，如參觀企業、求職小組及社交活動等，超過80%的服務使用者表示活動可提升他們對不同行業的認識及擴闊其社交網絡。



iSPARK Pre-vocational Training – Group Discussion
朗程職前訓練 - 小組討論



Wellness Recovery Action Plan (WRAP®)
身心健康行動計劃



JC A-CONNECT – JOCKEY CLUB AUTISM SUPPORT NETWORK

The Hong Kong Jockey Club Charities Trust funded a 3-year project named “JC A-Connect – Jockey Club Autism Support Network” which was a joint endeavor of the Faculty of Social Sciences of the University of Hong Kong, the Education Bureau and 6 NGOs. The Association was honored to be one of the service providers. The project commenced on August 1, 2015.

The project aimed to enhance their social skills, behavioral management and emotional management capabilities, as well as to increase their level of social competence through intensive and systematic training. In order to help students transfer and generalize their learning to different environments, experiential activities in different contexts were conducted by the group.

Consultation sessions and workshops for parents and teachers were included in the coaching program to enhance understanding of ASD. Both parents and teachers were engaged to assist the student in applying concepts and skills at home or in the classroom. Also, autism anti-stigma efforts would be vigorously undertaken through peer activity programs and workshops in the schools. The aim of these activities focused on enhancing understanding and integration in order to generate an accepting atmosphere in school.

From August 1, 2015 to March 31, 2016, our project team served 41 schools, including 38 secondary and 3 primary schools. A total of 271 students, ranging in age from 6 to 16 years, were served. The project team had been providing 60 coaching programs. Each coaching program consisted of 25 direct service hours.

賽馬會喜伴同行計劃

香港賽馬會慈善信託基金聯同香港大學社會科學學院、教育局及六間非政府機構，推行為期三年的「賽馬會喜伴同行計劃」，而本會榮幸成為其中一間服務提供機構，計劃於2015年8月1日正式開展。

本計劃針對學生的需要及能力，提供適切及有系統性的小組社交能力訓練課程以加強學生的社交認知、行為管理及情緒調控的能力。訓練亦輔以不同的學校社交情景練習以強化學生的類化能力，實踐所學於課堂及學校以外的環境中。

本計劃同時為家長及老師提供工作坊及諮詢服務，以加深了解子女或學生的特色及學習困難，亦讓家長及老師了解協助學生延續學習的重要性，以加強訓練成效。為了提倡朋輩共融，及鼓勵學生將訓練所學運用於校園生活中，本計劃亦為其他學生提供課程研討及朋輩共融活動，增加其他學生對自閉症同學的了解及接納，為他們反污名，建立正面印象，共建關愛校園。

截至2016年3月31日，本計劃已服務的學生人數為271人。他們來自41間學校，其中包括38間中學及3間小學。學生年齡由6歲至16歲。每個訓練課程提供不少於25小時訓練給予學生、家長、老師及同儕。

2015/2016 Service Output Statistics of JC A-Connect 2015至2016年度賽馬會喜伴同行計劃服務統計

Service Item 服務項目	Service Output 服務表現
Social competence training group 社交訓練小組數目	60 programs 個
Parent support service (individual consultation / group consultation/ workshop) 家長支援服務（個別諮詢 / 小組諮詢 / 工作坊）	55 sessions 節
Teacher training (Individual consultation / group consultation/ workshop) 教職員培訓服務（個別諮詢 / 小組諮詢 / 工作坊）	179 sessions 節
Peers program (peers activity / integration workshop) 朋輩活動（朋輩活動 / 共融工作坊）	29 sessions 節
Direct service hours to school 於學校服務總時數	854 hours 小時



2015/2016 Profile of JC A-Connect Service Users 2015至2016年度賽馬會喜伴同行計劃服務使用者統計

Service Item 服務項目	Number 人數	Number 人數
Students 學生	271 人	26%
Parents 家長	175 人	17%
Teachers 教職員	319 人	31%
Peers 朋輩	273 人	26%
TOTAL 總人數	1,038 人	

SERVICE OUTCOMES

Preliminary results from collected questionnaires indicated a positive improvement in students' social competence and social skills after taking part in the coaching program. Parents gained a better understanding of the training, as well as strategies to integrate their children within a daily context. Promising feedback from teachers and school personnel were also collected in review meetings. Most of the school personnel appreciated the program's content and training strategies. They shared positive comments especially about tailor-made activity design and the use of smart slogans. They commented that the approach was stimulating and attractive, which could enhance students' motivation to learn and confidence to practice in daily life.

服務表現

透過學生所填寫的檢討問卷分析所得，學生參加了社交訓練後，社交技巧及能力均得以提升，而訓練內容及形式亦貼近學生的需要。家長於完成家長工作坊或個別諮詢後，對「喜伴同行」計劃加深了認識，亦更了解如何運用小組內容在校外協助子女實踐社交。另外，本計劃在本年度分別於不同學校舉行中期檢討會議，參與的學校對本會的訓練課程均給予高度評價，認為內容適合學生所需，活動生動有趣，尤其是金句提示更能使學生容易掌握及實踐所學。



Debriefing in training group
小組導師正進行講解

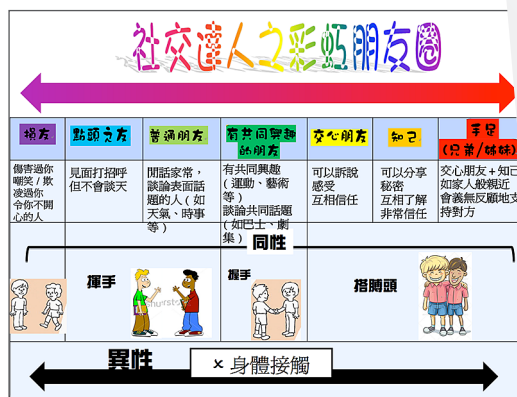


Activity in training group
學生正進行社交訓練小組的活動



Teacher training workshop conducted by coach
導師正進行教師培訓工作坊

Material used in social competence coaching program
社交訓練小組所用的教材



Training, Research and Development 培訓、研究及發展

STAFF TRAINING AND DEVELOPMENT

員工培訓及發展

The theme of Staff Training and Development was “Enhancing Multi-dimensional Participation and Contribution for Advancing Recovery and Systemic-oriented Care Towards Well-being”. To achieve this objective, the Association continued to collaborate with experts locally and overseas in training partnerships, enhancing staff competence in recovery-oriented services, promoting well-being in the community, and advancing various professional intervention approaches, with system-oriented mental health services.

Recovery-oriented trainings like Person-centered Care Planning (PCP) and Wellness Recovery Action Plan (WRAP®) effectively enhanced the staff's capabilities in working with PIR to develop individualized and concrete recovery plans. Our CEO led a team of supervisors to a one-week training program on “Recovery 2.0” at the Yale Program for Recovery and Community Health, in the U.S.A., learning proper ways to strengthen peer and family participation in promoting recovery and advancing the implementation and supervision of PCP. They also expanded their understanding of peer support services, and gained greater awareness of the need for integrated care for both behavioral and physical health, as well as engaging peers in participatory research projects. In terms of well-being promotion, a series of mindfulness-based experiential trainings were conducted by the clinical psychologists of the Association. Professor Karen Dobkins, a neuro-psychologist from the University of California San Diego, U.S.A. was invited to show various ways to promote mental well-being. Staff participants were greatly enlightened by applying what they learned into their daily lives.

To further enhance family system and strength-based assessment and intervention skills for professional staff, the Association continued to provide training on Integrative Family and Systems Treatment (I-FAST). Using regular supervision groups and online consultation meetings, supervisory skills were strengthened, thus effectively improving the staff's competence in family system oriented interventions. Furthermore, in response to the trend of ageing among people in recovery (PIR), staff training also focused on common mental problems among the elderly, like dementia, depression, and related health issues, so as to improve the staff's understanding of and capability to handling such behaviors.

本年度職員培訓及發展的主題為「提升多元化的參與及貢獻，深化復元為本及系統化的服務，邁向身心靈健康」。為達致此目標，本會繼續致力與本地及海外專家和顧問攜手協作，提升員工在復元主導的服務發展，以及推廣身心靈健康、進修不同的專業介入手法及系統導向等精神健康課題，以支援機構的服務發展方向。

復元為本的訓練包括「個人復元計劃」及「身心健康行動計劃」等，以深化同工有效與復元人士共同策劃個人化及具體的復元方案。本會行政總裁更率領一隊督導級員工遠赴美國耶魯大學接受為期一週的「復元2.0」訓練，學習如何加強與朋輩及家屬協作來推廣復元，優化「個人復元計劃」的推行及督導，進深了解朋輩支援員的工作，關注整全身心綜合服務的需要，以及學習如何邀請朋輩參與研究項目等。身心靈健康的培訓上，我們舉辦了一連串的靜觀體驗課程，並由本會臨床心理學家擔任導師，而美國加州大學心理及神經科學教授Karen Dobkins親臨教導提升身心靈健康的方法與技巧，參與同工獲益良多，並將所學應用到工作及生活。

為進一步優化專業同工以家庭系統及優勢評估和介入的服務，本會繼續提供綜合家庭及系統治療的訓練(I-FAST)，透過定期的督導小組及網絡視頻會議，深化專業同工的督導技巧，從而更有效地加強同工以家庭系統分析及處理個案。面對復元人士老齡化的趨勢，本會舉辦講座訓練同工認識長者常見的精神問題，如腦退化症及抑鬱症與相關的身體病患，協助員工適當地理解及處理困擾行為。



 "Recovery 2.0" at Yale Program for Recovery and Community Health, USA
美國耶魯大學「復元2.0」訓練



 Team WRAP® Program
「團隊身心健康行動計劃」工作坊



The Staff Training and Development Team coordinated relevant trainings for staff at different levels with regular updates of course information on the Intranet. To promote continuous learning and education, course enrollment procedures were streamlined so as to encourage staff to attend more trainings.

As part of the Association's 50th Anniversary commemorations, a Symposium and post-conference workshops titled "Beyond Recovery: Well-being for All" were organized in January 2016. The Symposium included the Flinders Program, conducted by Professor Malcolm Battersby from Flinders University, Australia, and the Team WRAP® conducted by Mr. Matthew Federici, CEO of Copeland Center for Wellness and Recovery in the U.S.A.

職員培訓及發展部為各級員工制定適切的課程，並定期將最新的課程資料上載於本會內聯網，並簡化報名程序，鼓勵員工積極參與相關的培訓課程，以推動本會不斷學習及持續進修的文化。

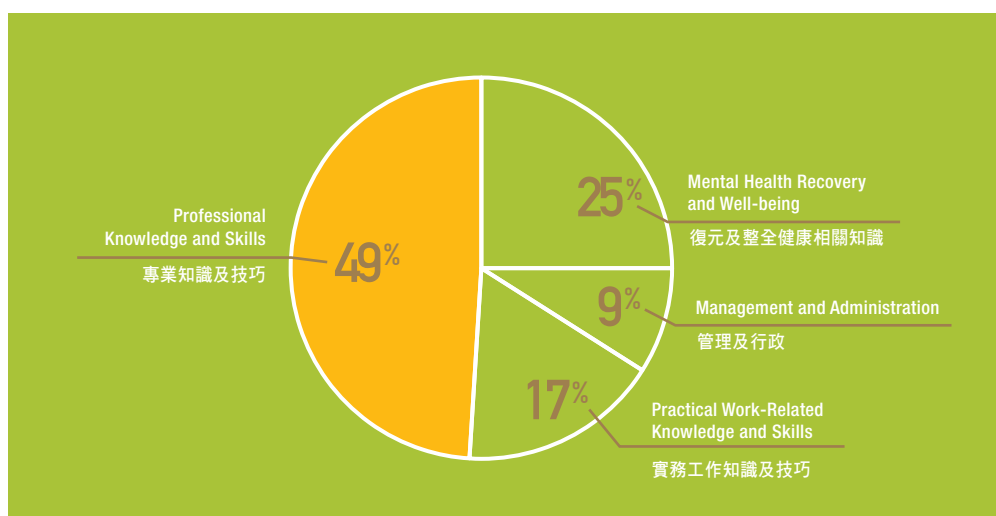
藉著2016年初舉辦的「跨越復元：整全身心靈健康」50周年研討會，於會後分別舉行了兩個工作坊，包括澳洲Flinders大學Malcolm Battersby教授主領Flinders Program工作坊，以及美國Copeland Center for Wellness and Recovery行政總裁Matthew Federici先生為管理團隊主領「團隊身心健康行動計劃」工作坊。



Targeted Foci of Staff Training & Development Programs

職員培訓及發展課程
培訓主題

2015 / 2016



The Flinders Program

On January 18, 2016, Professor Malcolm Battersby from Flinders University, Adelaide, Australia conducted a training on the Flinders Program, supported by a certified trainer from the Hong Kong Society for Rehabilitation. The program introduced systematic assessment and intervention in working with PIR who had chronic conditions so as to develop individualized self-management care plans. A total of seventeen staff members completed the training, including social workers, nurses, and occupational therapists. Seven staff members achieved the competence level.

Flinders Program

2016年1月18日舉辦了Flinders Program訓練工作坊，特別從澳洲邀請Malcolm Battersby教授來港主領及香港復康會認可導師協助帶領，引進一個有系統的評估及介入手法，協助有慢性病患的復元人士建立個人化及具體的自我處理計劃。工作坊共有17位員工參加及完成訓練，包括社工、護士及職業治療師，當中7位已獲相關認可資格。

Team WRAP®

A two-day workshop on Team WRAP® entitled "Team Wellness: Creating an Intentional Culture of Wellness using WRAP®" was organized on January 19 and 20, 2016 for the management team. A total of 17 management staff attended the workshop with interactive and experiential activities, leading to the development of wellness action plan for the team, as well as the promotion of team spirit and holistic well-being. Training topics included wellness-based leadership on a team, elements of a healthy team, how personal and team wellness are connected, shared vision on team wellness and challenges, and development of a workplace culture of mutuality toward wellness.

「團隊身心健康行動計劃」

2016年1月19至20日舉辦了「團隊身心健康行動計劃」兩天工作坊，題為「創造及策劃一個身心靈健康的文化」，透過互動及體驗活動，建立團隊身心健康行動計劃，以提升員工士氣及團隊精神，推廣身心靈健康。工作坊有17位管理級職員參加，主要內容包括有身心健康為本的團隊領導，建立健康團隊的要素，個人及團隊身心健康的關係，團隊共同目標及挑戰，團隊守望相助的策略等。

服務統計方面，本年度職員培訓及發展部共舉辦了53個課程，共1,720人次參加。

A total of 53 courses, attended by 1,720 staff, were organized in 2015/16.



JOCKEY CLUB NEW LIFE INSTITUTE OF PSYCHIATRIC REHABILITATION

The theme of the Institute was "Promoting Recovery-oriented Mental Health Care and Well-being Across Life Span for All Through Capacity Building and Co-production". Training courses covered a wide range of topics on children, adolescents, adults, and elderly mental health.

In terms of children and adolescents, multi-disciplinary trainers were invited, such as psychiatrists, nurses, clinical psychologists, social workers, and occupational therapists, to examine from different perspectives the mental and psychological distress commonly found in young people. These included anxiety disorder, depressive disorder, learning disorder, psychosis, drug abuse, and delinquent behaviors. For adult mental health, a series of trauma-informed care trainings conducted by highly experienced clinical psychologists were organized, including "Therapy for Individuals Going Through Relationship Trauma", "Surviving Trauma: Emotion-Focused Therapy for Adult Survivors of Childhood Abuse and Neglect", and "Application of Narrative Therapy in Trauma Work". Group discussions, case studies, and role-play exercises were utilized to help participants to learn about therapeutic skills in trauma work. Training was also offered to promote family system case management in working with families, specifically "Structural Family Therapy", "Introduction to Integrative Family and Systems Treatment (I-FAST) and Mental Health Treatment", and "Utilizing Strengths: Recovery & Family". The seminar was co-organized with Shining H.O.P.E.S. Project.

In response to the trend of ageing in society with dementia and depression commonly found in the elderly, the Institute invited professionals to teach clinical knowledge and practical intervention skills. The courses included an "Integrated Course on Psycho-geriatric Care: Promoting Effectiveness in Dementia Care and Caregiver Support" and "Application of Music Therapy for Elderly with Dementia". The courses improved the staff's competence in working with the elderly. The Institute also paid attention to the mental health of minority groups. A professional with PhD in Clinical Psychology from California, U.S.A. was invited to conduct a training on "Working with LGBT Clients: Gender Identity and Sexual Orientation Issues in Counselling and Psychotherapy", with highly positive response received from the participants.

賽馬會新生精神康復學院

本年度學院的主題為「透過能力建設及共同協作，在不同成長階段，推廣復元為本的精神健康服務及身心靈健康」。學院舉辦的課程涵蓋兒童及青少年、成人及長者的精神健康。

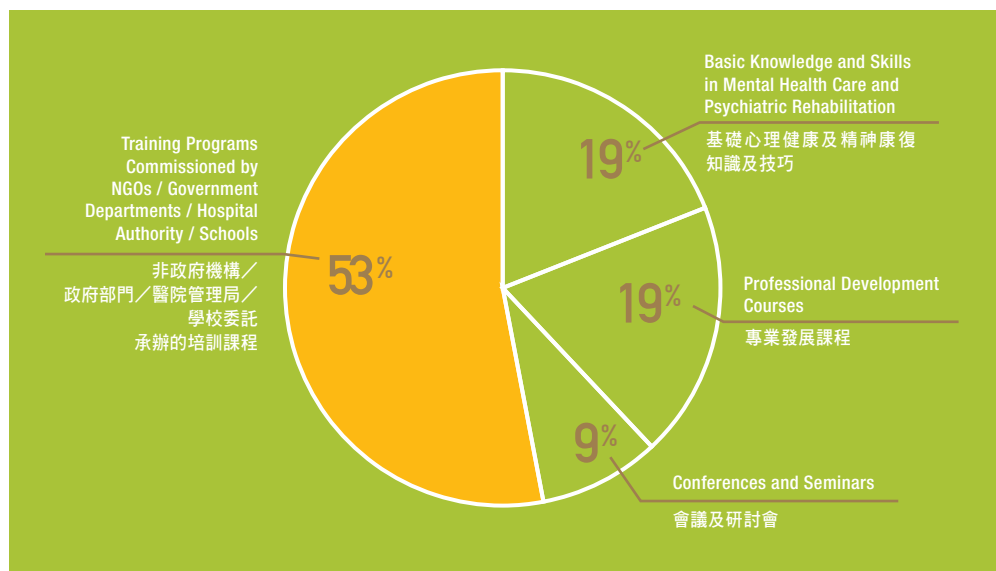
在兒童及青少年方面，邀請了跨界別的導師，如精神科醫生及護士、臨床心理學家、資深社工、及職業治療師等，從不同角度探討常見的兒童及青少年精神困擾及障礙，包括焦慮症、抑鬱症、學習障礙、思覺失調、濫用藥物及違規行為等。在成年人的精神健康方面，學院舉辦了一系列的創傷治療課程，由資深的臨床心理學家主講，包括「創傷關係治療」、「情緒焦點治療法應用於兒時被虐及忽略的人士」、「創傷敘事治療」，透過小組討論、個案分享及角色扮演，讓參加者掌握治療創傷的技巧。而在家庭系統為主的個案管理方面，訓練課程包括「結構性家族治療」、「綜合家庭系統治療」，以及與「家點希望」服務合辦「展現優勢：復元·家庭」研討會，以提升業界以家庭系統處理個案的掌握。

因應社會老齡化的趨勢，學院相當關注長者常見的精神問題，如腦退化症及抑鬱症等，特別邀請專家教授臨床知識及實務介入手法，如「老齡心理學：有效照顧患腦退化症長者及家屬支援」及「音樂治療應用於腦退化症長者」，讓業界同工學習有效處理長者精神問題。此外我們亦關注社會上「小眾群體」的精神健康，開辦了性別身份及性取向輔導及心理治療的課程，邀請到美國加州臨床心理學博士講課，參加人士有相當正面的評價。



Training courses
organized by Jockey Club
New Life Institute of
Psychiatric Rehabilitation
賽馬會新生精神康復學院
舉辦的課程

2015 / 2016





Horticulture Therapy and Mental Health Topical Seminar and Workshop
「園治你心」專題講座合照



Professional Counselling Training Workshop
專業輔導訓練工作坊

The Institute also tailor-made professional trainings for various sectors of society, including social services, education institutions, government departments, public organizations, corporates and other companies. The Social Welfare Department continued to commission the Institute to organize mental health trainings. These included “Mastering Your Mind”, “Working with Elders having Emotional & Mental Health Problems”, and “Integrated Course on Childhood and Adolescence Disorders”. The Leisure & Cultural Services Department also commissioned the Institute to conduct a training on Adversity Quotient Management for different levels of staff in cultural services, enhancing their capacity in adversity management. Professional trainings were also organized for various departments and organizations, including the Civil Service Bureau,

Labour Department, Employees Retraining Board, Independent Commission Against Corruption, Housing Authority, Hospital Authority, Po Leung Kok, Tung Wah Groups of Hospitals, and Social Welfare Bureau of Macau SAR Government, thus promoting mental health knowledge and stress coping skills in the workplace.

The Institute proactively established cross-disciplinary collaboration and promoted training with community partners. In November 2015, the Association co-organized “Infant and Early Childhood Mental Health Seminar and Workshop”, together with the Hong Kong Association for Infant Mental Health Limited and the Hong Kong Society for the Protection of Children. Two professionals from the Royal Children's Hospital in Melbourne with expertise on infants and children were invited to conduct the training, with more than 160 participants. The Association also co-organized with Hong Kong Association of Therapeutic Horticulture and St. James' Settlement Continued Education Centre a workshop on “Horticulture Therapy and Mental Health Topical Seminar and Workshop”. The highly positive response from over 180 professionals who attended the workshop was well received.

In the past year, a total of 30 public courses were organized for 746 participants. Forty-two courses for around 2,300 participants were commissioned by government departments and community organizations. An additional 7 conferences and seminars were also held and attended with 1,137 participants

學院致力為社會各界別提供適切的專業培訓服務，包括社會服務、教育團體、政府部門、公共機構、企業及公司等。本年度社會福利署繼續委託學院為該署職員及社會服務機構同工舉辦精神健康課程，包括「掌管你的思維工作坊」、「處理及照顧有情緒問題長者訓練課程」、「兒童及青少年精神障礙綜合課程」。康樂文化事務處亦委託學院為文化事務部各級職員舉辦「管理逆境工作坊」，學員表示課程能提升他們處理逆境的能力。此外學院亦為公務員事務局、勞工處、僱員再培訓局、廉政公署、房屋委員會、醫院管理局、保良局、東華三院以及澳門社會工作局等提供職員培訓，增強員工在職場上的精神健康知識及處理壓力技巧。

學院又積極建立及擴展跨服務界別的合作夥伴，共同推動培訓活動。2015年11月本會聯同香港嬰幼兒心理健康協會有限公司及香港保護兒童會合辦「嬰孩及幼童精神健康講座及工作坊」，從澳洲墨爾本皇家兒童醫院邀請兩位嬰孩及幼童心理專家主領，共160多位人士出席。此外，本會與香港園藝治療協會及聖雅各福群會，合辦「園治你心」活用園藝治療促進情緒健康專題講座及工作坊，反應熱烈，超過180名專業人士參與。

統計數字方面，本年度共舉辦30個公開課程、746人次參加；受政府部門及外界團體委託的課程有42個；研討會及專題講座有7個共有1,137人次出席。

RESEARCH WORK

研究工作

To achieve evidence-based service effectiveness, the Association has conducted these research projects:

Service Users' Recovery and Life Satisfaction Assessment

To understand service users' recovery status and their level of life satisfaction, the Association invited more than 1,200 service users from community, residential and vocational rehabilitation services to complete questionnaires in a longitudinal study. Preliminary findings indicated that PIR showed significant improvement in their overall recovery in the past year. Specifically, they had higher personal confidence and hope, better reliance on others, were more willing to ask for help, had goals and a success orientation, and were less influenced by symptoms. They have also developed significantly better social relationships, work attitudes and life satisfaction. The findings have greatly encouraged the Association in further promoting its recovery-oriented services.

為達致「實證為本」的服務成效，本會開展了多項研究項目。

服務使用者的復元狀況及生活滿意度評估

為了解復元人士的復元情況及對生活滿意度，本會邀請接受機構服務的人士填寫相關問卷，進行追蹤研究，分別從社區服務、住宿服務及職業復康服務招募共1,200多位。初步結果指出復元人士在過去一年的整體復元狀況有顯著進步，當中包括增強自我信心和盼望感、更可信賴別人、更樂意尋求協助、更具目標為本的抱負，以及較少被病徵困擾。另外他們對社交關係、工作，以及自我生活的滿意度有顯著的提升。此結果對本會推廣復元為本的服務有很大的鼓舞。



Evaluation Study on WE WRAP®

The Association collaborated with the Department of Psychology, The Chinese University of Hong Kong in an evaluation study on "WE WRAP®". WRAP® facilitators and participants who were peers, as well as youth were invited to complete questionnaires about mental health and recovery assessment, hope, self-esteem, empowerment, and social support. Preliminary analysis indicated that peer participants showed significantly better social relationships, personal confidence, and reliance on others, when compared to a control group. Peer facilitators also showed significantly higher self-esteem upon completion of Facilitator Training. Youth participants showed significantly better self-care and self-efficacy, greater willingness to ask for help and having a goal and success orientation.

「康晴」朋輩帶領身心健康行動計劃的成效研究

本會與香港中文大學心理學系合作，分別邀請朋輩及青少年兩組的帶領員及參加者填寫相關問卷，評估他們的復元狀況，包括希望感、自信心、充權、社交支援等。初步結果指出透過參與「身心健康行動計劃」，朋輩參加者在正面社交、自我

信心，以及信賴別人等方面均有顯著進步，而朋輩帶領員明顯地增強了自信心。青少年參加者經訓練後顯著地加強了自我照顧和自我效能感，更樂意尋求協助，並更具有目標為本的抱負。



WE WRAP® Program
「康晴」朋輩帶領「身心健康行動計劃」宣傳

STUDENT PLACEMENT

The Association always upholds the value of "Teaching is Learning", and is committed to providing fieldwork placements for students attending related professional courses at different universities and institutes of higher education. This past year, 105 students from different disciplines completed their practicum in our 28 service units. Apart from the traditional programs such as Social Work, Nursing Studies, Occupational Therapy, Clinical Psychology, Psychology and Counselling, students from the School of Public Health and Primary Care and School of Life Sciences of The Chinese University of Hong Kong, Food Safety and Environment Health of Hong Kong Baptist University, and International Education, Office of Service-Learning of Lingnan University were also placed in our community, residential and vocational rehabilitation service units. The Association not only aimed to provide a quality environment to facilitate the students' learning, but also believed that new implications and impetus would be brought to the Association with the support from the students and the educational institutes.

學生實習

本會一直秉持教學相長的態度，致力為各大院校相關專業課程的學生提供實習機會。於本年度，本會共收納了105位來自多個學系的專科學生分別在機構屬下28個服務單位進行實習。除傳統學系如社會工作、護士、職業治療、臨床心理及心理學和輔導外，亦有來自香港中文大學公共衛生及基層醫療學系和生命科學學院、香港浸會大學國際學院食物安全及環境健康、嶺南大學服務研習處的學生等，在本會社區和職業復康單位進行實習工作。本會僅為多元化的專科學生配備優質的學習環境，也同時深信在同學與學院的支援下，也為本會服務帶來新的啟示和動力。

Student Placement in Services 2015/2016
2015至2016年度學生實習服務統計

Study Area 學習範圍	Residential Service 住宿服務	Community Service 社區服務	Vocational Rehabilitation Service 職業康復服務	Clinical Psychological Service 臨床心理服務	Total 總人數
Social Work 社會工作	34	11	5	-	50
Nursing 護理	8	25	-	-	33
Occupational Therapy 職業治療	-	2	2	-	4
Psychology / Clinical Psychology 心理 / 臨床心理	-	3	-	4	7
Others 其他	-	7	4	-	11
TOTAL 總人數	42	48	11	4	105



Clinical Psychological Services 臨床心理服務

Maintaining its commitment to providing evidence-based psychological interventions to people in recovery (PIR) as well as professional support to staff, the agency-based Clinical Psychological Services (CPS) expanded diversity and accessibility of its service in the year 2015/2016.

During the past year, 277 individuals received psychological assessments and treatment, which included providing 771 direct service hours to 80 PIR in individual sessions, as well as delivering 124 therapeutic group sessions to PIR in different service units. The majority of referrals (83.40%) were from community services, while 13.36% and 0.36% came from residential and vocational rehabilitation services respectively. There was a diversity of presenting problems referred for psychological intervention, spanning psychiatric symptom management, mood management, interpersonal and intimate relationship issues, family conflicts, parenting stress, substances abuse, as well as health and work/engagement.

To expand its range of psychological intervention services and to meet the different psychological needs of the community, CPS developed 4 sets of localized protocols of psychological group therapies and workshops this year, including Mindful Parenting program, Story Telling workshop, and Distress Tolerance group and Savoring group.

Clinical Psychologists were keen to provide training workshops and seminars to both staff within the Association and external parties.

本年度臨床心理服務持續為復元人士提供實證為本的心理介入服務，以及向職員提供專業支援，更嘗試擴展服務更多元化以及普及性。

臨床心理服務於本年度為合共277人提供心理評估及治療，當中包括了為80位復元人士提供約771小時的個人心理服務，以及為不同服務單位的復元人士提供合共124節治療小組。臨床心理服務接受的轉介主要來自社區服務，佔83.40%；而住宿服務、職業康復及就業服務則各佔13.36%及0.36%。接受臨床心理介入服務的復元人士面對不同類型的困擾，包括精神病徵管理、情緒管理、人際關係及親密關係、家庭衝突、養育子女、濫用藥物、健康及就業等。

為拓展心理介入服務的範圍，以照顧不同的心理需要，臨床心理服務在本年度根據國際的最新科研及心理學知識發展了共4套本土化的心理治療小組／工作坊，包括「靜觀親職課程」、「我有我故事」、「情緒管理小組：擴展緩衝區」和「細味 正向生活」。臨床心理學家亦積極為會內或外間職員提供培訓工作坊以及講座。



Clinical Psychologist attended RTHK's interview to discuss about mindfulness and emotional distress
本會臨床心理學家接受香港電台訪問，講解情緒困擾和靜觀



Positive psychology program conducted for the community
為社區舉辦正向心理活動



Clinical Psychologists encouraged members from the Distress Tolerance Group to release emotion using Screaming Box
本會臨床心理學家在「情緒管理小組：擴展緩衝區」小組中帶領組員製作用以舒緩情緒的「叫喊盒子」



Mindful Parenting Group
靜觀親職課程



社會
企業



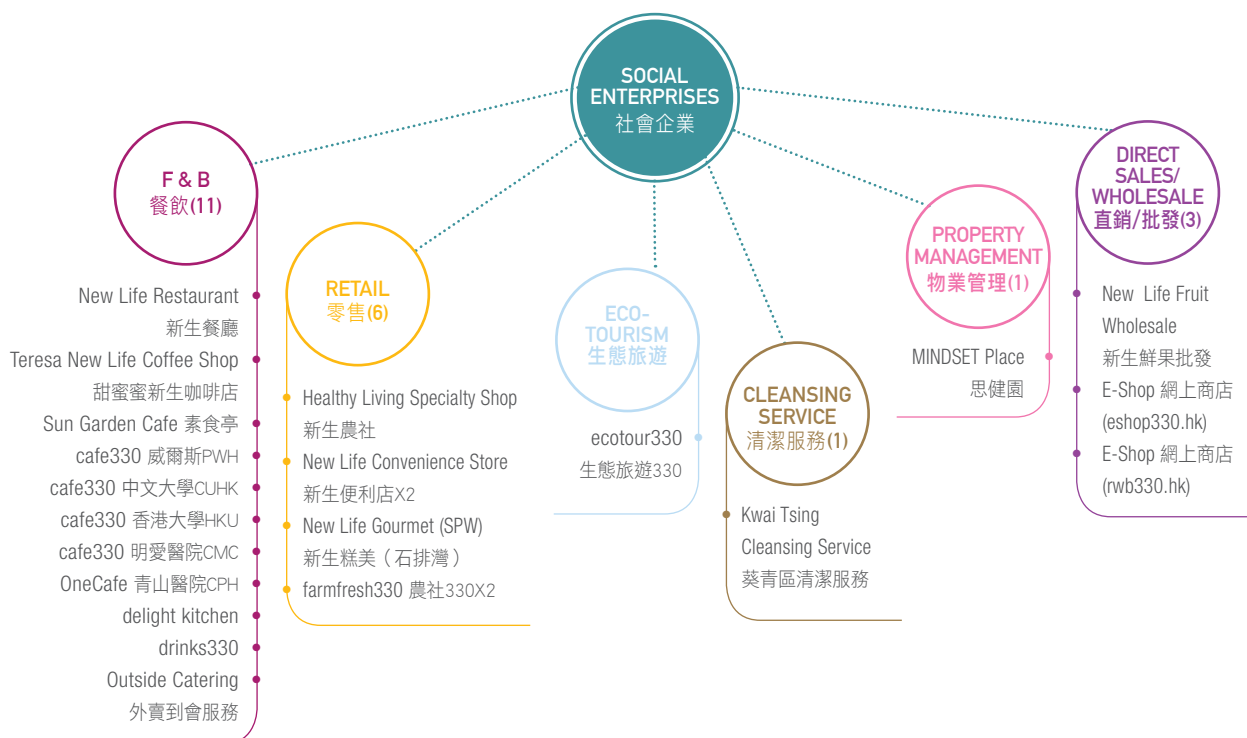
OCIAL
enterprises

SOCIAL ENTERPRISES

In 2015/2016, we continued to uphold the theme of holistic wellbeing “330” and focused on replicating the successful social enterprise model. We started to operate 2 food factories in the form of social enterprises to support the development of our healthy Food & Beverages business and promote the culture of organic eating to general public. At the same time, more work opportunities were provided to people in recovery (PIR) of mental illness. Regarding training capacity, 411 PIR received job training in our social enterprises and 69 of them sought open employment successfully.

社會企業

2015至2016年度，本會社會企業秉承以身心靈健康為主題，聚焦於複製過往成功的社企模式，並開設社企食品工場，支援拓展健康飲食業務，將有機飲食文化推廣給大眾市民，並讓更多康復者得到工作機會。本年度，共有411名精神病康復者於社企項目接受工作訓練，當中有69名成功公開就業。



farmfresh330 (Wan Chai) is located on Sharp Street West with wall painting in vivid orange color, hand-drawn graphics and health messages
農社330(灣仔)位於雲西街，橙色外牆配以手繪圖案及健康訊息，形象鮮明



Customers of farmfresh330 visited New Life Farm to relax and nourish their body, mind and spirit. They learnt about organic farming, sprouting and making eco enzyme
農社330的顧客參觀新生農場，學習培苗、製作環保酵素及認識有機耕種等，讓身心靈放鬆。

farmfresh330 (WAN CHAI)

farmfresh330 (Wan Chai) commenced business in June 2015 aiming at serving customers at Hong Kong Island with varieties of organic/health products. We endeavored to enhance customers experience on wellbeing through bright shop design, sharing of healthy diet tips and organizing holistic wellbeing activities.

農社330 (灣仔)

農社330灣仔店於2015年6月開業，為港島區的客人提供多元化的有機/健康產品。我們透過形象鮮明的店舖設計、飲食心得的分享及舉辦有關身心靈健康活動，讓顧客對整全健康有更多的體會。





The cafe is almost white and decorated with natural wood and green colors, creating a relaxing and tranquil environment
裝修以簡約的白色為主，以啡木色及草綠色作點綴，予人舒適開靜、自在放鬆的感覺



"be mindful, be 330" was printed on wall and there are MP3 machines to let customers listen and practice mindfulness activities
牆上印有 "be mindful, be 330" 及安裝了MP3機讓顧客可以收聽靜觀練習的聲音導航

cafe330 (CARITAS MEDICAL CENTRE)

Accumulated experience and positive word of mouth from operating the 3 cafe330 made us successfully bid the 3-year contract of coffee shop service at Caritas Medical Centre (CMC). We opened the 4th cafe330 at CMC and offer premium coffee, healthy dessert and light meal. In consonance with the Association's social objectives of promoting wellness, we incorporated the elements of holistic wellbeing into the interior design of cafe330 (CMC). It becomes the first coffee shop in Hong Kong that promotes mindfulness and lets people find peace from busy work and savor the present moment.

cafe330 (明愛醫院)

營運3間cafe330所累積的經驗及良好的口碑，令我們成功承辦明愛醫院的咖啡店合約，開設第4間cafe330，合約為期3年，主打優質咖啡，健康甜品及輕食。為配合本會推廣整全健康的社會目標，cafe330(明愛醫院)在設計概念中加強注入整全健康的元素，成為香港首個提倡靜觀概念的咖啡店，讓都市人在繁忙的工作中得到片刻的靜心，活在當下。





The officiating guests together with other guests tasted the food after CMC cafe 330 Opening Ceremony
眾主禮嘉賓與來賓於明晨café330開幕禮後一同品嚐餐廳美食

Training and Employment Figures of Social Enterprise Businesses 2015/2016 2015至2016年度社會企業的培訓及就業人數

Project Name 項目名稱	No. of service users trained during the Year 全年培訓人數	Existing no. of Disabled Staff 現職殘疾僱員人數	No. of service users Seeking Open Employment 公開就業人數	No. of service users successfully discharged from service 成功退出服務人數
farmfresh330 (Tuen Mun) 農社330(屯門)	4	2	1	0
farmfresh330 (Tai Wai) 農社330(大圍)	23	2	7	4
farmfresh330 (Wan Chai /Wun Sha Street) 農社330(灣仔/浣紗街)	5	1	0	1
New Life Convenience Store (Kowloon Hospital) 新生便利店(九龍醫院)	18	5	2	0
New Life Fruit Wholesale 新鮮果批發	6	0	2	0
rwb330 紅白藍330	6	1	0	0
New Life Gourmet (Shek Pai Wan) 新生糕美(石排灣)	9	1	4	2
café330 (HKU) café330 香港大學	12	5	0	0
café330 (CUHK) café330 中文大學	12	6	2	5
café330 (PWH) café330 威爾斯	6	7	1	0
Sun Garden Cafe 素食亭	6	0	1	1
One Café (Castle Peak Hospital) One Café 青山醫院	11	5	6	5
New Life Restaurant 新生餐廳	38	6	2	2
Teresa New Life Coffee Shop 甜蜜蜜新生咖啡店	18	1	2	3
Cleansing Service 清潔服務	230	14	39	9
Property Management (Mindset Place) 物業管理(思健園)	0	1	0	0
ecotour330 生態旅遊330	7	3	0	1
TOTAL 總數	411	60	69	33



關顧文化



CARING CULTURE

and modern
management



Corporate Governance	113	企業管治
Executive Support	115	行政支援

Corporate Governance 企業管治

THE ASSOCIATION'S "BEST PRACTICE MANUAL" (CHINESE VERSION)

The Association's "Best Practice Manual" (Chinese version) was published and available for distribution to stakeholders including service users, family members/caregivers, staff and the general public. Communication on the best practices was also conducted through various platforms, including staff meetings, service unit meetings, meetings with service users and family members. The Manual will be revised in every 3 years, or as necessary.

編製《最佳執行指引》(中文版)

本會已編製《最佳執行指引》(中文版)供派發予機構的持份者，包括服務使用者、家屬/照顧者、職員及公眾人士等，並於會內不同的平台如職員會議、服務單位會議、服務使用者及家屬會議進行溝通。該指引會每3年或因應需要進行審視及修訂。

CO-OPTED MEMBER OF EXECUTIVE COMMITTEE

Mr. Tse Kam Keung, the Chairperson of the newly set up Finance and Administration Subcommittee, was appointed as the Co-opted Member of the 2015/2016 Executive Committee.

執行委員會增選委員

因應財務及行政小組委員會的成立，謝錦強先生獲委任為2015至2016年度執行委員會增選委員，並擔任該小組委員會的主席。

SET UP OF FINANCE AND ADMINISTRATION SUBCOMMITTEE

To address the need for the Association's development and the recommendation from the 2015 Corporate Governance Review, the Executive Committee resolved to set up the Finance and Administration Subcommittee. The terms of reference of the Subcommittee covered finance, administration, finance-related human resources matters, and organizational risk management. Professionals from related work areas were invited to join the Subcommittee as members, including Mr. Tse Kam Keung as the Chairperson, Ms. Cecilia Chan, Dr. Chow Yat, Mr. Kong Yook Seng, Mr. Lai Kam Tong and Ms. Alexandra Lo.

新設財務及行政小組委員會

因應機構的發展需要，並回應本會2015年企業管治審視工作的建議，執行委員會通過設立財務及行政小組委員會，職能涵蓋財務、行政、與財務相關的人力資源事務、機構危機管理等。小組委員會邀得在相關範疇富經驗的專業人士擔任成員，當中包括小組委員會主席謝錦強先生，委員陳寶枝女士、周一醫生、江毓星先生、黎鑑棠先生及羅德慧女士。

IN MEMORY OF DR. NG HON SHING

We are saddened that Dr. Ng Hon Shing, Executive Committee member, who passed away on July 14, 2016.

Dr. Ng had served with dedication and long-term commitment in the Executive Committee and Subcommittees of the Association since 1980, dedicated to community mental health service development. Dr. Ng had been the Chairperson of the Executive Committee (2006-2008), Quality Assurance and Continuous Quality Improvement Subcommittee (2008-2015), Quality Assurance Subcommittee (1999-2004), Lei Tung Halfway House/ Jockey Club New Life Hostel Subcommittee (1988-1993), Tuen Mun Hostel (1980-1984) and Nam Cheong Street Project Ad-hoc Committee (1981-1982). In recent years, he had actively led and contributed to service quality assurance, green culture & initiatives, and facilities enhancement of Tuen Mun Long Stay Care Home for people in recovery of mental illness.

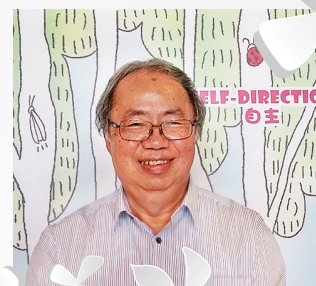
Dr. Ng's endeavour towards the development of community mental health services is highly commended. His care for staff, people in recovery of mental illness and families for their betterment would always be remembered.

懷念吳漢城醫生

本會執行委員會委員吳漢城醫生於2016年7月14日離世，本會為此感到痛惜。

自1980年以來，吳醫生一直參與本會執行委員會及小組委員會的工作，為促進社區精神健康服務發展不餘遺力。吳醫生曾任多個委員會的主席，包括執行委員會（2006-2008年）、持續優質管理小組委員會（2008-2015年）、優質服務小組委員會（1999-2004年）、利東過渡期宿舍/賽馬會新生宿舍小組委員會（1988-1993年）、屯門宿舍（1980-1984年），以及南昌街項目特設委員會（1981-1982年）。近年，吳醫生積極領導和推動優質服務管理、綠色文化及相關工作項目，並參與督導精神病康復者住宿服務屯門長期護理院的優化設施計劃。

吳醫生對社區精神健康服務發展所作的貢獻有目共睹；他對員工、精神病康復者及家屬的關心，以及積極為他們謀求福祉的精神，我們將會銘記於心。



QUALITY ASSURANCE AND CQI SUBCOMMITTEE

Dr. Ng Hon Shing, having been the chairperson of the Quality Assurance and CQI Subcommittee since its set-up in 2008, stepped down from the position last year. Ms. Woo Yuen Ling who had been serving in the Executive Committee and the Subcommittee for many years took up the post of Chairperson. The Association would like to extend its warmest gratitude to Dr. Ng for his contributions all these years, and we looked forward to Ms. Woo's leadership on the Subcommittee.

持續優質管理小組委員會

吳漢城醫生自持續優質管理小組委員會於2008年成立以來作出領導，於去年度退任主席一職，由擔任該小組委員多年的胡婉玲女士出任；胡女士亦是現任及多屆執行委員會的委員。謹此感謝吳漢城醫生多年的工作及指導，並祝願胡女士順利帶領小組委員會的未來工作。

PARTICIPATION OF SERVICE USERS AND FAMILY MEMBERS/CAREGIVERS IN SUBCOMMITTEES

Special appreciation went to service users and family members/caregivers who actively participated in different Subcommittees.

服務使用者及家屬/ 照顧者參與小組委員會

今年多個小組委員會均得到服務使用者及家屬/照顧者列席會議，當中更有成為小組委員會委員。

STRATEGIC PLAN 2016-2021

The Association completed its Strategic Plan 2016-2021 during the year. The Executive Committee and management team actively participated in the strategic planning workshops, and the pre-working preparation. Six Strategic Initiatives were set out with objectives and Key Performance Indicators identified. The six initiatives are:

1. Promote Well-being for All in Community
2. Branding
3. Social Innovation
4. Social Inclusion
5. Social Enterprise Development
6. Organization Health and Culture

2016至2021年策略發展規劃

本會於這年度已完成2016至2021年策略發展規劃。期間，執行委員會及機構管理層積極參與策略規劃工作坊、會議、小組討論、會見、意見調查等。最後，機構確立了共6個策略範疇，並釐定了相關的工作目標及關鍵績效指標。分別為：

1. 社區身心靈健康推動
2. 品牌建立
3. 社創計劃
4. 社區共融
5. 社會企業發展
6. 機構健康與文化建立



Executive Committee members and management team actively participated in the Strategic Planning Workshop held on August 8, 2015
執行委員會及機構管理層於2015年8月8日的策略規劃工作坊中積極參與討論



Executive Support 行政支援

HUMAN RESOURCES

人力資源

The essence of an organization in effectively providing quality and professional service is its indispensable and valuable human capital assets – a cohesive team of committed and diligent staff. As of March 31, 2016, the Association had a workforce of 894 comprising of professional, management, administrative, frontline and support staff. The Association's subsidiary company, New Life Support Enterprises Limited, employed 154 staff to serve in various projects and social enterprise businesses. As a strong advocate for equal employment opportunity, the Association employed a total of 28 persons with disabilities (3.1% of the total staff team) while New Life Support Enterprises Limited, employed 64 people in recovery (PIR), comprising 41.5% of the total staff team. The average ratio of staff with disabilities hired was 8.8%.

機構能有效運作及提供專業及優質服務，必定有賴其最寶貴的人力資本 – 一群對工作專注及共同努力的員工。截至2016年3月31日，本會職員人數合共894人，當中包括專業、管理、行政、前線及支援員工。本會屬下的新生會企業有限公司共聘用154人，分別在多個工作項目及社會企業擔任不同工作崗位。為貫徹執行平等機會的政策，本會共聘用了28名殘疾人士，佔全體機構職員人數3.1%；新生會企業有限公司聘用了64名精神病康復者及殘疾人士，為公司總職員人數的41.5%。機構與附屬公司僱用殘疾人士的平均比率為8.8%。

Review of Staff Performance System

Performance management is essential to both the organization and staff. While such a review not only highlights the achievements and effectiveness of the organization, it also reflects the efforts and contribution of staff in working towards the accomplishment of the organization's set goal. The Human Resources Department had undergone a review of the Association's performance management system under the guidance of the HR Task Group members. During the review process, HR task group members conducted interviews with staff of different levels to understand their comprehension and feedback of the current performance appraisal system. Key Performance Indicators (KPI) was proposed to be introduced to the performance management system and it would initially be applied to the annual performance appraisal of senior management staff. Related training would be provided to them by the HR Task group members who possessed ample human resources knowledge and experience.

員工效績管理制度檢視

工作績效管理無論對機構或員工都是一項重要的工作，不單檢討了機構的業績和成效，亦說明了員工為達成機構業務目標的努力和貢獻。在人力資源專責小組的指導下，人力資源部進行了員工效績管理制度的檢視。小組組員分別面見不同職級員工，了解他們對工作評估的認識和意見後，建議將主要效績指標 (Key Performance Indicator) 應用於員工效績管理制度，先行實踐於高級管理層員工的年度工作績效評估；並由具豐富人力資源專業知識及經驗的小組組員舉辦相關的培訓，使高級管理層員工深入了解主要效績指標及其運用。

Employee Assistant Program

Staff health and wellbeing are of great importance to the Association. Apart from arranging various staff wellness programs and activities, the Association introduced the Employee Assistant Program (EAP) to staff by engaging an EAP Consultant Company to provide the service. When encountering personal problems and/or work-related problems, staff can approach the EAP consultant company confidentially for assistance. Telephone or face to face counseling service would be provided with the aim to assist staff to cope with the challenges while continuing their engagement with work easily and happily. This year, a total of 37 counseling services had been provided to staff through a hotline, email and face to face contact.

員工支援計劃

本會著重員工身、心、靈健康，除舉辦活動提升員工身、心、靈健康，亦聘用了僱員服務顧問機構為員工提供輔導服務。員工在工作、個人或家庭遇到各種問題和需要，可透過電話及面談輔導及專業介入等服務，促進員工能專心、安心及開心工作。本年度僱員服務顧問機構先後37次以電話熱線、電郵及面談形式向本會員工提供輔導。





competition, creating the spirit of 'friendship comes first'. The Dragon Boat competition had also become an annual event for staff. This past year, for the very first time, an all-female team participated in the competition.

Staff Club

The Staff Club continued to organize recreational activities to promote work-life balance to staff. The activities also offered opportunities for staff from various services to meet and compare notes. A Basketball competition was a well-received activity and had been organized two years in a row. Teams were formed by staff within a service and across services to enter the

職員同樂會

本會職員同樂會繼續透過舉辦各類康樂活動，以助員工建立及維持健康的生活模式，並藉著活動提供機會讓不同服務類別員工相聚及切磋，其中籃球比賽為受歡迎項目之一，並已連續兩年舉辦。個別服務單位及跨單位分別組成多個隊伍參加比賽，營造出友誼第一的精神。此外龍舟比賽亦成為職員會年度活動，本年更初次由全女將同事組成鳳隊參加比賽。

Staff Profile (as at 31 March 2016) 人事統計表 (截至2016年3月31日)

	Type of Staff 職員類別	Staff 總人數
Professional Staff 專業職員	Professional Service Manager 專業服務經理	3
	Consultant / Advisor 顧問	3
	Clinical Psychologist 臨床心理學家	2
	Nurse 護士	58
	Occupational Therapist / Physiotherapist 職業 / 物理治療師	13
	Counsellor 輔導員	3
	Social Worker 社會工作者	147
	Manager / Assistant Manager 經理 / 副經理	11
	Subtotal 小計：	240
Administrative Staff 行政職員	Executive 行政人員	30
	Clerical Staff 文職人員	52
	Subtotal 小計：	82
Business and Marketing 業務及市場拓展	Business Advisor 業務顧問	1
	General Manager - Social Enterprise 總經理 - 社會企業	1
	Marketing Manager 市場拓展經理	1
	Assistant Administration Manager / Business Officer / Designer 助理行政經理 / 業務主任 / 設計師	7
	Retail Operation Manager / Officer / Purchasing Officer / Shop Manager / Shop Supervisor 零售運作經理 / 主任 / 採購主任 / 店舖經理 / 店舖主管	10
	Chef / Senior Cook / Cook / Assistant Cook / Restaurant Manager / Assistant Restaurant Manager / Senior Restaurant Assistant 主廚 / 高級廚師 / 廚師 / 助理廚師 / 餐廳經理 / 助理餐廳經理 / 高級餐廳助理	9
	Subtotal 小計：	29
Frontline Staff 前線職員	Senior Health Worker / Health Worker / Warden / Care Assistant 高級保健員 / 保健員 / 舍監 / 護理助理	225
	Placement Officer / Case Worker 就業主任 / 個案工作員	15
	Mental Health Education Officer / Project Officer / Project Assistant / Psychological Well-being Officer 精神健康教育主任 / 項目主任 / 項目助理 / 心理健康主任	23
	Programme Worker 活動工作員	42
	Employment Coach & Coach 就業指導員 / 訓練導師	10
	Peer Nanny / Peer Support Worker 朋輩媒母 / 朋輩支援工作員	9
	Occupational Therapist Assistant / Physiotherapist Assistant 職業 / 物理治療助理員	4
	Instructor / Assistant Instructor 導師 / 助理導師	77
	Subtotal 小計：	405
Supporting Staff 支援職員	Senior Cook / Cook / Assistant Cook 高級廚師 / 廚師 / 助理廚師	24
	Foreman / Artisan / Watchman / Workman 管工 / 技工 / 保安員 / 職工	58
	Driver 司機	12
	Job Coach / Farm Assistant / Workshop Assistant 督導員 / 農場助理 / 工場助理	17
	Program Assistant 活動助理	27
	Subtotal 小計：	138
TOTAL 總人數		894