

# 2018-2019

年度服務報告  
ANNUAL REPORT



香港公益金  
THE COMMUNITY CHEST  
會員機構 MEMBER AGENCY

機構會員  
HKCSS  
社聯  
Agency Member

利民會 Richmond Fellowship of Hong Kong ©2019

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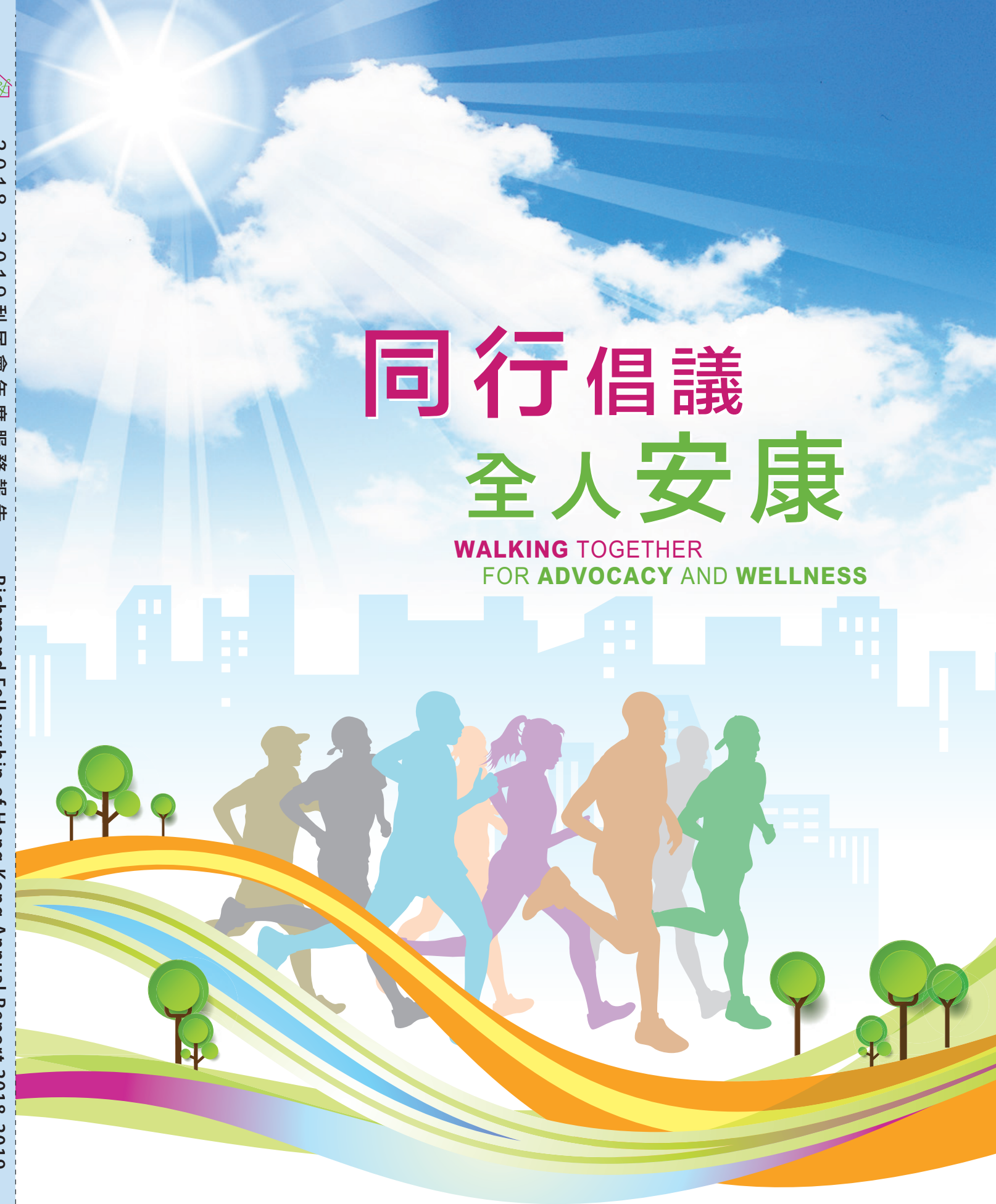
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2018-2019 利民會年度服務報告 Richmond Fellowship of Hong Kong Annual Report 2018-2019

# 同行倡議 全人安康

WALKING TOGETHER  
FOR ADVOCACY AND WELLNESS



利民會  
Richmond Fellowship  
of Hong Kong

# 2018-2019

年度服務報告  
ANNUAL REPORT

# 關於我們

## About Us



## 信念、使命及核心價值

### Vision, Missions & Core Values

#### 信念 Vision

成為一個重視服務使用者參與、領導和創新的社區精神健康組織。

To be a leading and innovative community mental health organisation committed to users' participation.

#### 使命 Missions

- 為精神病患者及社區提供全面以社區為本的精神健康服務。  
To provide comprehensive community-based mental health services for persons with mental disabilities and the community.
- 持續改善現有服務，並發展新的服務模式，以回應服務使用者的需要。  
To continuously improve existing services and to develop new models of care in response to users' needs.
- 鼓勵服務使用者參與機構政策之制定及服務之提供。  
To empower users' participation in policy formulation and service provisions.
- 為精神健康服務的發展，提供訓練及專業意見。  
To provide training and professional advice on mental health services.

#### 核心價值 Core Values

- 尊重 Respect
- 遠見 Foresight
- 全人 Holistic
- 知識與專業 Knowledge and Profession



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執行委員會主席  
夏禮德博士  
Dr. Peter HALLIDAY  
Chairman of Executive Committee

從當初出任屏山樓服務諮詢委員會的主席計算，我與利民會一起經過了29個年頭，其後更在2018年10月獲邀並在同年11月的周年大會正式出任利民會執行委員會主席一職，對此我深感榮幸。

我早就預期，接任吳日嵐教授成為主席絕對不是一個簡單的任務。吳教授對本會作出了非常大的貢獻。在他領導下，利民會已經被公認為香港主要以服務復元人士為己任的非政府組織。因此，我上任後很快便決定，應當在吳教授所奠定的穩固基礎上，繼續協助利民會，邁向卓越的新里程。為了爭取每一分的進步，我們是不會停下來的。

在我履行職務的第一年，有三個影響深遠的現象確實讓我深感觸動。

首先，全球有百分之十三的人口有精神健康的問題。<sup>1</sup>不過這個數據僅能道出整個現況的一部份。精神病實際「觸及」了更廣泛的人口，包括患者的家人、親戚、朋友、其照顧者及精神健康專業人員等等。而我只好承認先前從未察覺這個事實。

第二，很感激地，利民會及其性質相似的機構是永不忘記我們堅守崗位的原因：就是要與復元人士一起努力，使他們能夠將光明、希望、關愛、成功、成就以及其他要素帶入他們的生活。因為如果要讓這些勇敢的人去獨力背負他們的擔子，實在是一件極不恰當的事情。

還有第三件事，我要全心全意向利民會全體員工衷心致敬。這些日子我可以接觸到他們並和他們一起工作，親睹他們把暖意、熱情及和善都融入工作及職責內，讓我非常感動，猶如沐於艷陽之中。

往前展望，利民會將以優勢為本的概念推動「復元公民」模式<sup>2</sup>以倡議精神健康。簡單一點，就是我們看復元的路並不再是簡單的線性，而是以縱向的模式，進入不同的階段，而復元人士的生涯，更應是一個沒有終點的旅程。畢竟，在提升個人精神健康的前提下，不論進展如何，都應該是一件終身的事情。基於優勢為本的視角，應該專注於挑戰，而不是困難；因而應該把焦點放在個人的優勢及能力之上，而不是強調自身的弱點或疾病。

在此，我必須感謝執行委員會副主席陳裕娟博士，以及一眾委員在過往一年給我無限的支持及富有識見的建言。他們集體的專業知識和經驗，都非常廣博，更是強大保證的泉源。

最後，我希望您可以愉快地閱讀這份利民會2018-2019年度報告。

1 來源：<https://ourworldindata.org/mental-health>，存取於2019年9月13日。2017年，估計9億7千萬人口患有可定義的精神障礙，各國差距由11%至18%不等。

2 見[https://cdn.doctorsonly.co.il/2016/08/04\\_Rowe\\_Recovering-Citizenship.pdf](https://cdn.doctorsonly.co.il/2016/08/04_Rowe_Recovering-Citizenship.pdf)，存取於2019年9月9日。「復元公民」的中心思想，或隱喻，就是在公民權框架支持的社區生活環境和目標內實現個人的復元過程。

I have been associated with the Richmond Fellowship of Hong Kong ("Richmond") for 29 years as the chairman of the Ping Shan House Service Advisory Committee. In October 2018 I was invited to assume the chairmanship of the Richmond board, which I duly did at the 2018 Annual General Meeting held in November of that year. This was a signal honour.

I foresaw that my predecessor, Professor Petrus NG, would be a hard act to follow, and I was not wrong. Petrus has made an enormous contribution to Richmond. He played a major part in steering it to the position that it currently occupies as a premier non-governmental organisation dedicated to working with persons with mental illness, who are in recovery. Accordingly, I determined quite quickly into my chairmanship that I should build upon the very firm foundation that Petrus had laid, whilst concomitantly assisting to pave the way for Richmond to move to the next level of excellence. Progress, as all will agree, is inexorable.

Three overarching phenomena have struck me, with considerable force, during my first year in office.

Firstly, an average of 13 per cent of the world's population has issues with mental wellness.<sup>1</sup> But this statistic tells but a part of the story. Mental illness "touches" a substantially higher proportion - families, relatives, friends, caregivers, mental health professionals, and so on. Indeed, I happily concede that hitherto I had not nearly appreciated this fact.

Secondly, it is beholden upon Richmond and kindred organisations to never, never, and never again, forget why we are here; namely to work with persons with mental illness, empowering them to bring light, hope, love, success, achievement and other things into their lives. It would be a travesty to leave these, fundamentally brave, individuals to bear their burdens alone.

And thirdly, I salute, sincerely and wholeheartedly, the truly wonderful group of men and women that are the Richmond workforce. It has been my privilege to meet and interact with many of them these past months and I have been greatly moved by the warmth, compassion and gentleness that each brings to their work and responsibilities. It is like being close to the sun.

Going forward, I see Richmond's priorities as moving closer to a "recovering citizenship" concept<sup>2</sup> of mental wellness using, inter alia, a strengths-based approach. In simpler language we might say that mental wellness recovery is a longitudinal (but non-linear) process or path; a journey, if you will, which goes through several, if not many, stages and quite possibly, for most, has no end. A person's mental wellness should continue, theoretically at any rate, to improve throughout their lives. As regards a strengths-based approach, this is akin to seeing the challenges rather than the difficulties; to capitalising upon an individual's strengths, or faculties, rather than emphasising his or her weaknesses, or illness.

It would be remiss of me if I did not pay tribute to my vice chairlady, Estella CHAN Yue Kuen and the members of the board for their unstinting support and wise counsel throughout the past year. Their collective expertise and experience are vast and a source of mighty reassurance.

I hope you will enjoy reading this 2018-2019 annual report of the Richmond Fellowship of Hong Kong.

1 Source: <https://ourworldindata.org/mental-health>, accessed 13 September 2019. In 2017, an estimated 970 million people had a definable mental disorder, the difference across countries ranging from 11 to 18 per cent.

2 See [https://cdn.doctorsonly.co.il/2016/08/04\\_Rowe\\_Recovering-Citizenship.pdf](https://cdn.doctorsonly.co.il/2016/08/04_Rowe_Recovering-Citizenship.pdf), accessed 9 September 2019. The central idea in the "recovering citizenship" concept, or metaphor, is the capturing of the individual recovery process within the context and goal of a life in the community that the citizenship framework supports.







總幹事  
馮祥添博士  
Dr. FUNG Cheung Tim  
Director

## 年度回顧

在2018-2019年度，本會作出了不少嶄新的轉變，邁向新里程。

在管治方面，我們有幸邀得多位業界的翹楚，正式加入了執行委員會，推動機構的不斷成長。相信在往後的日子，利民會將會在多元的領域中，藉更有效的領導，使持分者更加萬眾一心，亦令機構更穩健發展。

在社區支援的服務層面上，今年本會爭取運用額外的資源，聘請到不少專業的同工，強化我們的團隊，包括臨床心理學家及額外的社會工作人員等，以舒緩長期人手不足的壓力。

對外推廣方面，本會除了增加了媒體的報導，也在公眾教育方面有新的突破。我們去年的聖誕及農曆新年期間，在灣仔伊莉莎伯體育館舉辦了利民慈善盃乒乓球公開賽，透過以體育運動為主的推廣活動，進一步倡議精神健康。

## 執行委員會，展現新氣象

在2018年11月的周年大會，服務利民會達29年的夏禮德博士正式接任利民會執行委員會主席一職。同時，多位在政商界及社會服務界獨當一面的新任委員，包括陳永佳先生、劉華珍女士、蘇國安先生、蕭偉強先生以及副主席陳裕娟博士，都為我們的執行委員會注入勃勃的生氣及動力。我們深信，執行委員會的新組合，既帶來了全新的視覺，也在穩固的基石上，帶領我們一起為利民會開拓全新發展的面貌。

## 財務穩健，資源投入服務單位

一如以往，在各方面的努力下，本會的財務狀況依然處於穩健的狀態。在發展新的服務時，我們都鼓勵富創意及能提高效率的新思維，但在投放資源的理念上，我們如常採取謹慎的態度，以確保所有的資源都能在最高效率及效能的前提下處理好。基本上我們持續將大量的資源投放在人力資源及前線服務層面上，因我們深信人力資源是利民會最大的資產，遂致力採用不同的措施以培育人才，讓同工在合適的環境下得以發揮所長。我們同時極力優化提供予服務使用者的各項服務，維護我們一直堅守的核心價值，以服務使用者的福祉為依歸。不論在革新抑或優化現有的服務計劃，我們都盡量讓服務使用者共同參與，使彼此的意見可以充分提出及考慮，繼而一起訂製出最適切的发展及服務方案。這一年，我們並且加強了服務的質素保證，委派高級職員推動及監督的工作。

## 面對挑戰，奮勇向前

機構的發展動力，來自同心同德的員工。要提供合時適切的服務，我們需要各階層的優秀員工，努力不懈、全力以赴。不少會內的職位，包括社工、職業治療師、護士及其他前線的員工的職位，都在面對人手供應不足而業界卻需求迫切的「人才荒」。面對這個客觀的挑戰，我們在會內設立中央招聘系統，以優化原有的程序，在招募各級新員工方面已經漸見成效。另外，我們幾家中途宿舍亦將在這個年度相繼完成翻新工程並獲得發牌。在2019年底限期之前，我們還在努力跟進完成屏山樓及利康居的餘下工程。而在這個年度，我們也積極重新發展及優化一些舊有的非資助項目，包括經已獲批資料協助利民社區網營運的「元圈行動」。此外，我們正努力爭取資源為國內社會工作人員提供精神復康的專業培訓、督導及服務質素評估的大灣區服務計劃。

## 展望未來的發展

為配合未來機構的發展，在迎著本會35週年紀念之際，我們將從新整合管理層架構，讓管理團隊的領袖，在更合適的位置上，提高管理的效率及機動性。而我們亦已經推出全新的暫委署任機制，從而持續栽培關鍵崗位的人才，一方面使重要崗位的銜接過程順暢，同時亦讓優秀的員工可以突破自己，邁向不同的工作領域。計劃來年本會服務發展的核心，本會挑選以復元公民模式為理念，透過與耶魯大學的合作、訓練及服務過程，以優勢為本為主導，繼續推延出的復元的理念，加大力度走進社區，由理論到實踐，將會為倡議精神健康，翻開嶄新的一頁。

## 結語

在每一個階段我們都會經受新的挑戰，當我們藉嶄新的計劃面對著未來的發展之時，我謹此衷心感謝與我們並肩的夥伴及每位一起努力的同事，有您們的支持，利民會方可為服務使用者提供最適切的服務，三十五年來，在社區當中，一直走在精神健康的最前線！

## A review

The year 2018-2019 has seen quite a lot of RFHK's breakthroughs striding towards a new era.

In terms of governance, we are honored to gain participation by many renowned leaders of social service to join the executive committee, and to promote RFHK's continual growth. I believed that in the days to come, with more effective leadership, the stakeholders will enhance RFHK's stable development in their united effort.

At the service level of community support, this year we have strived to use additional resources to hire a number of professional staff members to strengthen our team, including a clinical psychologist and additional social workers, to alleviate the pressure of long-term staff shortage.

In terms of external promotion, apart from increased media coverage, we also made new breakthroughs in public education. During the Christmas and Lunar New Year period last year, we debuted the Richmond Fellowship Charity Table Tennis Open at the Queen Elizabeth Stadium in Wan Chai to promote mental health through sports-based promotional activities.

## A new page at our Executive Committee

At the Annual General Meeting in last November, Dr. Peter HALLIDAY, who has been together with us for more than 29 years, officially took over the position of Chairman of the Executive Committee. At the same time, a number of new members from political, commercial and service sectors, including Mr. CHAN Wing Kai, Ms. LAU Wah Chun Medina, Mr. SO Kwok On Christopher, Mr. SUI Wai Keung, Stephen and our Vice Chairman Dr. CHAN Yue Kuen Estella, have injected a lot of enthusiasm and energy into our Executive Committee. We are convinced that the new combination of the Executive Committee will bring new visions and a new era for RFHK on top of its solid foundation.

## Stable financial condition with adequate resources for service units

As always, under the efforts of all parties, our financial condition is continually healthy. When developing new services, we encourage creative and novel ideas to improve efficiency. However, when allocating resources, we adopt a prudent approach to ensure all resources are allocated in the most efficient and effective manner. Basically, we keep on inputting resources at the levels of human resources and front-line services. We believe that human resource is RFHK's biggest asset, and we are committed to adopting different measures to nurture our staff to have better achievement in the right environment. At the same time, we strive to optimise the services we provide to service users, maintain the core values we have always adhered to, and serve the well-being of our users. No matter in the innovation or the optimisation of the existing services, we keep trying our best to involve service users to participate together to ensure everyone's opinion to be heard and considered in order to derive the most appropriate development and service plans. This year, we also strengthened service quality assurance by assigning a senior staff member for the implementing and monitoring.

## Moving forward as we face challenges

Our development momentum comes from employees with synchronised thoughts. To provide timely and appropriate services, we do rely on quality employees working continually with full strengths. Yet many of our job positions, including social workers, occupational therapists, nurses and other frontline staff, are still facing a shortage due to inadequate supply of manpower in the field. Encountering this real challenge, we started adopting a central recruitment system to optimise the traditional recruitment procedures, and gradually improved the manpower recruitment outcome. In addition, several of our halfway houses will also be refurbished and licensed in this year. Before the deadline of 2019, we are still working hard to follow up on the remaining projects at Ping Shan House and Likang Court. During the year, we also actively redeveloped and optimised some of the earlier non-subservent service projects, including "Mission Circle" project which enables the further development of Richmond Fellowship Community Network. We also keep striving for resources to provide social welfare professional training, supervision and quality assessment service for the social workers in the Greater Bay Area.

## A foresight to future development

In line with the development of RFHK and heading to our 35th anniversary, we have re-integrated the managerial structure so that members in senior management can improve efficiency and dynamic characteristics in appropriate positions. We have also launched recently a temporary deputising mechanism to continuously cultivate talents in key positions. On one hand, we can smoothen key positions' succession process, and on the other hand, the scheme enables quality employees to have breakthroughs by moving forward to different areas of work. For service development of the coming year, Recovering Citizenship has been adopted as our core concept through the collaboration, coaching and service delivery process with Yale University. With the strength-based approach as the directing concept, and continual promotion of recovery model, as well as increased input of efforts into community intervention moving from theory to practice, a new page for mental wellness advocacy will be revealed.

## Concluding Remarks

We confront new challenges at different stages. At this time when we are looking to future development with new plans, I would like to express my most sincere gratitude to our partners and each of our colleagues who choose to work earnestly with us. Only with your support, RFHK could provide the most appropriate service for users, enabling us running at the forefront of mental health in the community, for thirty-five years.

# 機構管治

## Corporate Governance





## 執行委員會 Executive Committee

主席 Chairman	夏禮德博士	Dr. Peter HALLIDAY
副主席 Vice-Chairlady	陳裕娟博士	Dr. CHAN Yue Kuen Estella
委員 Member	歐栢青校長, JP	Mr. AU Pak Ching, JP
	陳永佳先生	Mr. CHAN Wing Kai
	劉華珍女士	Ms. LAU Wah Chun Medina
	吳日嵐教授	Prof. NG Yat Nam Petrus
	蕭玉珠女士	Ms. SIU Yuk Chu Susanne
	蘇國安先生	Mr. SO Kwok On Christopher
	蕭偉強先生, GBS, JP	Mr. SUI Wai Keung, Stephen, GBS, JP
秘書 Secretary	馮祥添博士	Dr. FUNG Cheung Tim

## 服務發展小組委員會 Service Development Sub-committee

召集人 Convenor	陳孚西先生	Mr. CHAN Fu Sai Simon
委員 Member	吳日嵐教授	Prof. NG Yat Nam Petrus
職員代表 Staff Representative	馮祥添博士	Dr. FUNG Cheung Tim

## 財務小組委員會 Finance Sub-committee

召集人 Convenor	林志輝先生	Mr. LAM Chi Fai Steve
委員 Member	吳日嵐教授	Prof. NG Yat Nam Petrus
職員代表 Staff Representative	單家威先生	Mr. SIN Ka Wai Joe

## 人力資源小組委員會 Human Resources Sub-committee

召集人 Convenor	陳永佳先生	Mr. CHAN Wing Kai
委員 Member	歐栢青校長, JP	Mr. AU Pak Ching, JP
	張雨夏博士	Dr. Jamie Yu Ha CHEUNG
職員代表 Staff Representative	馮祥添博士	Dr. FUNG Cheung Tim

## 服務諮詢委員會 Service Advisory Committees

### 宿舍諮詢委員會 House Advisory Committees

#### 屏山樓 Ping Shan House

主席 Chairman	夏禮德博士	Dr. Peter HALLIDAY
委員 Member	雷聲嚮醫生	Dr. LUI Sing Heung
秘書 Secretary	陳雪慧女士	Ms. CHAN Suet Wai

#### 尚德之家 Sheung Tak House

主席 Chairlady	李智群博士	Dr. LI Chi Kwan Carole
委員 Member	顏偉亮校長	Mr. NGAN Wai Leung
	邱啟雄先生	Mr. YAU Kai Hung Nic
秘書 Secretary	陳志成先生	Mr. CHAN Chi Shing Gen

#### 翠華之家 Tsui Wah House

主席 Chairman	楊劍雲博士	Dr. YOUNG Kim Wan Daniel
委員 Member	劉莉楓女士	Ms. LAU Lei Fung Margaret
秘書 Secretary	溫健熙先生	Mr. WAN Kin Hei Kenny

#### 環翠之家 Wan Tsui House

主席 Chairman	郭初航醫生	Dr. KWOK Choi Hon Paul
委員 Member	孫玉傑先生	Mr. SUN Yu Kit Stephen
	余狄鳳女士	Ms. YU Dick Fung Josephine
秘書 Secretary	陳倩儀女士	Ms. CHAN Sin Yee Bonnie

## 職業復康服務諮詢委員會 Vocational Rehabilitation Service Advisory Committee

主席 Chairman	梁詩明博士	Dr. LEUNG Sze Ming Samuel
委員 Member	陳春媚女士	Ms. Sissi CHAN
	劉華珍女士	Ms. LAU Wah Chun Medina
	盧陳煥貞女士	Mrs. LO CHAN Woon Ching Eliza
秘書 Secretary	梁翠萍女士	Ms. LEUNG Chui Ping Sally

## 友樂坊（港島東）服務諮詢委員會 ALOHA (Eastern) Service Advisory Committee

主席 Chairman	楊劍雲博士	Dr. YOUNG Kim Wan Daniel
委員 Member	陳怡醫生	Dr. CHAN Yee Joyce
	劉美娟博士	Dr. LAU Mei Kuen Cora
	盧爾傑先生	Mr. LOW Yee Kit Brandon
秘書 Secretary	龍建樺女士	Ms. LUNG Kin Wah Karen

## 友樂坊（黃大仙）服務諮詢委員會 ALOHA (Wong Tai Sin) Service Advisory Committee

主席 Chairlady	盧慧芬醫生	Dr. LO Wai Fan Alison
委員 Member	招秀美博士	Dr. CHIU Sau Mee
	黃麗梅女士	Ms. WONG Lai Moy Carman
	葉麗琮女士	Ms. YIP Lai King Annie
秘書 Secretary	張嘉惠女士	Ms. CHEUNG Ka Wai Sara

## 家屬支援服務諮詢委員會 Family Support Service Advisory Committee

主席 Chairlady	陳裕娟博士	Dr. CHAN Yue Kuen Estella
委員 Member	蕭玉珠女士	Ms. SIU Yuk Chu Susanne
	譚志強先生	Mr. TAM Chi Keung
秘書 Secretary	蔡剛先生	Mr. CHOI Kong Leo

## 中國社會服務發展計劃諮詢委員會 China Social Service Development Project Advisory Committee

主席 Chairlady	蘇細清博士	Dr. SU Xiqing Susan
委員 Member	吳日嵐教授	Prof. NG Yat Nam Petrus
	石翠華教授	Prof. Veronica PEARSON
	徐馳女士	Ms. XU Chi
秘書 Secretary	馮祥添博士	Dr. FUNG Cheung Tim

## 「即時通」精神健康支援服務諮詢委員會 JUSTONE Mental Health Support Service Advisory Committee

主席 Chairlady	趙美艷女士	Ms. CHIU Mei Yim Agnes
委員 Member	趙穎欣醫生	Dr. CHIU Wing Yan Mindi
	崔永豪醫生	Dr. CHUI Wing Ho William
	馬錦華先生, JP, MH	Mr. MA Kam Wah Timothy, JP, MH
秘書 Secretary	陸志文先生	Mr. LUK Chi Man Victor

## 臨床諮詢委員會 Clinical Advisory Committee

顧問 Consultant	吳日嵐教授	Prof. NG Yat Nam Petrus
	郭勤博士	Dr. KWOK Kan Diana
	劉玉琮博士	Dr. LAU Yuk King

## 顧問 Consultants

義務法律顧問 Hon. Legal Advisor	陳凱媛律師	Ms. CHAN Hoi Wuen Katherine
義務精神科顧問 Hon. Psychiatric Consultant	趙伯宏醫生	Dr. CHIU Pak Wang Leo

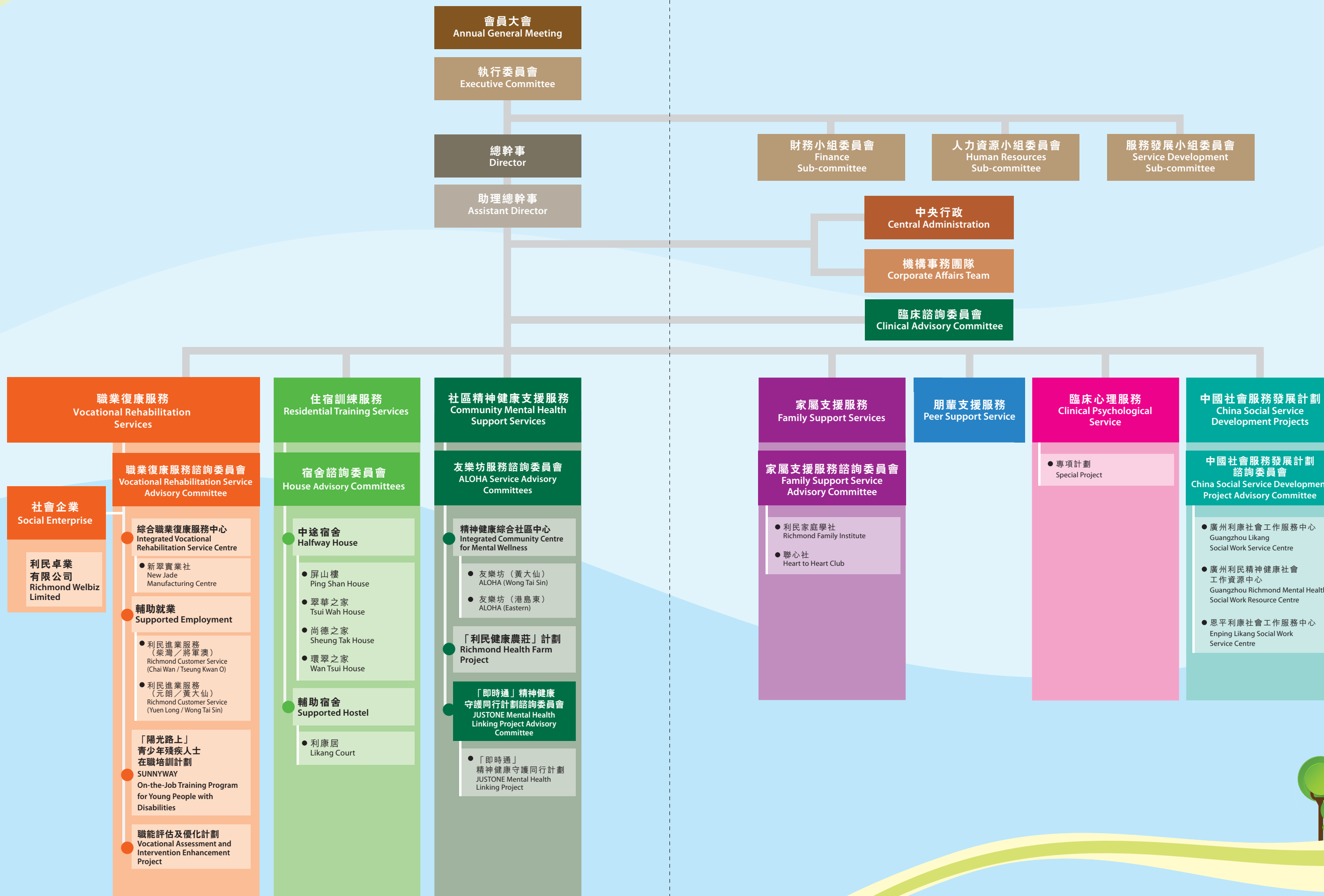
## 聯心社委員會 Heart to Heart Club Committee

主席 Chairlady	蕭玉珠女士	Ms. SIU Yuk Chu Susanne
外務副主席 Vice-Chairlady (External Affairs)	陳玉芳女士	Ms. CHAN Yuk Fong Connie
內務副主席 Vice-Chairlady (Internal Affairs)	李淑貞女士	Ms. LI Suk Ching Rosa
聯絡 Coordinator	張美妹女士	Ms. CHEUNG Mei Mui
財政 Treasurer	王秀芳女士	Ms. WONG Sau Fong
秘書 Secretary	潘蘭美女士	Ms. POON Lan Mi
委員 Member	陸濃深先生	Mr. LUK Yung Sum
	陳兆強先生	Mr. CHAN Shiu Keung
	李寶愉女士	Ms. LI Po Yu
	程細華女士	Ms. CHING Sai Wah
	蔡麗雯女士	Ms. CHOI Lai Man
	葉秀琴女士	Ms. YIP Sau Kam
	張美蓮女士	Ms. CHEUNG Mei Lin
	郭元珠女士	Ms. KWOK Yuen Chu

## 職員會 Staff Association

主席 Chairman	周國傑先生	Mr. CHAU Kwok Kit
副主席 Vice-Chairman	邱佩芬女士	Ms. YAU Pui Fan
文書 Secretary	鄭文詩女士	Ms. CHENG Man Sze
司庫 Treasurer	鍾碧燕女士	Ms. CHUNG Pik Yin
康樂統籌 Recreation Coordinator	張嘉銘先生	Mr. CHEUNG Ka Ming
福利統籌 Welfare Coordinator	胡海峰先生	Mr. WU Hoi Fung
民匯季刊統籌 Staff Journal Coordinator	高靜雯女士	Ms. KO Ching Man
顧問 Consultant	李綺雯女士	Ms. LI Yi Man
	單家威先生	Mr. SIN Ka Wai
	王國昌先生	Mr. WONG Kwok Cheong Tony





# 年度亮點

## Annual Highlights



全體職員進修營  
All Staff retreat



2018周年會員大會  
Annual General Meeting 2018



高級職員進修營  
Senior staff retreat



2018-2019職員會職員聚餐  
Staff Association Staff Dinner 2018-2019



利民慈善盃乒乓球公開賽 (初賽)  
Charity Table Tennis Open (Preliminary)



2018-2019周年聚餐  
Annual Dinner 2018-2019



利民慈善盃乒乓球公開賽 (決賽)  
Charity Table Tennis Open (Final)



## 研究項目：家屬朋輩大使導師 2018

### Research Project - Training Programme for Peer Ambassador 2018

#### 1. 定量研究 Quantitative study

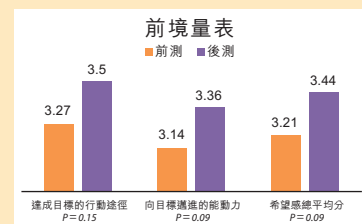
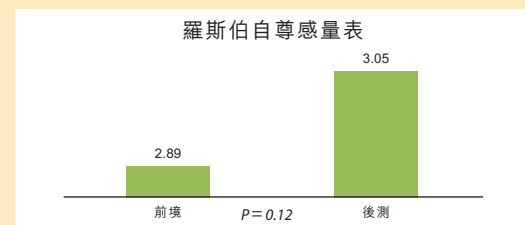
##### 【研究目的及方式 / Research Objective and Methodology】

本定量研究共邀請11位家屬以問卷形式進行，旨在探討家屬朋輩導師培訓計劃的成效及對參加者的影響。問卷採用三個量度工具，分別為羅斯伯自尊量表（Hamid & Cheng, 1995）、成人素質希望量表（Chen, Shen & Li, 2009）及復元知識量表（Mak, Lam & Yau, 2010）。參加者於一連八節課程開始前（2018年7月）及結束後（同年11月）填寫問卷以作前後測研究對照。

In the study, eleven family members were invited for questionnaire survey, which aimed at assessing the effectiveness of the mentoring training programme for peer caregivers and its impact on the participants. The questionnaire comprised three measuring tools namely Rosenberg Self-esteem Scale (RSE) (Hamid & Cheng, 1995), Adult Dispositional Hope Scale (ADHS) (Chen, Shen & Li, 2009) and Recovery Knowledge Inventory (RKI) Scale (Mak, Lam & Yau, 2010). Participants completed the questionnaire before (July 2018) and after the 8-session training programme (November 2018) were invited for pre-post research comparison.

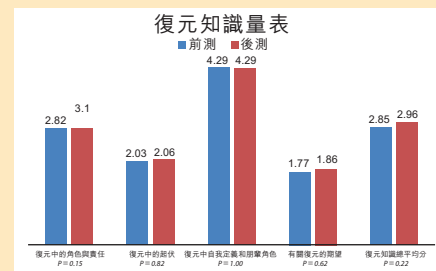
##### 【研究結果 / Result】

- a. 接受培訓後，羅斯伯自尊量表分數有所增長。  
An increase in RSE score was observed after received training.



- b. 接受培訓後，成人素質希望量表中的「達成目標的行動途徑」、「向目標邁進的驅動力」及「希望感總平均分」均有所提高。  
Comparing with the pre-programme scores, the post-programme scores of "Pathways", "Agency" and "Hope average" in ADHS were respectively higher.

- c. 除了「復元中自我定義和朋輩的角色」，各方面的復元知識量表後測分數均有所提升。  
There were improvements in different dimensions of RKI post scores, except "Self-definition and Peer Role in Recovery Aspect".



\*請注意培訓課程後測的轉變並不顯著

\*Please note that the changes in the post-programme survey were insignificant

#### 2. 定性研究 Qualitative study

##### 【研究目的及方式 / Research Objective and Methodology】

我們於2018年11月與7位完成家屬朋輩導師培訓的參加者進行了一次焦點小組討論，透過訪談了解參加者對培訓的看法及分析其有效性。

A focus group discussion with seven participants who had completely received the training was conducted in November 2018. The objective were to study their views and assess the effectiveness of the training programme.

##### 【研究結果 / Results】

- a. 參加者表示接受培訓後，其負面情緒及壓力有所減少，並提升其積極性及自信心。  
Participants stated that their negative emotions and stress were reduced after receiving the training, as well as they played a more active role and improved self-confidence.
- b. 參加者反映其溝通技巧於接受培訓後得以增強，並能裝備得更好去幫助其他人。  
Participants reflected that their communication skills were enhanced and they were more equipped to help others after received training.

- c. 參加者對課程評價甚為正面，表示內容豐富實用，並期望日後能有更多類似課程可供參與。

Participants commented positively on the training programme. They claimed that the programme was rich in contents and was practical, and they expected to have more similar courses in the future.

##### 參考資料 / References:

Chen, C. R., Shen, H. Y., & Li, X. C. (2009). Reliability and validity of Adult Dispositional Hope Scale. *Chinese Journal of Clinical Psychology*, 17(1), 24-26.

Hamid, P. N & Cheng, C. (1995). Self-esteem, and self-concept clarity in Chinese students. *Social Behavior and Personality*, 23(3), 273-284.

Mak, W. W., Lam, B. Y., & Yau, S. S. (2010). Recovery knowledge and recovery-oriented services in Hong Kong. *Psychiatric Services*, 61, 1164.

## 研究項目：復元公民焦點小組

### Research Project - Recovering Citizenship Focus Group with Service Users

##### 【研究目的及方式 / Research Objective and Methodology】

為配合本會推行的復元公民概念，我們於2019年3月分別進行了兩場焦點小組討論。我們共邀請了15位來自不同服務單位的服務使用者，透過訪談了解他們對復元公民的看法，以及實行上的預計困難。

In response to "Recovering Citizenship" (RC) concept to be implemented by the Fellowship, we conducted two focus group sessions in March 2019. Fifteen service users from different service units were interviewed to understand their views on RC and expected difficulties when carrying out the concept.

##### 【研究結果 / Results】

- 參加者均對香港人身份表示認同，大部分人表示此地是自己的生長地，而且治安及福利條件良好，因而產生歸屬感。惟部分在區內曾遇到不愉快的經歷而未有產生歸屬感。  
All participants identified themselves as a "Hongkonger". Most of them had a sense of belongings to Hong Kong where they were given birth and grew, and where was a safety place with good welfare condition. Yet, some did not have the sense owing of prior negative experience in the community.
- 大部分參加者對社區表示關心，惟有部分曾向政府部門反映意見並不被理會，因而產生無力感。  
Most of the participants shared concerns regarding the community. However, some of them felt helplessness due to ignorance of opinions by government departments in the past.
- 參加者對復元公民的理解 / Understanding on Recovering Citizenship by participants
  - 擁有包括投票權、言論自由、享用公共資源及醫療福利的權利。  
Having voting right, freedom of speech, and right of using public resources and medical welfares.
  - 在朋友、家庭及社區中均有需要履行的義務，如：互信、照顧家人及保持社區衛生等。  
Having their obligations fulfilled in friends, families and the community, such as mutual trust, taking care of family members and keep the community a good hygiene.
  - 有作為香港市民、父母與子女、照顧者與被照顧者的多重角色。  
Having various roles of being Hong Kong citizen, parent and child, caregiver and care recipients.
  - 與家人和朋友維持良好的關係。  
Having a good relationship maintained with families and friends.
- 復元公民實踐上的困難 / Difficulties in carrying out Recovering Citizenship
  - 精神復元人士在求職上有很大困難，部分在職的更在職場上受到歧視。  
People in mentally recovery encountered great difficulties in finding jobs. Some of them were discriminated in the workplace.
  - 公共醫療資源的輪候時間長，而且福利申請手續繁複。  
There was a long waiting time for public medical resources, and procedures of welfares application were complicated.
  - 精神復康相關的資源不足，區內缺乏針對男性及家庭婦女的服務。  
There was insufficient mental health rehabilitation resources in the community, especially lack of services for men and married women.

我們珍惜與不同企業的合作機會。

一如既往，我們的新翠實業社、利民卓業有限公司，以及負責輔助就業的團隊，都一直與不同的機構和企業溝通，致力開拓及構建共融及平等的合作平台。

不少企業為我們的服務使用者帶來穩定的工作及訓練的機會；而企業員工有的參與不同類型的活動，例如透過大大小小、有趣的工作坊，與服務使用者互相學習、互勵互勉；更有些企業自發組織義工團隊「登堂入室」，為有需要的服務使用者提供家居清潔服務。

對於每一分捐獻和每一份貼心的關懷，我們都致以由衷的感謝。正因如此，「商界展關懷」的真正含義，就是感同身受地提供真誠的服務予有需要者。

We treasure all collaboration opportunities with corporates.

As always, our New Jade Manufacturing Centre, Richmond Welbiz Limited as well as Supported Employment teams dedicate to explore and build the inclusive and equal co-operation platform.

Many corporates enable to secure our service users a stable employment and to offer training opportunities. We also co-organise with corporate staff in various scaling and fun-filled workshops for mutual learning and encouragement. Moreover, some corporates even initiate volunteer teams for service users in need in providing household cleaning services.

We are sincerely grateful to all corporates and their staff for donations and caring. From that view, we see the true meaning of "caring companies" which seek to understand the needy with genuine service provision.





適切的運動可以提升精神健康。透過有關運動，我們可以讓身體得到鍛煉，以及釋放累積的壓力，從而讓身心得到平衡。為進一步倡議運動對精神健康的幫助，我們聯同香港乒乓網舉辦了第一屆利民慈善盃乒乓球公開賽。

在充滿聖誕的歡樂氣氛下，我們在歌和老街壁球及乒乓球中心舉辦了兩天的初賽，而決賽的地點更是乒乓球壇夢想的賽場：灣仔伊莉莎伯體育館表演場。是次賽事得到各界支持，參與球手超過650人次（包括復元人士），總參與人數逾4,000人次；而參與人士的年齡由6歲至64歲不等，在共融與和諧的賽事環境下，我們不分彼此，一同享受比賽的歡樂。

Appropriate workout strengthens mental health. We could stretch our body and release the stress accumulated by participating sports activities. To further promote mental health with sports, we debuted the Richmond Fellowship of Hong Kong Charity Table Tennis Open with support of Hong Kong Table Tennis Forum.

During the joyous Christmas, we organised a two-day qualification matches in Cornwall Street Squash and Table Tennis Centre, and the finals was held in the Arena of the Queen Elizabeth Stadium which was the ultimate dream venue for table tennis players. There were over 650 enrollments (including People In Recovery) and over 4,000 participants respectively recorded, and the candidates' age were from 6 to 64. In the inclusive and harmonious environment, we all had a wonderful and enjoyable moment.



除了社會福利署資助的服務外，利民會所有非資助服務的經費來源，都有賴各界的捐助。這些服務旨讓我們的精神健康服務更具多元化，籌款活動對本會尤其重要。在此，我們向所有參與過活動的公眾人士，特別是身體力行的義工團隊、各服務單位的員工、各協調單位及各贊助商，致以萬分感謝。有您們的支持，活動方能取得圓滿成功。

Apart from various services subvented by Social Welfare Department, all non-subvented services of the Fellowship rely on donations from the public. These services offer diversifying service scopes in mental health aspect, fundraising campaigns are therefore playing an important role for the Fellowship. We would like to place our sincere thankfulness to all the public participants, especially to the volunteers giving overwhelming support, our staff, co-organisers and various sponsors making the events remarkable. With your support, our events could be successfully held.



免費虛擬實境遊戲攤位點綴了緊張的賽事  
The free VR game booth decorated the scramble competitions



利己利民 體育精神  
A wonderful sports event for the community

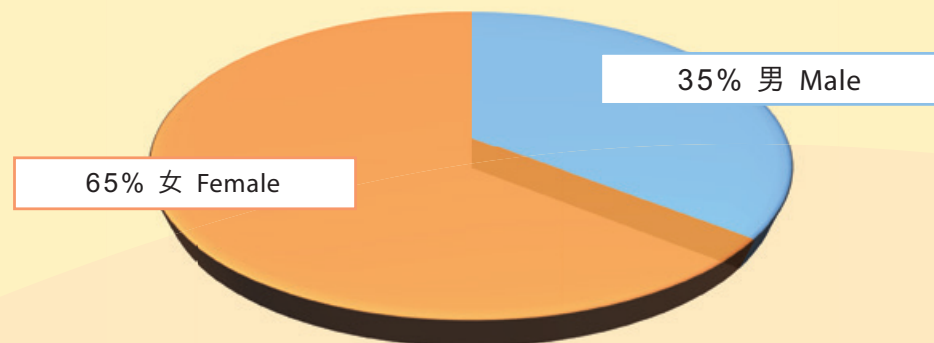


一期一會，乒乓球手的夢想賽場：伊莉莎伯體育館表演場  
The dream venue for table tennis players: Arena of Queen Elizabeth Stadium

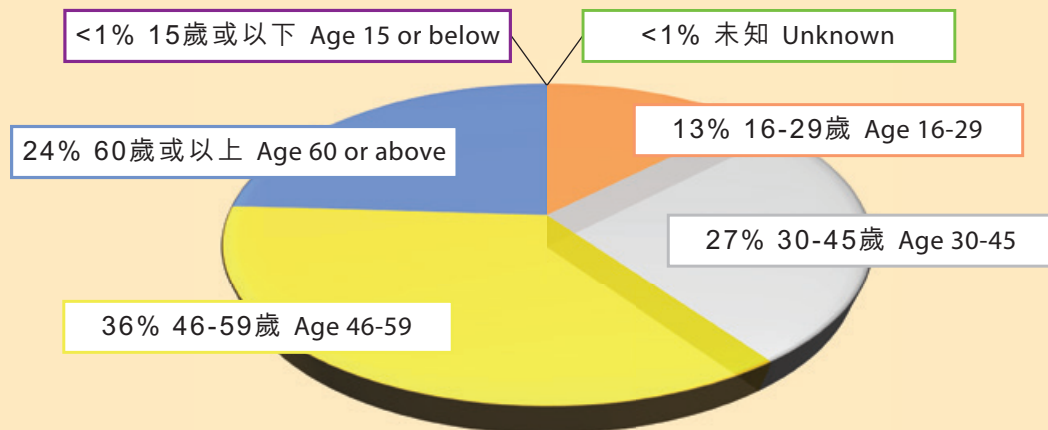
## 服務使用者資料統計 Service Users' Profile

註：以下各圖表收集到的數據總數並不相同。  
Remark: The total number of data collected varies in different charts below.

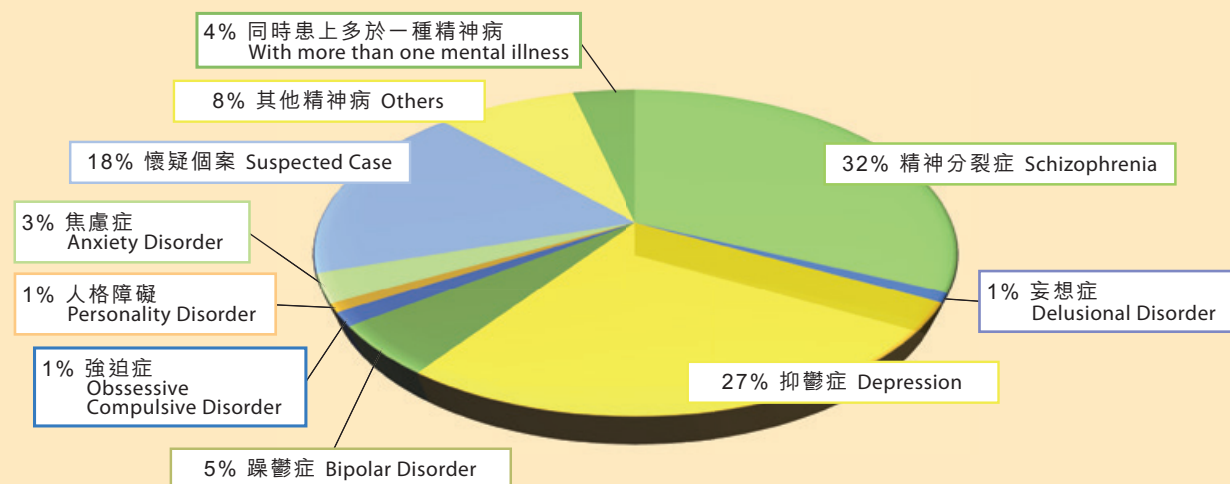
性別  
Gender



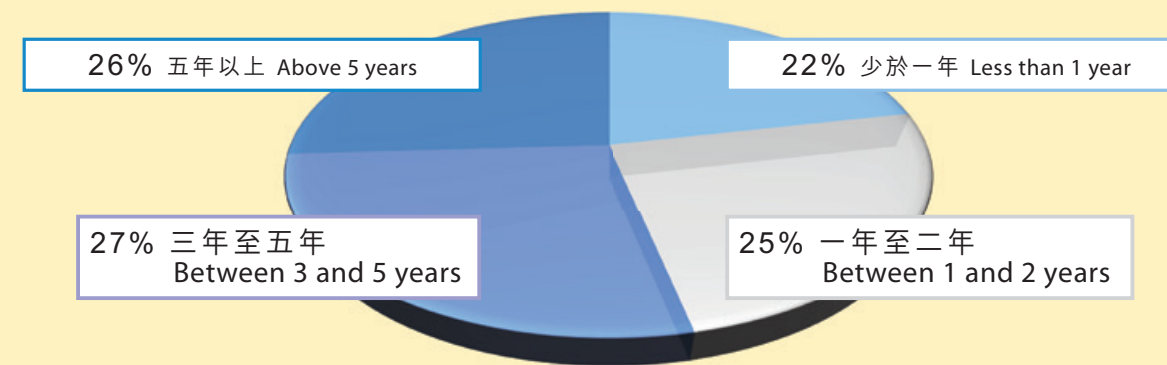
年齡  
Age



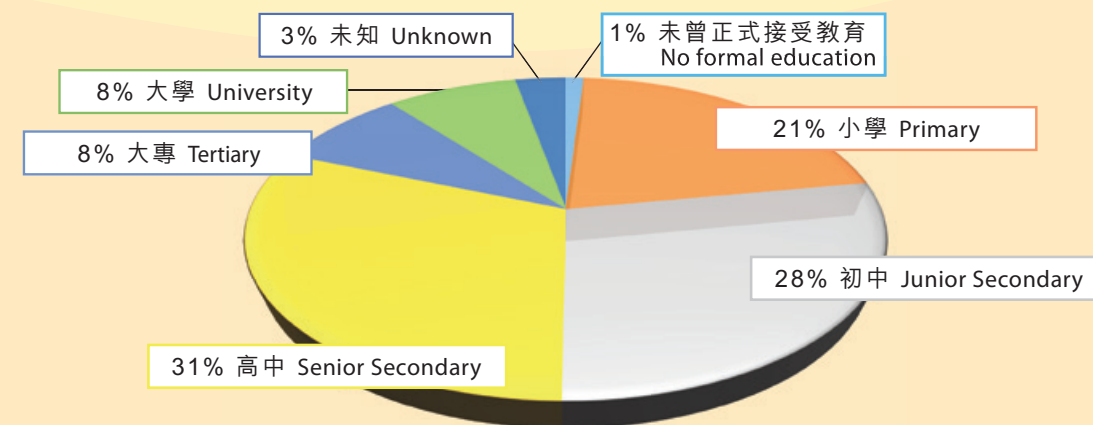
精神病類別  
Diagnosis



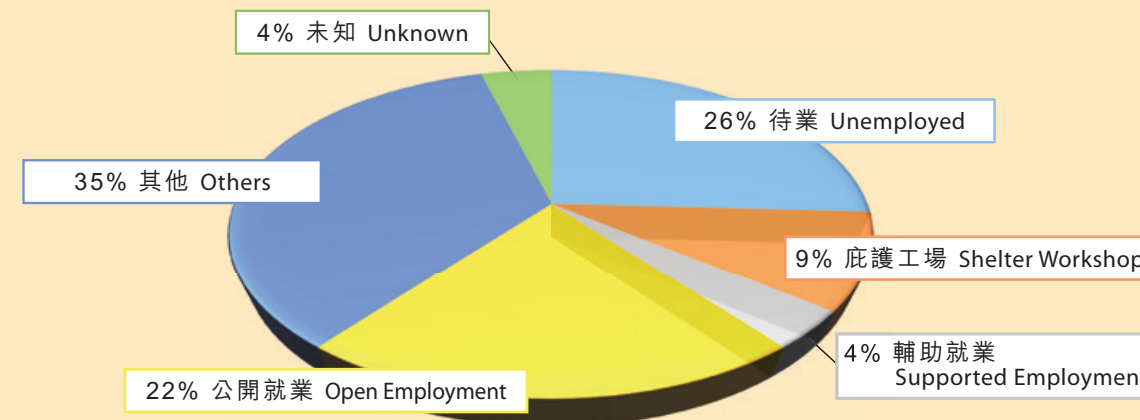
接受服務時間  
Service Duration



教育程度  
Education Level

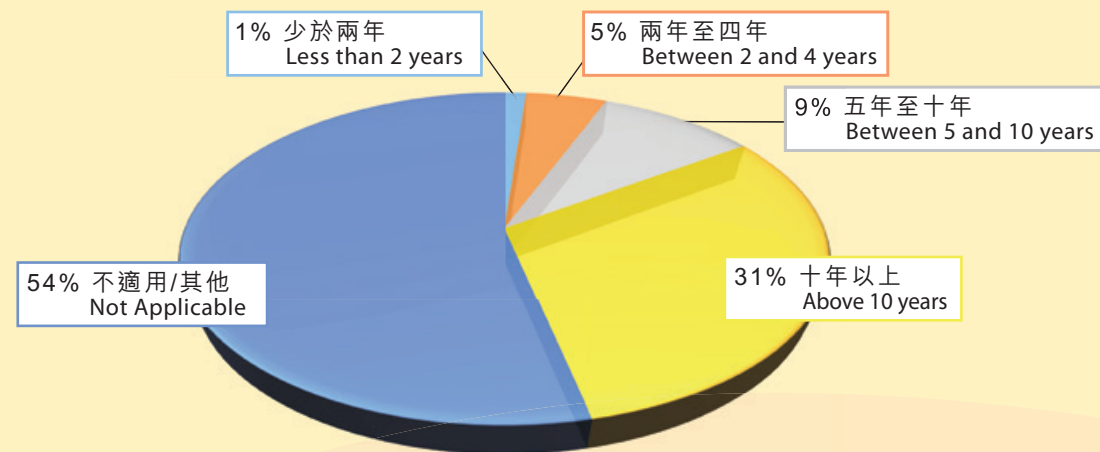


工作狀況  
Employment Status

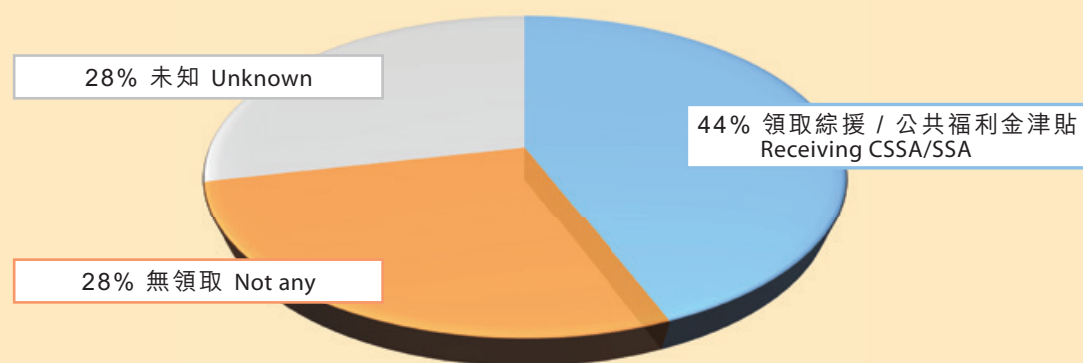




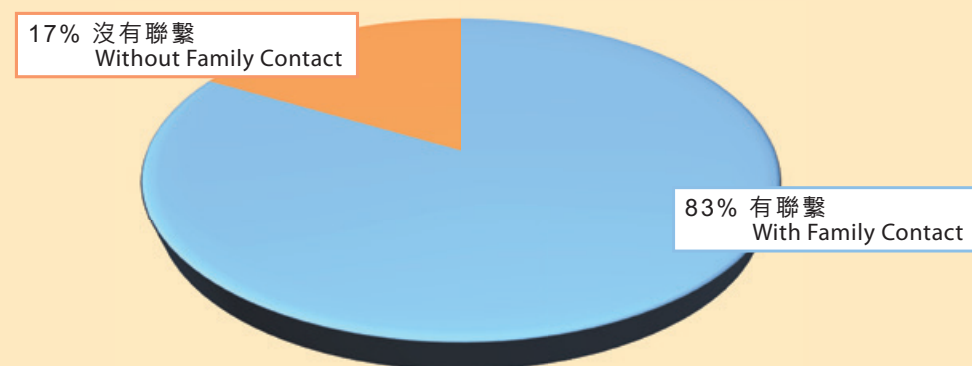
病發時期  
No. of Years from Onset



接受社會保障的狀況  
No. of Users Receiving Social Security

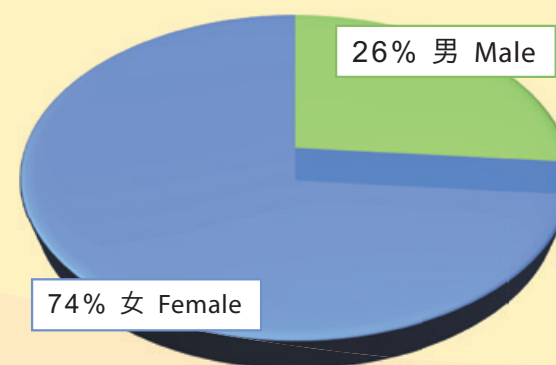


服務使用者有否與家人聯繫  
Contact Between Service Users and Their Families

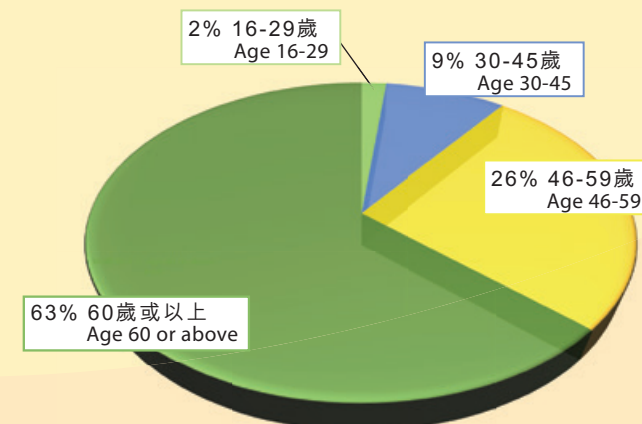


## 已登記的家屬會員資料 Profile of Registered Caregivers

家屬性別  
Gender of Caregivers



家屬年齡  
Gender of Age



## 主要服務數字 Key Service Figures

全年服務總人數  
Total number of service recipients this year

12,589

已推行的主要服務／活動項目 No. of Programmes / Activities Delivered	節數 Sessions	出席人次 Attendance
情緒／個案輔導 Case Counselling	不適用 N/A	3,186
興趣／聯誼活動 Recreation/ Networking Programmes	1,677	14,891
心理教育活動 (對象：復元人士／家屬) Psycho-social Education Programmes (Target: People in Recovery/ Family caregivers)	344	2,652
社區精神健康教育活動 Community Mental Health Education Activities	170	12,459
合計 Total	2,191	33,188

## 職員訓練及專業發展報告 Staff Training and Professional Development Report

我們善用社會福利發展基金第三階段的撥款資助，於2018-2019年度用於培訓和專業發展的總支出約港幣\$180,000。同工全年合共申請了141項「員工自發進修資助計劃」，反映同工積極為服務自我增值。同時，本會承接去年資助個別員工成為機構訓練種子，提升了同工的專業發揮，讓他們向全會同工提供「身心健康行動計劃」、「精神健康急救課程」及「靜觀初階」的訓練。而在職培訓工作小組亦致力為各級員工提供不同範疇的培訓課程、工作坊及交流參觀，增強員工的服務知識及技巧，從而提升本會的服務質素，過去一年，我們舉辦了「亞太論壇2018@紐西蘭」匯報、「亞太論壇2020」集思講場、「危機應變實務分享」講座、「兒童、遊戲、情緒輔導」及「情緒告訴你是誰」工作坊、人力資源與財務訓練等。

未來一年，在職培訓工作小組將更有系統地策劃職員訓練的項目，分為應用技巧、服務為本、行政管理及身心健康四類，期望按部就班的訓練項目更能切合機構服務發展方向及不同員工的訓練需要。同時，機構正在準備推行「Recovering Citizenship」的復元模式，結合多年推行「復元為本」介入的經驗，進一步加強服務使用者對社區的歸屬感，更有助他們發揮優勢及投入社區。為此，我們籌劃「Recovering Citizenship」工作小組，其工作包括：文獻研習工作室、職員「啟動工作坊」及焦點小組、海外實地考察、先導項目推行、及研究項目本土化的成效等。

The Fellowship utilised the funding support from the Phase Three of Social Welfare Development Fund. The total expenditure in 2018-2019 for training and professional development was about HK\$180,000. There was a total number of 141 applications for the "Self-initiated Staff Development Sponsorship Scheme" revealing the active self-enhancement of staff. Simultaneously, we kept adopting the train-the-trainer approach released last year for their professionalisation, and so they could be able to offer training to colleagues like "Wellness Recovery Action Plan (WRAP)", "Mental Health First Aid Training Course" and "Introducing Mindfulness" courses to all staff. The In-service Training Working Group arranged different scopes of training courses, workshops and local visit tours for all ranks of staff to strengthen our quality service provision. Last year, we held a mini-forum for "AsPac 2018 @ New Zealand", "Brainstorming Platform for AsPac 2020", "Crisis Intervention Case Sharing", Workshops of "Kids, Play and Counselling" and "Emotion Tells Who You Are", Human Resources and Finance Training.

In the coming year, the In-service Training Working Group would more systematically design staff training items in four aspects namely skills application, service orientation, administrative management and holistic wellness, so as to align with directions in service development and different training needs of staff. Meanwhile, we plan to introduce "Recovering Citizenship" with our fruitful experiences in recovery-oriented intervention, so that the sense of belonging in community can further be reinforced for service users by strengths capitalisation and community involvement. Hence, we would steer a Recovering Citizenship Taskforce for various tasks such as literature review study group, "Starter Workshop" and focus groups for staff, overseas study tour, pilot programme implementation, research on effectiveness of localising the programme, and so on.

## 本會提供培訓課程類別及員工參加人次 Types of training provided by the Fellowship and total number of staff participation

課程類別 Types of training	總人次 Total number of participation
專業應用 Professional applications	314
管理與日常工作應用 Management and daily work applications	181
團隊建立及溝通 Team building and communications	167
合計 Total	662





## 義工服務發展 Volunteer Service Development

透過發展義工服務，我們和復元人士、家屬及社區人士一起參與不同的活動，從而在互動互助的情況下一同成長。利民會提供多姿多彩的義工活動，例如協助帶領各服務單位的小組活動、參與機構賣旗日或提供其他有趣的服務等。在倡議精神健康的環境下，社區人士可以增加對復元人士的了解，而復元人士也能參與不同的社區活動。

2018-2019年度，與我們一起倡議精神健康的義工人數達376名，服務總時數也接近7,700小時。每年我們的義工嘉許計劃均設立不同的獎項，並於周年聚餐的活動中頒發，以表揚各積極參與義務工作的義工朋友。

Through developing volunteer service opportunities and participating in different events, we perform duties with the People In Recovery (PIRs), their caregivers, as well as community members, and we see each of us growing under interaction and mutual help. Many of the events are fun-filled, such as leading assistance of small group activities in our service units, participation of our flag-day, and service provision in other interesting services. In the context of promoting mental wellness, community members can earn additional chances on understanding PIRs, and the PIRs can also take part in various community events.

In 2018-2019, we accumulated 376 volunteers with nearly 7,700 service hours in total. In order to place our sincere thankfulness to their enthusiasm towards promoting mental wellness, different awards were established under our Volunteer Award Scheme, and we will have them presented at our annual dinner.



## 單位服務 Service in Units



## 綜合職業復康服務報告 Integrated Vocational Rehabilitation Services Report

職業復康服務致力為復元人士提供一條龍就業支援，服務項目包括新翠實業社、利民進業服務（輔助就業）、「陽光路上」—青少年殘疾人士在職培訓計劃、職能評估及優化計劃和利民卓業有限公司。

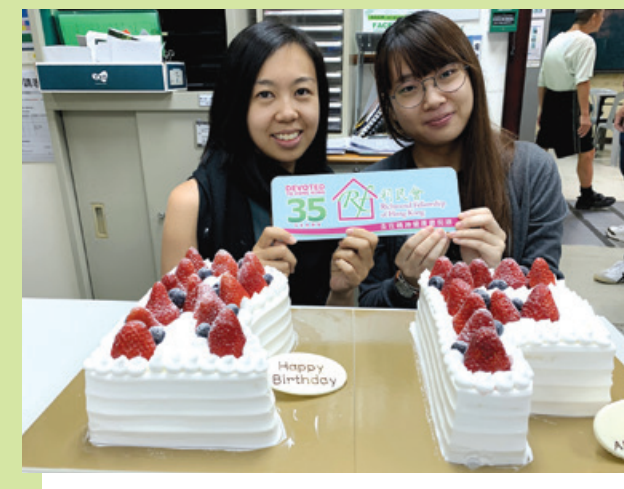
過去一年，職業復康服務的大方向仍以「同行倡議 全人安康」為目標，並隨機構的新方向開始引入「復元公民」的服務概念，為未來全面推行「復元公民」作好準備。

本服務將繼續貫徹復元元素並在服務使用者的復康旅程與之同行，提供相關的職業訓練及活動小組予他們，助他們邁向更優質的生活和美好的人生階段。

Vocational Rehabilitation Services strives to provide one-stop services for People In Recovery, and our services include New Jade Manufacturing Centre, Richmond Customer Services (Supported Employment), Sunnyway- On the Job Training Programme for young people with Disabilities, Vocational Assessment and Intervention Enhancement Project, and Richmond Welbiz Limited.

Last year, direction goal for Vocational Rehabilitation Services was still about promoting and pursuing “Walking Together For Advocacy and Wellness”. Meanwhile, we had started to introduce the concept of Recovering Citizenship (RC) among our team to equip all teammates for the better incorporation of RC into our services in the coming years.

We keep using elements in recovery model and continue accompanying service users in their recovery journey, and also proceed to offer them corresponding vocational training and programmes, so as to assist them to reach a better quality living and betterment in life journey.

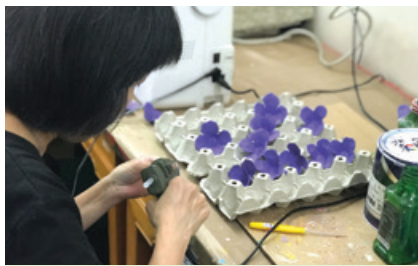




## 新翠實業社 New Jade Manufacturing Center

新翠實業社持續為社區內的復元人士提供工作及就業訓練，為他們將來重返社會工作作準備。中心定期舉辦不同的小組及活動，以豐富他們不同的生活元素，達至全人發展。為配合市場需要，我們亦嘗試開拓不同的訓練項目予服務使用者參與。

New Jade Manufacturing Center continuously provides vocational training to service users in the community for community reintegration with enhancement of working abilities. We conduct different groups and activities to enrich their lives fulfillment and to reach the whole person development. Meanwhile, the center develops different training programmes to service users in response to the needs of the labour market.



服務使用者在中心進行工作訓練  
A service user was having a daily training in the center



中心定期舉辦不同運動小組，培養學員運動興趣  
Through regularly organised sports groups, service users were cultivated to develop interest in sports



服務使用者到灣仔欣賞燈飾，感受聖誕氣氛  
Service users went seeing the Christmas luminaires in Wan Chai



義工小組參加「心靈綠洲」活動，認識植物生態系統  
Members in volunteer group attended an activity which aimed at understanding the ecosystem



學員透過參加個人儀容小組，認識個人護理技巧，提升個人形象  
Joining personal appearance group, service users learned personal care skills and improved self-image

## 35周年活動預告 Upcoming Event for the 35th Anniversary Celebration

### 新翠開放日 - 體驗之旅 Experiencing Journey in New Jade Open Day

日期 Date：2019年11月22日 22 November 2019

時間 Time：下午1時至5時 13:00 to 17:00

## 持份者回饋 Sharing from Stakeholder



去年，我與孺妹文慧一起有機會參加周年聚餐，其中文慧和機構的其他會員上台表演展示他們設計的作品。回想當晚妹妹能夠完成表演是意料之外，全賴中心的導師悉心教導和無比耐心、包容及以人為本精神，在此要向您們一一道謝，略表心意。  
林小姐【新翠實業社 服務使用者文慧的姐姐】

Last year, I joined to join the Annual Dinner with my youngest sister, Man Wai. And Man Wai together with other service users of the Fellowship participated in a fashion show and wore the clothes designed by themselves. I was surprised that she could successfully finish the show. I sincerely appreciated the guidance and patience, inclusive attitude, and people-oriented spirit given from all center tutors to Man Wai. Thank you.

Ms LAM (Mai Wai's family caregiver in New Jade Manufacturing Center)

## 利民進業服務 Richmond Customer Service

我們深信工作是服務使用者在復元旅程中構成的重要部份，因此我們提供不同的輔助就業訓練項目及就業相關講座活動，例如洗車、清潔、速遞、物流及其他職業技巧講座等。透過正面的訓練環境，增加他們對就業的信心。此外，我們亦與社區上的熱心僱主保持緊密聯繫，並建立僱主網絡，為他們爭取更多的就業機會。

We firmly believe that employment is one of the essential elements in service users' recovery journey. Therefore, we provide them with different kinds of supported employment training programmes and other job-related seminars such as car-washing, cleansing, courier service, logistics and seminars with topics on various vocational skills. Through our positive training environment, confidence in employment of service users can hence be strengthened. Besides, we keep close connections with passionate employers in the community for building up employer networks to increase employment opportunities for service users.



洗車訓練：每個學員都有不同的崗位  
Car detailing training: trainees were performing different duties  
Car washing is one of our SE trainings.



速遞學員訓練有素：重件？冇難度！出發啦！  
Another supported employment training: Courier Service



出發前確定路線，務求快速準確運送  
Map reading was a skill training in courier service



公開就業助我踏出復元的一大步  
He took a step forward in his recovery journey through open employment



成為保安員，自信心也增加了不少  
Being successfully hired as a security officer, his confidence had risen a lot

## 持份者回饋 Sharing from Stakeholder



我叫阿聰，多得輔助就業社工介紹了一份清潔工作給我，我做得很开心，自信心增加了不少，精神狀況更十分之好。  
阿聰【利民進業服務 服務使用者】

I am Ah Chung, and would like to give thanks to my social worker in supported employment who introduced a cleansing job to me. Open employment made me happy. My confidence level raised much and my mental state became more stable after working for several months.

Ah Chung (A service user of Richmond Customer Service)



## 「陽光路上」－ 青少年殘疾人士在職培訓計劃 Sunnyway - On The Job Training Programme For Young People With Disabilities

「陽光路上」計劃專為15至29歲的復元人士及殘疾人士提供社交和工作技能培訓、工作配對及就業跟進服務，以加強青少年的就業能力。為配合青少年的需要，過去一年我們發展服務使用者之間的互助網絡，同時亦舉辦各類推動朋輩支援的活動和培訓。

Sunnyway - On The Job Training Programme For Young People With Disabilities aims at enhancing employment abilities of service users of aged between 15 and 29 and providing them with training programmes ranging from job skills training to social skills training, from job matching to post-employment follow-up service. To match the youth's needs, the project provided numerous activities and training, and built mutually supporting network among the service users for strengthening peer support in the past year.



南丫島Teen天晴  
Lamma Island Tour



鶴咀十二道風景  
The beautiful sight of Cape D'Aguilar

### 持份者回饋 Sharing from Stakeholder

「陽光路上」這個就業服務對我來說真是獲益良多，當中有好多活動可以讓我認識其他會員，擴闊了我的社交圈子，並且定期有社工跟進我的情況並為我指引方向。自從參與服務以來，我無論在工作或心情上都好了很多。  
阿丰【陽光路上——青少年殘疾人士在職培訓計劃 服務使用者】

I benefitted a lot from the Sunnyway project as the employment service has provided numerous activities and let me make more new friends. Besides, the social worker regularly followed up my status and gave me guidelines or advice to me, and upon receiving support from the team, I felt much better now.

Fung (A service user of Sunnyway - On The Job Training Programme For Young People With Disabilities)

## 職能評估及優化計劃 Vocational Assessment and Intervention Enhancement Project for People with Mental Illness

職能評估及優化計劃旨在加強推動本會的職業復康服務，由職業治療師為服務使用者進行職能評估，識別他們的工作能力，及安排適當的訓練及職業復康服務。同時，為促進服務使用者的全人發展，本計劃包括以下十項服務項目，以提升服務使用者的獨立生活能力。

The Vocational Assessment and Intervention Enhancement Project for People with Mental Illness is designed to enhance the Vocational Rehabilitation services in the Fellowship. Occupational therapists conduct vocational assessment, job analysis, and pre-vocational skills training, so as to promote holistic care and to maximise functional independence of service users. The project covers ten domains of services as below-mentioned.

- 職能評估 Vocational Screening Assessment
- 個別導向服務 Individual Orientation Programme
- 家居及社區職業治療 Domiciliary and Community Occupational Therapy Service
- 實地工作評估及訓練 Deliver On-site Assessment and Training
- 特定工種的職能訓練教材及小組 Developing and Conducting Vocational Training Packages
- 健康促進計劃 Health Promotion Training Programme
- 身體機能復康訓練 Physical Rehabilitation Programme
- 長期病患管理 Chronic Disease Management Programme
- 認知/腦力訓練 Cognitive Health Monitoring Programme
- 社交技巧訓練 Work Related Social Skills Training Programme



實地工作評估及訓練(布草場)  
On-site assessment and training in workplace



「社交認知」神探(社交認知互動訓練)  
Social Cognitive Interactive Training Programme



「帶」走痛症  
Pain management programme



週二運動班  
Tuesday exercise group



大力博士(手握手測試)  
Power Grip Assessment



參觀孫中山紀念館  
Community Resources Orientation at Dr Sun Yat-sen Museum

## 利民卓業有限公司 Richmond Welbiz Limited

利民卓業有限公司自二零零一年成立，旨在透過經營及發展營商事業，以建立傷健共融的工作環境，增加殘疾人士的就業機會，致力改善他們的生活、健康及融入社會的情況。業務主要是為政府部門及私人企業提供辦公室清潔及汽車清潔美容服務。

截至2019年3月31日，我們有79位員工，當中有7位員工今年獲得客戶讚許提名而獲得「工作表現獎」，這除了肯定我們的服務質素外，亦提高了員工們的自尊和自信。

Richmond Welbiz Limited (RWL) has started its business operations since 2001, aiming at the creation of employment opportunities and provision of a socially inclusive working environment for people in recovery. The services mainly provides office cleansing and car embellishing services for governmental departments as well as private sectors.

We have employed 79 employees as at 31 March 2019, and 7 of them were nominated by our customers for "Good Working Performance Awards" this year. Not only has our service quality been recognised, but also our employees have improved their self-esteem and self-confidence.



2018年成功獲得「工作表現獎」的員工  
The staff who achieved "Good Working Performance Awards" in 2018



場地清潔服務的情況  
Venue cleansing service



員工在工餘時參與公司舉辦的職安健培訓班  
Staff joined the occupational safety and health training course in spare time

### 持份者回饋 Sharing from Stakeholder

阿亮已加入卓業2年，他感到同事們對他的關懷和相處融洽，亦享受可以透過賺取工資來購買自己的喜愛物品。

阿亮【利民卓業有限公司 員工】

Liang has been employed by Welbiz for two years. He feels the relationship harmonious and finds a caring environment in the workplace. He enjoys consuming what he wants because of his effort and ability to earn money.

Liang (A staff of Richmond Welbiz Limited)



## 住宿訓練服務報告 Residential Training Services Report

本年度社會福利署大力推展殘疾人士院舍完成發牌制度的進程。本會住宿訓練服務轄下4間資助中途宿舍及1間自資的輔助宿舍已相繼開展裝修工程。其中位於柴灣的環翠之家已率先在去年11月成功完成大維修，並正式獲發殘疾人士院舍牌照。其餘位於黃大仙的翠華之家及將軍澳的尚德之家亦已在今年2月正式開展工程，預計在同年8月內完成裝修。期望位於元朗的屏山樓及屯門的利康居也可在年底前獲得發牌。相信宿舍裝修後，同工和服務使用者可共同商議善用宿舍空間和資源方案，進一步促進服務使用者的參與，使他們有更佳條件和準備以實踐復元公民的理念，在社區內享受更優質的復元生活。

Social Welfare Department tried very best to speed up the process of completing the Licensing Scheme for Residential Care Homes for Persons with Disabilities this reporting year. Four subvented halfway houses and one self-financed supported hostel under our residential training service have also been undergoing renovation works. Among them, Wan Tsui House in Chai Wan has taken the lead in successfully completing renovation works and officially obtained a license in November 2018. The rest of Tsui Wah House in Wong Tai Sin and Sheung Tak House in Tseung Kwan O have also been officially launched renovation works in February 2019 and are expected to be completed in August in the same year. Hopefully, Ping Shan House in Yuen Long and Likang Court in Tuen Mun will also be licensed in the coming year end. After renovation, we believe that staff and service users can jointly discuss the best use of house space and resources, further promoting the participation of service users, enabling them to have better conditions and preparation in practice of the recovering citizenship concept, and enjoying better quality life in their recovery journey in community.





## 屏山樓 Ping Shan House

宿舍服務以「復元模式」為基礎，以《同行有起伏、成長在屏山》為年度主題，希望服務使用者與員工同行，在屏山樓共同經歷，共同成長。過去一年，屏山樓與利康居一同舉辦藝術小組，小組取名為「自命不凡」，希望以小組形式，製作不同的藝術作品。

With the year theme of "Continual Growth", the house adopted "recovery model" as basis in order to encourage service users and staff to walk together, experience together and grow together. Last year, Ping Shan House and Likang Court co-organised an expressive art group called "My Inconceivable Life". People in Recovery were expected to create different self-expressive artworks in a group format.



「自命不凡」藝術小組  
"My Inconceivable Life" expressive art group



「好攝精華遊」相片作品：老榕樹  
Photo capture of "Happy Photo Shoot Tour": An old eucalyptus



懷舊小食工作坊：製作砵仔糕  
"Nostalgic Snack Workshop" - Making red bean Pudding



屯門西鐵站：社區畫廊  
MTR's Community Art Gallery in Tuen Mun Station

### 持份者回饋 Sharing from Stakeholder

入住屏山期間，我改變了不少，增加了對人的信任亦認識了新朋友。最近，我開始了兼職派傳單的工作，每次不想上班時，腦海會浮起姑娘講過的說話：「堅持」，多謝姑娘給我鼓勵。  
明【屏山樓 服務使用者】

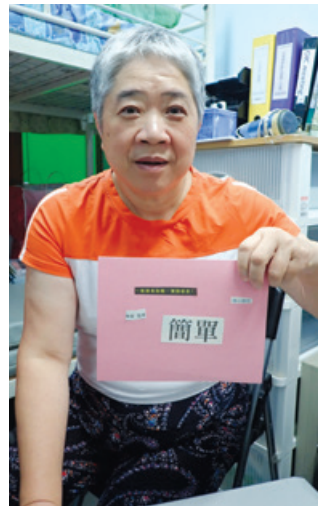
I made new friends and learned how to build trust during my residential life in Ping Shan House. Recently, I started my part-time job. Sometimes when I did not want to work, I remembered an encouraging wordings said by the staff "Be persevered". Thanks for the encouragement.

Ming (A service user of Ping Shan House)

## 環翠之家 Wan Tsui House

新環境新氣象，新人事新作風，齊來《同行·同建·環翠家》！去年環翠之家經歷了半年大裝修，期間共有六位成功離舍的舍友重投社區生活，亦有十二位新舍友加入。宿舍致力運用優勢模式的介入手法，並融入倡議元素，鼓勵「全民參與」，如以自助小組收集宿舍運作意見、共同策劃活動等，藉以肯定服務使用者的充權角色。

Wan Tsui House is like a family! The house had an entirely new environment, atmosphere, composition and style after a half-year renovation last year. Six residents were successfully discharged for independent living in the community while twelve new residents engaged in this halfway house. Strength-based approach was adopted for daily intervention. Meanwhile, advocacy element was also strongly emphasised. For example, self-help group was formed for collecting feedbacks of house operation and for collaboration in planning activities and programmes. As a result, service users were recognised for empowerment in a more significant role in the house.



我們觀賞《狂舞派》後明白不論誰勝誰負，都應有夢想  
Enjoying the film "The Way We Dance", we were reminded the importance of hope and dream



新居入伙大清潔後，舍友協助準備食物大餐  
Residents helped prepare party food for the cleansing programme after house renovation



端午節既有家屬包粽活動，又有西貢遊覽日  
We spent the Tuen Ng Festival with rice dumpling-making activity and a day visit to Sai Kung



和諧天使小組發揮優勢，籌備季度生日會，重拾童年回憶  
Volunteers from Harmony Group used their strengths to organise quarterly birthday parties for evoking recollections of childhood



飯後散步最健康，日日運動身體好，地點形式全由你決定  
Regular exercises and jogging could keep your health good, and group consensus was reached for venue and content

### 持份者回饋 Sharing from Stakeholder



很高興能以義工身分參與宿舍的長者義工服務，我發現到舍友可愛和有活力的一面，他們對新鮮的事物充滿好奇心，探訪時也處處展現關心和愛心。我感受到他們很想盡自己一分力貢獻社會，也期望宿舍以後可舉辦更多活動，讓舍友發揮個人能力！  
菲【環翠之家 義工】

It was my pleasure to participate in the elderly volunteer service programme. I was inspired by the residents' amiable and energetic features. They were curious and excited for stuff while they also demonstrated caring and compassion in the visit. I felt their strong passion in contributing the society and I sincerely hoped the house could provide more precious opportunities for service users to bring their talents into full play!

Fei (A volunteer of Wan Tsui House)



## 翠華之家 Tsui Wah House

翠華之家宿舍服務提供42個宿位，為復元人士提供住宿訓練服務，讓復元人士個人成長及重建自信，提升個人能力以達至重過獨立生活。當中有8位舍友成功離舍，其中7位更成功回家與家庭團聚。我們將繼續加強與家屬的聯繫，提升舍友與家屬對宿舍的凝聚力及歸屬感，為復元生活營造有利的條件。

Tsui Wah House offers 42 residential places for People in Recovery (PIR) with residential training service, aiming at letting them grow and rebuilding their self-confidence and also having their own independent lives achieved. There were 8 residents successfully discharged and 7 of them had their successful family reunion. We would continue to enhance the connection between PIR and family relatives, and create a favorable atmosphere for achievement of "Recovering Life".



舍友的初次虛擬實景(VR)體驗活動  
Our service users' first Virtual Reality (VR) experience activity



舍友們一同製作彩繪燈籠，參與宿舍的中秋節佈置  
Our service users made lanterns together and helped decorate the house for Mid-Autumn Festival



到長者中心義工探訪，陪同長者一同製作小手工  
Volunteers visited an elderly centre and accompanied the elders to make handicrafts



昔日情懷，學習自家製烏結糖  
Service users learned to make a homemade nougat



舍友與龍華酒店的招牌鴿合照  
Service user took a photo with the signature pigeon at Lung Wah Hotel

### 持份者回饋 Sharing from Stakeholder



我已經連續數年參加園藝小組了，看著種子慢慢的成長，開花結個大瓜。當中和組員們的努力和一同細心栽培，讓我感到希望。

阿文【翠華之家 服務使用者】

I had been joining the Gardening group for years. My groupmates and I cultivated the seedlings carefully and waited for them to become big gourds. I felt happy and full of hope in the process.

Man (A service user of Tsui Wah House)

## 尚德之家 Sheung Tak House

尚德之家踏入二十周年，以「一路向尚」為主題，除了慶祝多年服務成果之外，亦讓團隊再檢視服務的核心價值和服務需要。我們著力拓展社區上的資源，進一步強化與持份者的合作，推動服務使用者有更多的社區參與，並在身心社靈方面以促進服務使用者的全人安康，更針對性地回應服務使用者在住屋、青年發展、老年化、新來港等議題的需要。

Marking its 20th anniversary, Sheung Tak House set "Moving Forward" as a year theme. Apart from celebration, the team reviewed the core values and service needs. We had tried to network different resources in the community and strengthen stakeholders' collaboration, so as to promote active participation in the community by service users, and to advocate holistic wellness. We have also concentrated on addressing service users' needs in the aspect of housing, youth development, aging and new immigration.



職員思想日：認識土地及房屋問題  
Staff Think Day - Finding out housing and land problems



二十周年慶典之單車巡遊共融活動  
A cycling parade with social inclusive activity for the 20th Anniversary Celebration



新年大掃除  
Year-end clean-up activity



聖誕Party Room派對  
Christmas party in a party room

### 持份者回饋 Sharing from Stakeholder



復元人士初期工作較慢，熟習後都會進步。初期聘請康復者的心態是希望盡量協助，而現在他們都已熟悉工作。

湯飯店 李太【聘請康復者達5年之僱主】

I witnessed PIR having improvement after getting used to job tasks. I just want to lend a helping hand and now they do a great job!

Mrs. Li of a restaurant (An employer who hired PIR for 5 years)



## 利康居 Likang Court

經過多年的努力，利康居終於在今年度達致收支平衡，另外宿舍亦進行了藥物登記程序及財務系統的優化，活動方面亦邀請了不同的義工來協助宿舍舉辦不同的活動，例如歌唱訓練班及健體操班等，以達致在有限的資源下保持良好的服務質素。

After years of hard work, Likang Court was able to break even its budget. Apart from completion of Registration of Pharmaceutical Products and finance system optimisation by the house, volunteers were invited to participate in different house programmes such as singing training class and gymnastics class for warranted quality services.



舍友為對外演出努力練習  
Residents were in rehearsal for a singing performance



舍友一起寫揮春慶賀農曆新年  
Residents wrote Spring Festival couplets to celebrate Lunar New Year



舍友盛裝出席周年聚餐  
Residents dressed up for Annual Dinner

### 持份者回饋 Sharing from Stakeholder



本人在參與宿舍開放日時，能有機會與不同階層的社區人士接觸交流，令自己覺得仍可以為社區作出貢獻，感謝宿舍職員的支持，希望再有機會幫到其他有需要的人。

李嘉樂【利康居 服務使用者】

During the open day of Likang Court, It was my pleasure to have a chance to meet and talk to visitors with different social background. With supports from staff, I was recognised and hoped I could contribute to those in need once again.

LEE Ka Lok (A service user of Likang Court)

## CORE VALUES OF RFHK 利民會的核心價值

RESPECT  
尊重



## 社區精神健康支援服務報告 Community Mental Health Support Services Report

過去一年，提供社區精神健康支援的各服務單位，均本著利民會年度主題「同行倡議 全人安康」的精神，更積極地鼓勵服務使用者及家屬/照顧者參與社區活動。在服務使用者參與和服務社區一事上，不單為復元人士建立有意義的生活，同時亦可以減低公眾對復元人士的負面標籤。

我們兩間精神健康綜合社區中心(友樂坊)於去年繼續推動「能耐為本」和「復元為本」的介入模式，共有2,515名會員及626名家屬/照顧者受惠。社會福利署於2018年10月起向兩間友樂坊增加恆常性撥款，為友樂坊的服務使用者提供臨床心理服務。同時，我們亦增加資源為會員的未成年子女（18歲以下）提供支援服務。展望來年，為兒童及青少年提供精神健康支援服務將會是友樂坊的一個大挑戰。

另外，我們衷心感謝周大福慈善基金撥款資助「《即時通》守護同行計劃」。這個三年計劃自2017年9月起推行，熱線服務及義工訓練均運作順暢。過去一年，向來認受性很高的“Not Just Care”熱線義工訓練課程依然大受歡迎，共有123位義工報名並接受培訓，並將成為本計劃積極的參與者和協助者。



Last year, the units offering community mental health support services upheld the year theme of the Fellowship “Walking Together for Advocacy and Wellness”, and stepped up their efforts to encourage service users and their family members/ caregivers to participate in community activities. For participation and service provision in the communities by service users, it was not only aimed at enabling people in recovery (PIR) to make their lives meaningful, but also at reducing adverse social labelling from the public.

During the year, two Integrated Community Center of Mental Wellness under the Fellowship (ALOHAs) continued to focus on strengthening the practice of strength-based and recovery-oriented services. A total of 2,515 members and 626 family members/ careers were beneficiary. Since October 2018, the two ALOHAs have been increasingly granted recurrent subvention by Social Welfare Department for the provision of clinical psychological services to members and for the service target extension to minor children (aged under 18) of the members. The Fellowship reviews that there would be a great challenge for ALOHAs to provide mental health supporting services to children and youth.

In addition, we would like to give our heartfelt thanks to Chow Tai Fook Charity Foundation for sponsoring a three-year operation of JUSTONE—Mental Health Linking Project since September 2017. The project has been smoothly operating in regard of hotline service and volunteer training. Last year, we kept organising the highly recognised “Not Just Care” Hotline Volunteer Training Course with 123 enrollments. Upon receiving the professional training, all those volunteers are becoming active participants and facilitators for the project





## 友樂坊（港島東） ALOHA (Eastern)

友樂坊（港島東）一向重視社區聯繫，本年度更加入環保概念以推動精神健康訊息。中心取得環境及自然保育基金的資助，培訓康復者成為導師，教授地區居民以天然回收物資製作吸濕包、清潔劑及防蟲磚，並在柴灣及小西灣的屋邨及屋苑設置環保街站，與街坊分享環保和精神健康心得。

另外，為發揮會員的藝術天份，中心特意邀請導師教授沙畫，讓會員一展所長，而部份的作品更曾在機構的藝術展覽活動內展出。

ALOHA (Eastern) has been striving to promote mental health in the community. In the year, green concept was introduced for prompting mental health message. Environment and Conservation Fund supported us to train People In Recovery as instructors to teach residents in the service district to make moisture absorption pack, detergent and insert repelling bar. Street counters were set up in public housing estates and private housing areas in Chai Wan and Siu Sai Wan. Members could have green and mental health sharings with the residents.

On the other hand, an instructor of sand painting was invited to conduct training for our service users to show talents. Some of their art pieces were then shown in our Art Exhibition.



會員義工製作咖啡渣吸濕包，送贈給區內居民，並指導居民製作  
Members dispatched and taught how to make moisture absorption packs for community residents



「沙說」- 會員專注地學習製作沙畫  
Sand art group- members concentrated on learning sand art



童心童言同快樂 - 小家屬好滿意自己的曲奇餅製成品  
Children happy group - children enjoyed their handmade cookies



第一屆「有個歌唱比賽」，會員表演拉小提琴：  
「月亮代表我的心」  
"The Moon Represents My Heart" was performed by the member with the violin accompaniment in our first singing contest



痛症不求人小組 - 組員在體適能導師指導下，學習拉筋  
Skills on pain-release group - members were learning body stretching

### 持份者回饋 Sharing from Stakeholder



時光飛逝，我已成為友樂坊（港島東）會員五年了。在接受社工的輔導服務後，情緒困擾大有改善；及後我便開始積極參加各類型小組，包括普通話班、玩味沙畫，外出活動。這充實了我平淡的生活，我亦與數位投契的同路人結為朋友。在復元路上，最感恩是大家互相支持！特別一提是我在活動中燃點了對書法的興趣，原來中文字字型真美，至今在家練習，仍樂此不疲！

少茵【友樂坊（港島東）會員】

Time flies. I have been a member of ALOHA (Eastern) for five years. After receiving counselling services from social worker, my emotional matters had been improved a lot. Afterwards, I started to participate in various groups and activities, such as Mandarin class, sand art group and outdoor day activities. These programmes enriched my life and I could make some new peers. During my recovery journey, I was grateful to have mutual support among the peers. It was worth mentioning that I was fascinated with awesome Chinese calligraphy that was learnt in the center. I had always practised at home since then and would never get tired of it.

SY (A member of ALOHA (Eastern))

## 友樂坊（黃大仙） ALOHA (Wong Tai Sin)

友樂坊（黃大仙）於2018年10月開展兒童及青少年心理健康支援服務，為18歲以下小家屬提供個案輔導、治療小組及心理教育活動作介入以加強現有的家屬服務，並協助兒童及青少年在面對成長路上的挑戰及舒緩家庭壓力，加強他們的抗壓能力及提升他們的情緒健康。

ALOHA (Wong Tai Sin) has started Children and Youth mental health support service for the underage of PIR since October 2018. It aimed to strengthen our existing family support services and to provide more specialised and intensive social work intervention. The service offers casework, therapeutic groups, and psycho-educational programmes, so as to enhance participants' mental health and to strengthen their coping skills as caregivers.



在親子樂融融之禪繞體驗的活動，服務使用者與小孩子都能專注學習並享受一個輕快的下午  
Service users and their children felt relaxed and had fruitful learning in our Zentangle Programme



中心大廳化身成為一個大棋盤，讓小朋友與外間青年團體的義工體驗不同的人生際遇和相關的情緒  
Our center turned into a giant chessboard for youth volunteers and kids!



家長和小朋友分工合作製作羅馬炮架  
A creative "canon" was jointly being built by our service users and their children



羅馬炮架波波大戰！  
Ready for "canon battle"!



服務使用者與小孩子一同慶祝生日，氣氛熱鬧  
Our birthday party for service users and their children was filled with smiles and warmth



參與「智樂萬象館」遊戲空間，讓小朋友放足電  
Kids indulged themselves in playing and running around during their visit to "PlayScope"

### 持份者回饋 Sharing from Stakeholder



小家屬服務推出後，我定期攜同女兒參加親子活動及心理健康教育活動。我分享到自己與女兒參加活動後均有正面改變；而帶同女兒參加活動減輕了照顧的壓力，亦讓我感到放鬆。同時，活動也讓女兒接觸了不同事物及認識了更多朋友，令她變得開朗。

阿儀【友樂坊（黃大仙）會員】

After launching Carergivers Support Service to the Underage, I accompanied my daughter to join psycho-educational programmes in few occasions. I shared the positive influence on myself and my daughter generated from these activities. My caring stress had been relived. Meanwhile, my daughter had become more optimistic and out-going owing to the exposure to different activities and other new friends.

Ah Yee (A member of ALOHA (Wong Tai Sin))



## 《即時通》精神健康守護同行計劃 JUSTONE Mental Health Linking Project

《即時通》是香港首條24小時運作、真人接聽的精神健康電話支援熱線，成立至今超過七年。去年，我們處理 43,437個來電、招收342新會員；亦一共舉行了三次義工培訓，共123名義工完成了基礎訓練。我們也舉辦了兩個大型精神健康展覽及講座，吸引1,492人參與。

JUSTONE is the first-ever 24/7 mental health telephone support service in Hong Kong and has been operated for more than seven years. Last year, we handled 43,437 calls and recruited 342 new members. Moreover, we organised three hotline volunteer training programmes and 123 volunteers had completed the basic training. Two large-scale mental health education programmes were launched and more than 1,492 participants were attracted.



即時通義工參加「生命教育工作坊」  
JUSTONE volunteers attended "Life Education" workshop



「學習樂觀」精神健康大型展覽  
"Learning Optimism", the large-scale mental health exhibition



「義工嘉許典禮」表揚義工貢獻  
"Volunteer Award Presentation Ceremony" recognised the volunteers' contribution



精神健康大型講座「關心是一門學問」由曾日坤博士主講  
"The Art of Caring" was a large-scale mental health talk conducted by Dr. Alan TSANG

### 持份者回饋 Sharing from Stakeholder



我是《即時通》義工Stanley，做了五個月義工，期間認識了很多朋友，也培養了我的使命感，我期望以聲音和說話擁抱受助者，讓他們感受到「愛」。

Stanley 【《即時通》義工】

I have been a volunteer of JUSTONE for five months. The volunteer training programme gave me opportunities to make new friends, and cultivated me a mission heart. I hoped to use my voice and ears to embrace our beneficiaries' heart and let them feel love.

Stanley (A volunteer of JUSTONE)

## 朋輩支援服務 Peer Support Service

朋輩支援服務自二零一八年三月三十一日起，成為社會福利署的常規化服務，朋輩支援員運用個人復元經歷作為介入點，以同路人的身份建立朋輩關係，感同身受地一同起伏成長，並相互扶持鼓勵面對人生挑戰，共同實踐復元的「朋輩互助，希望之初」重要價值。

我們五名半職朋輩支援員積極進取，全年共完成474次面談分享，當中包括103次外展探訪。此外他們亦完成294次小組活動及公眾教育活動。在收回136份的意見問卷調查中，服務使用者對朋輩支援服務的滿意度，以及提升精神健康的知識或增加復元人士的理解，分別為達95%及91%，反映朋輩工作的價值得到認同。

Peer Support Service has been regularised as one of subvented services by Social Welfare Department since 31 March 2018. Peer Supporters make use of their personal recovery experiences in mental illness as an intervention approach to build up peer support relationships with service users and accompany them in nonlinearity life journey with hope instillation.

Our five half-time Peer Supporters were proactive throughout the year. A total number of 474 interview sharing was completed and of them, 103 outreaching visits were recorded. Besides, 294 sessions of activities in group and programme and public education were conducted. For the 136 questionnaires collected, 95% and 91% of the service users respectively satisfied with the Peer Support Service, and acknowledged the increase of mental health knowledge and acceptance towards People In Recovery. The achievements significantly revealed the recognition of the peer support service.

### 意見問卷調查 Feedback in Questionnaires

服務使用者在意見問卷調查裡的回饋對朋輩支援員很鼓舞

1. 「很欣賞朋輩的勇氣，加油，願繼續給予復元人士正向的影響。」
2. 「欣賞朋輩關心舍友，和他們傾訴，對康復者極重要。」
3. 「針對病情而開解，充滿關懷，希望在今天。」
4. 「非常感謝真實的分享。」
5. 「朋輩支援員與大家一同分享心聲，互相鼓勵，建立友誼。」
6. 「有正面鼓勵康復者的作用，繼續努力。」
7. 「朋輩的故事有啟發性，可作自己復元的參考。」

Service users expressed their encouraging feedback towards peer supporters

1. "I appreciate the courage of peer supporters. Fighting! Wishing them to give positive influence to people in recovery continuously."
2. "I appreciated peer supporters who give concern to service users in halfway houses, and talking with them is very important to recovery."
3. "Peer supporters understand and soothe service users with caring, hope is instilled today",
4. "Thank you so much for the real-life sharing."
5. "Sharing and building up relationship with peer supporters, and having mutual encouragement."
6. "Peer support service provides positive encouragement for service users, keep going."
7. "Stories of peer supporters are inspiring and served as our references in recovery."



## 利民社區網 Richmond Fellowship Community Network

利民社區網成立於二零一三年，旨以朋輩同行力量支持復元人士的復元旅程，建立自助及互助網絡。我們於二零一八年八月獲得華人永遠墳場管理委員會的捐助推行「好·生之德」計劃，透過不同的訓練提升他們對生命與死亡的認識，建立正面的人生觀，並透過生命劇場，增加復元人士與社區人士的互動，推廣珍惜生命、和關愛身邊人的訊息，以建立關愛社區。

Richmond Fellowship Community Network has been established since 2013, aiming to use peer support power for sustaining recovery journey among service users and building up a mutual-help network. We got a funding support from The Board of Management of the Chinese Permanent Cemeteries for the "Treasures of Life" project launched in August 2018. Participants could learn more about life and death, and build up a positive thinking through a series of life and death training. In addition, drama sessions increased the interaction among People In Recovery and community members, and brought messages of cherishing life and caring people around so that a caring community could be built.



「人生必有一死」遊學團參觀墓園  
A visit to cemeteries in the "Life includes Death" Tour



「身後好事」死亡習作，為自己做花牌  
Participants learnt how to make paper-flower backdrops in the "Goodness before Death" Workshop



參加者在「生命歷情體驗館」體驗人生  
Participants experienced "life journey" in the Jockey Club Life Journey Centre



參加者正在排練「心繫愛」戲劇  
Participants were rehearsing for "Love-linked Hearts" drama show



參加者正在進行「心繫愛」巡迴演出  
Participants were touring the "Love-linked Hearts" drama performance

## 利民健康農莊計劃 Richmond Health Farm Project

受登革熱的影響，利民健康農莊計劃只能提供有限服務。我們十分感謝熱愛大自然的人士仍積極到訪參與各種活動。

Affected by Dengue Fever, Richmond Health Farm Project could only provide a very limited service. Nevertheless, we were much appreciated for the nature lovers who were proactive in participation of various activities.



小農夫計劃  
The Little Farmer project



中學生參觀農莊  
Students from a secondary school visited our farm in a sunny day



黃皮大豐收  
Good harvest of "Clausena lansium"



## 天糧網 - 短期食物援助服務 Daily Meal Network - Short Term Food Assistance Service

「天糧網-短期食物援助服務」是五間非政府機構，包括循道衛理觀塘社會服務處、美差會潮浸服務聯會、基督教宣道會香港區聯會社會服務處、西貢區社區中心及本會，以聯營模式提供短期食物援助予觀塘、黃大仙、西貢及將軍澳區的弱勢人士及家庭。

我們的翠華之家和尚德之家是其中兩個服務點，為有需要人士提供食物援助、情緒支援以至轉介服務。隨著計劃的終結，服務亦於2018年7月底圓滿結束。

"Daily Meal Network – Short Term Food Assistance Service" was cooperated among five NGOs namely Kwun Tong Methodist Social Service, ABM Hong Kong Swatow Baptist Church Community Service Association, Christian & Missionary Alliance Church Union Hong Kong Ltd. Social Services, Sai Kung District Community Centre, and Richmond Fellowship of Hong Kong. It provided vulnerable groups living with food assistance in the districts of Kwun Tong, Wong Tai Sin, Sai Kung, and Tseung Kwan O.

Our Tsui Wah House and Sheung Tak House were two of the service points. And apart from food assistance, emotional support and case referral service were also provided for the people in need. The project was accomplished with great success on July 2018.



援助物資整齊排列，預備濟弱扶傾  
Various food supplies were well organised in the shelves



社工處理申請，深入了解求助者需要，作支援及轉介  
A service user was being assessed the needs; our social worker helped the applicant with different supports upon a comprehensive assessment



完成審批後，申請人獲發食物援助  
When the application was approved, the applicant was allocated food upon simple procedures, food supplies were given to the applicants immediately

## 臨床心理服務 Clinical Psychological Service



我們的臨床心理學家應邀到香港電台電視節目接受有關躁鬱症的訪問  
Our Clinical Psychologist accepted RTHK television programme interview to illustrate ups and downs of Bipolar disorder

臨床心理服務於2009年3月開設，為服務使用者、家屬及有需要的社區人士提供實證心理治療及心理評估服務，以幫助他們處理各種情緒及行為上的困擾及促進身心健康。服務亦就有關心理健康及精神康復等課題進行研究及教育，其中包括為學校、非牟利團體及本會同工提供公眾講座及專題培訓，旨在增加公眾對精神病的認識及推動社會關注精神健康。

We have commenced the Clinical Psychological Service since March 2009. The service provides evidence-based psychological interventions and psycho-assessments to our service users, their families and the community for mental health. We also conduct scientific researches and public educations in aspect of mental health and recovery for schools, non-governmental organisations and our colleagues in order to raise and promote public awareness towards mental health.

## CORE VALUES OF RFHK 利民會的核心價值

## FORESIGHT 遠見

## 家屬支援服務報告 Family Support Service Report

利民家庭學社一直強調建立家屬及照顧者的互助網絡，並透過不同活動和訓練，以發展家屬朋輩之間的優勢，及推動家屬關注社會精神健康的議題。

去年，學社以「燃點希望，勇敢追夢」作為年度主題，舉辦不同的家屬支援小組，凝聚地區家屬，及鞏固家屬支援網絡。其次，透過家屬導師訓練課程，讓家屬及照顧者升級成為「朋輩導師」，於不同的家屬小組、精神健康教育課程及社區活動中，帶領小組和分享個人照顧經驗，同時向社區推廣正面的精神健康訊息。

另外，我們轄下的家屬互助組織「聯心社」，會員人數已達750人。在未來，我們會繼續鞏固家屬的地區網絡，持續發展「家屬朋輩導師」的優勢和社區倡議工作。

Richmond Family Institute (RFI) has continued to empower caregivers in developing their strengths through various activities and training to enhance their abilities of advocacy and to raise their concerns on social mental health issues.

“Rekindling Hope, Capturing Dreams” was the theme of RFI last year. To consolidate the informal social support network of caregivers in the communities, various social gatherings and recreational activities were regularly organised. Besides, caregivers were promoted as “Peer Support Tutors” through a series of tutor training. Caregivers were equipped with leadership and networking skills such as leading a socially supportive group. In addition to public promotion of positive mental health messages, “Peer Support Tutors” are able to share their personal experiences in caring their family members suffered from mental illnesses in different groups, mental health education courses and public programmes.

Moreover, the number of caregivers in the “Heart to Heart Club”, a mutual support group of caregivers, has reached 750. In the future, we will consolidate caregivers’ social network in the districts, as well as to develop potential strengths of “Peer Support Tutor” and community advocacy work continuously.





## 利民家庭學社 Richmond Fellowship Institute

利民家庭學社透過舉辦家屬聯誼活動和中醫講座，關顧家屬身心靈健康，從以減輕其照顧壓力。同時，本服務為家屬「朋輩導師」提供不同技巧訓練，讓他們分享個人照顧經驗，並帶領家屬小組。另外，透過社區講座、分享會和外地交流，推動家屬社區倡議工作。

Richmond Family Institute (RFI) conducted various programmes for "Heart to Heart Club" members, such as recreational activities and Chinese medicine talks in order to improve their holistic health and to alleviate their stress from caring. Meanwhile, RFI offered different skills training for "Peer Support Tutor" to share and lead the caregivers group. Additionally, our caregivers also promoted advocacy messages of mental health in the community through various community talks, sharing workshops and overseas exchange events.



家屬於小組聚會中互相分享支持  
Caregivers shared with each other in the mutually support group



家屬十分踴躍參與迎新活動  
Caregivers actively participated in the orientation programme



「家屬朋輩導師」於社區講座中分享個人照顧經驗  
"Caregivers Peer Support Tutors" shared their caring experiences in a community talk



家屬進行伸展運動，推動身心靈健康  
A Body-Mind-Spirit stretching programme for caregivers



「聯心社」委員會成員與澳門家屬自助組織交流  
Committee Members in "Heart to Heart Club" visited a self-helping caregiver organisation in Macau

## 持份者回饋 Sharing from Stakeholder



過往我曾參與利民會不同的家屬活動，包括精神健康教育課程、家屬導師訓練課程和不同的社區交流等。這些活動令我反思復元人士有什麼需要及作為家屬應如何協助復元人士提升自信和溝通，實在獲益良多。願大家遇到面對照顧上的壓力或軟弱無力時，可以互相扶持。  
美秋 【家屬】

I had participated in various caregiver activities over the years, such as mental health educational courses, "Peer Support Tutor" training and different community sharings. Reflecting the need of People in Recovery and the role of caregivers, I became more confident and my communication skills were enhanced afterwards. Hoping that we could support each other even in the period of hardships.  
Mei Ciou (A caregiver)

## CORE VALUES OF RFHK 利民會的核心價值

HOLISTIC  
全人



## 中國社會服務發展計劃報告 China Social Service Development Projects Report

多年來，利民會的「薪火相傳國內社工培訓延續計劃」為國內社區及社福界員工提供持續的培訓和督導服務。新的計劃書已準備就緒，期望引入新的基金資助，以共同推動及支持粵港澳大灣區之精神健康及復康服務發展。

Over years, "Richmond China Enrichment Project" had consistently offered series of professional training and supervision to communities and social service workers in mainland China. A new proposal has been ready for potential funders to extend the support for social service development in the aspects of mental health and rehabilitation in the Guangdong-Hong Kong-Macao Greater Bay Area.





## 廣州利康社會工作服務中心 Guangzhou Likang Social Work Service Centre

廣州利康社會工作服務中心運用社會工作手法及中國特色的復元模式，為社區復元人士及其家屬提供適切的社區服務。在市和區的中國殘疾人聯合會及殘疾人就業培訓服務中心的支援下，開展荔灣區社區精神康復綜合服務中心、春暉庇護工廠社工服務、心智障礙人士支援性就業服務、及星途心智障礙人士定崗培訓服務。現在，中心仍堅持舉辦每週三的家屬活動日，每年有近千名社區復元人士及家屬接受中心服務。

Based on social work approach and Chinese-featured recovery mode, Guangzhou Likang Social Work Service Centre provides suitable community services for People In Recovery (PIR) and their caregivers in the community. With support from China Disabled Persons' Federation, and Employment Training Service Center for the Disabled in the Municipality and District, we launched Integrated Community Service Center for Mental Rehabilitation in Liwan District, Chunhui Sheltered Workshop Social Work Service, supportive employment service for people with mental disorders, and Xingtu On-site training service for people with mental disorders. Currently, the centre adhered to organisation of family activity on Wednesdays, and approximately a thousand of PIRs and caregivers in the community received center services in every year.



星途心智障礙人士定崗培訓服務中，對智障人士進行檸檬茶沖調培訓  
A service user was formulating a lemon tea in Xingtu on-site training service



春暉工廠社工服務組織家屬參觀精神病醫院  
A group of family caregivers from Chunhui Sheltered Workshop social work service visited a psychiatric hospital

## 廣州利民精神健康社會工作資源中心 Guangzhou Richmond Mental Health Social Work Resource Centre

廣州利民精神健康社會工作資源中心成立於2011年，以發展和培育精神健康專業領域的社會工作人才及推動精神健康社會服務發展為宗旨和使命。目前承接廣州市部分行政區的精神康復綜合服務中心專業督導及服務評估工作，並積極拓展長者精神健康領域的專業特色服務。

Founded in 2011, Guangzhou Richmond Mental Health Social Work Resource Center targeted the development and cultivation of professional social workers on mental health, and promotion of mental health social service development as its vision and missions. It undertakes supervision and service assessment in some psychiatric rehabilitation service centers in Guangzhou and proactively outreaches professionally featured services in the elderly mental health aspect.



為精神康復綜合服務中心提供專業督導及服務評估工作  
Provision of supervision and service assessment for psychiatric rehabilitation service centers



為社工提供專業培訓  
Professional training for social workers



養老院舍駐點的社會工作服務  
On-site social service in residential care homes for the elderly

## 恩平市利康社會工作服務中心 Enping Likang Social Work Service Centre

恩平市利康社會工作服務中心目前承接了恩城街道社會治理綜合服務專案、兩個社區康園中心的項目和良西鎮敬老院的項目。西門社區康園中心於2018年被評為「江門市四星級殘疾人日間托養機構」。同時，恩平利康中心去年積極發展職業康復訓練，成功協助兩名復元人士外出就業。

Enping Likang Social Work Service Centre is currently undertaking the Encheng Subdistrict Social Governance Integrated Service Project, two project-based daily care centres and "Liangxizhen Geracomium". Ximen Daily Care Centre was awarded as "Jiangmen Four-Star Disabled Persons' Day Care Institution" in 2018. Meanwhile, the service centre proactively developed vocational rehabilitation training last year and two People In Recovery were successfully trained for open employment.



西門社區康園中心被評為「江門市四星級殘疾人日間托養機構」  
Ximen Daily Care Centre was awarded as "Jiangmen Four-Star Disabled Persons' Day Care Institution"



復元人士參加就業扶貧招聘會  
People In Recovery enrolled in job fair for poverty alleviation



復元人士在酒店進行客房服務員技能培訓  
People In Recovery received a room attendant skills training in a hotel



中心開展「世界精神衛生日」活動，關愛學生心理健康  
Concerning students' mental health, the centre launched "International Mental Health Day" activity



復元人士進行就業培訓參觀活動  
People In Recovery joined a visit regarding employment training

# 中央行政支援

## Central Administrative Support





## 人力資源 Human Resources

我們一直十分重視人才培訓、發展以至留任的安排，因而多年來投入大量資源於員工發展及優才的發掘。為了加強管理級員工行政管理及服務督導能力和經驗，並且預備中、高層梯隊在未來可能接班的實際需要，本年度推行「勝任能力提升計劃」。計劃透過工作調動及暫委安排，讓中、高層管理人員提升管理能力及鞏固經驗。此外，人力資源小組委員會持續適時檢討人力資源管理的方向及發展，包括人力資源政策、薪酬及福利、人手編制等。截至2019年3月31日，我們共有204名員工，當中專業團隊包括臨床心理學家、護士、職業治療師及社會工作人員。

The Fellowship always values the arrangement of staff training, development and retention. For that purpose, great resources had been engaged for staff development and talent acquisition over years. In order to acquire competence and enrich experience in administrative management and service supervision of managerial staff, and take account in actual operational needs of succession planning for middle and senior tier staff, we launched "Competence Enhancement Scheme" in the year. Given that the scheme featured job rotation and established deputy arrangement, it provided opportunities for the aforementioned staff to enhance managerial competencies and consolidate experiences. Besides, Human Resources Sub-committee has been timely reviewing direction and development of human resources management, including human resources policies, pay and benefits as wells as manpower structure. As at 31 March 2019, we employed 204 staff comprising of professional teams namely clinical psychologists, nurses, occupational therapists and social workers.



## 卓越活動獎 Excellent Activity Award

為持續鼓勵及推動創新服務意念，我們繼續推行卓越活動獎，並由總幹事、助理總幹事、督導主任、協調主任及職員會主席組成的評審委員會作評核，結果由友樂坊（黃大仙）囊括卓越活動獎的冠及亞軍，利民家庭學社獲得季軍。

In order to keep encouraging and promoting innovative service ideas, the Fellowship continued to launch the Excellent Activity Award, which was evaluated by a judging panel comprising the Director, the Assistant Director, the Service Supervisor, the Coordinating Officer and the Chairman of the Staff Association. This year, ALOHA (Wong Tai Sin) was awarded both champion and the first runner-up while Richmond Family Institute was awarded the second runner-up.



冠軍  
Champion

### 思前想後 Life and death

友樂坊（黃大仙） ALOHA (Wong Tai Sin)

「思前想後」生死教育計劃由十四節的活動組成，當中包括：身心靈工作坊、治療性小組及外出體驗活動，致力把「勇敢當下、擁抱未來」的概念於中心層面廣泛推廣，同時與對於生死教育有興趣的會員於小組中一同深入「從死論生」。

"Life and death" education programme had fourteen sessions, which included body-mind-spirit workshop, therapeutic group and experiential outing activity. It not only widely promoted the idea of "fighting for the present and embracing the future" in the center, but also invited the members who were interested in life education topics to freely discuss or express their views.



亞軍  
First Runner-up

### 精神健康我至叻 Mental Health Smarties

友樂坊（黃大仙） ALOHA (Wong Tai Sin)

「精神健康我至叻」小組透過定期聚會、雙向討論、外出參觀和交流等環節，關注精神健康相關的議題、資源、政策及變化。現在，會員已成立倡導及支持性團隊，令他們從活動中學習參與及發聲，認識更多精神健康及社區資源。

The supportive group "Mental Health Smarties" focused on mental health related agenda, resources, policies and changes through regular gatherings, two-way discussion, visits and exchanges. Currently, members of the group had established a team for advocacy and support. They also got to learn more about mental health and community resources from participation and expression in activities.



季軍  
Second Runner-up

### 家倍同心導師訓練課程 Peer Support Tutor Training Course

利民家庭學社 Richmond Family Institute

利民家庭學社一直以充權理念，發展和提升家屬的優勢。8堂的「家倍同心導師訓練課程」已訓練10位家屬，為他們重整個人復元經歷及帶領小組技巧，為成為家屬課程導師作準備，進一步實現助人自助的充權倡導的角色。

Richmond Family Institute (RFI) always develops and promotes caregivers' strengths with principle of empowerment. The 10 caregivers received 8 sessions of "Peer Support Tutor Training Course" aiming to reorganise their personal recovery experience and leadership skills. Afterwards, it prepared them for being eligible caregiver trainers and further actualised the role of self-help empowerment and advocacy.

## 優化服務運作計劃 Optimisation in Service Operations Award

### 非專業同工當值手冊 Non-professional Staff On-duty Manual

友樂坊（黃大仙） ALOHA (Wong Tai Sin)



過往接待處的工作主要靠舊同事口耳相傳給新入職同事，容易造成訊息傳遞錯誤、遺漏及失效等問題。故此製作了一本《非專業同工當值手冊》，作為運作服務參考藍本，讓新入職同事能更快掌握接待處的運作，提升工作效率。

Training for front-line operation mainly relied on colleagues' verbal messages, which may easily lead to transmission error, omission and invalid. Therefore, a "Non-professional Staff On-duty Manual" was produced as a blueprint of standard operation procedures. New colleagues could make reference to the manual for enhancement of work efficiency and efficacy in performing reception duty.

## 員工得獎名單 Staff Award List 2018-2019

### 長期服務獎 Long Service Awardment

年	Year	職員	Staff	單位	Unit
25		潘紅燕	POON Hung Yin	友樂坊（黃大仙）	ALOHA (Wong Tai Sin)
20		趙保強	CHIU Po Keung	尚德之家	Sheung Tak House
15		陳炳康	CHAN Ping Hong	新翠實業社	New Jade Manufacturing Centre
10		馮祥添	FUNG Cheung Tim	中央行政辦事處	Central Administrative Office
10		劉春生	LAU Chun Sun	翠華之家	Tsui Wah House
5		陳易生	CHAN Yik Sang, Jason	中央行政辦事處	Central Administrative Office
5		鄭俊延	CHENG Chun Yin	屏山樓	Ping Shan House
5		張秀霞	CHEUNG Sau Ha	友樂坊（黃大仙）	ALOHA (Wong Tai Sin)
5		蔡緒霞	CHOI Shui Ha	職業復康服務	Vocational Rehabilitation Services
5		馮恩德	FUNG Yan Tak	新翠實業社	New Jade Manufacturing Centre
5		何月群	HE Yuequn	臨床心理服務	Clinical Psychological Service
5		高靜雯	KO Ching Man	利民進業服務（柴灣）	Richmond Customer Service (Chai Wan)
5		劉雪敏	LAU Suet Man	友樂坊（黃大仙）	ALOHA (Wong Tai Sin)
5		李淑燕	LEE Shuk Yin	利民進業服務（柴灣）	Richmond Customer Service (Chai Wan)
5		呂嘉耀	LUI Ka Yiu, Thomas	翠華之家	Tsui Wah House
5		潘靖文	PUN Ching Man, Monica	中央行政辦事處	Central Administrative Office
5		袁廣昱	UN Kuong lok	友樂坊（黃大仙）	ALOHA (Wong Tai Sin)
5		楊以萍	YANG Yi Ping	翠華之家	Tsui Wah House
5		姚可榆	YIU Ho Yu	友樂坊（港島東）	ALOHA (Eastern)
5		姚綺明	YIU Yee Ming	新翠實業社	New Jade Manufacturing Centre
5		余彩莉	YU Tsoi Lei, Sandy	環翠之家	Wan Tsui House

### 優秀同工獎 Staff Incentive Award – Outstanding Performance

職員	Staff	單位	Unit
陳小玉	CHAN Siu Yuk	新翠實業社	New Jade Manufacturing Centre
張嘉惠	CHEUNG Ka Wai, Sara	友樂坊（黃大仙）	ALOHA (Wong Tai Sin)
何月群	HE Yuequn	臨床心理服務	Clinical Psychological Service
何麗玲	HO Lai Ling	尚德之家	Sheung Tak House
賴敬韻	LAI King Wan	新翠實業社	New Jade Manufacturing Centre
李嘉慧	LI Ka Wai	友樂坊（黃大仙）	ALOHA (Wong Tai Sin)
單家威	SIN Ka Wai	中央行政辦事處	Central Administrative Office

## 運用整筆撥款儲備及公積金儲備 The Use of Lump Sum Grant Reserve and Provident Fund Reserve

### 財務管理

為妥善運用公共資源，本會備有一套完善的內部監控機制以確保遵守相關政策和程序，亦不時檢視不同服務、服務使用者及員工的需要以善用財務資源。

一如以往，執行委員會成員和高級管理層繼續審視機構過去數年的整筆撥款儲備以確保財務狀況的穩健，並在退修營等平台向出席同工發放訊息讓其了解有關的財務狀況。中央行政辦事處會持續檢視所有服務單位的人手情況及相關資料，在有需要時向執行委員會提出改善方案。

### 恰當運用整筆撥款和公積金儲備

高級管理層亦已貫徹地按照整筆撥款和最佳執行指引的人力及財務管理原則執行。為提高財政透明度，我們繼續透過網站及周年報告向持份者披露相關的儲備結餘。

### Financial Management

To ensure prudent use of public resources, internal control system has long been established in compliance with relevant policies and procedures in the Fellowship. From time to time, we took initiative to review the needs of service users, service set-up and staff members to ensure service quality and optimal use of available financial resources.

As always, the Board of Executive Committee (EXCO) members and the senior management have reviewed the Lump Sum Grant (LSG) Reserve in the past few years to ensure the stability of financial status. Such financial conditions would accordingly be disseminated to our colleagues through the platform of staff retreat camp. The Central Administration would continue to review the manpower provisions of all service units and relevant information, and to submit improvement measures to the Board of EXCO members for consideration.

### Proper use of the Lump Sum Grant and Provident Fund Reserves

The senior management had thoroughly executed the principles of the Lump Sum Grant and Best Practice Manuals on financial and human resources management. To enhance the financial transparency, the balance of reserves would continuously be disclosed to stakeholders through our website and annual report.



**RICHMOND FELLOWSHIP OF HONG KONG**  
**利民會**

**Statement of Comprehensive Income**  
**For the year ended 31 March 2019**

	<b><u>2019</u></b> <b><u>HK\$</u></b>	<b><u>2018</u></b> <b><u>HK\$</u></b>
<b>Income</b>	77,072,345	75,237,142
Other revenue	660,163	997,439
Administrative expenses	(70,512,002)	(73,539,904)
Surplus from operation	<u>7,220,506</u>	<u>2,694,677</u>
Bank interest income	54,171	25,006
<b>Surplus for the year</b>	<u>7,274,677</u>	<u>2,719,683</u>
<b>Other comprehensive income</b>		
Grant and subsidy received	7,344,230	2,240,179
Interest received	710	48
Provident fund adjustment	(113,692)	(103,432)
Minor work expenditure	(11,310)	(32,650)
Project expenses	(2,839,641)	(1,060,243)
Refund to Social Welfare Department	(632,891)	(283,970)
Accumulated surplus shared with Yuen Long Town Hall	8,196	(370,643)
	<u>3,755,602</u>	<u>389,289</u>
<b>Total comprehensive income for the year</b>	<u>11,030,279</u>	<u>3,108,972</u>

**RICHMOND FELLOWSHIP OF HONG KONG**  
**利民會**

**Statement of Financial Position**  
**as at 31 March 2019**

	<b><u>2019</u></b> <b><u>HK\$</u></b>	<b><u>2018</u></b> <b><u>HK\$</u></b>
<b>Non-current assets</b>		
Furniture and equipment	<u>4,323,655</u>	<u>1,884,100</u>
<b>Current assets</b>		
Accounts receivable	1,030,486	1,884,148
Cash and cash equivalents	42,263,867	30,365,799
	<u>43,294,353</u>	<u>32,249,947</u>
<b>Current liabilities</b>		
Accrued charges and other payables	2,859,917	2,928,281
Amount due to a related association	3,331,312	809,266
	<u>6,191,229</u>	<u>3,737,547</u>
<b>Net current assets</b>	<u>37,103,124</u>	<u>28,512,400</u>
<b>Net assets</b>	<u>41,426,779</u>	<u>30,396,500</u>
<b>Agency reserves</b>		
Designated Funds	2,606,159	251,206
Social Welfare Development Fund	174,823	200,353
Social Welfare Reserve Fund	32,331,288	24,933,492
General Fund	6,314,509	5,011,449
<b>Total fund</b>	<u>41,426,779</u>	<u>30,396,500</u>

**RICHMOND FELLOWSHIP OF HONG KONG**

**利民會**

**Statement of Changes in Reserves  
For the year ended 31 March 2019**

	Designated Funds										Social Welfare Development Fund	Social Welfare Reserve Fund	General Fund	Total					
	Grants from promoting Access to Training and Information in Technology for People with Disabilities HK\$	Lottery Fund - Peer support worker HK\$	Mental Health in China HK\$	17,985	334,998	Operation of Santa Claus Fund HK\$	Employee Retraining Board HK\$	Reserve for Sponsorship of Justice Service Users HK\$	The Welfare Fund Limited HK\$	Community Care Fund HK\$	Chow Tai Fook Charity Foundation Limited HK\$	Sub-total HK\$	Lump Sum Grant Reserve HK\$		Provident Fund Subvention Surplus HK\$	Reserve of Central Items HK\$	Sub-total HK\$	HK\$	
Balance as at 1 April 2018	278,576	-	(105,010)	17,985	334,998	(446,704)	132,778	14,400	18,000	25,900	-	251,206	200,353	16,171,015	8,045,454	717,023	24,933,492	5,011,449	30,396,500
Other comprehensive expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Grant and subsidy received	921,000	3,233,090	70,476	-	-	-	-	-	-	42,200	2,924,664	7,191,430	152,800	-	-	-	-	-	7,344,230
- Interest received	484	-	-	-	-	-	-	-	-	-	-	484	226	-	-	-	-	-	710
- Minor works	(11,310)	-	-	-	-	-	-	-	-	-	-	(11,310)	-	-	-	-	-	-	(11,310)
- Project expenses	-	-	-	-	(85,411)	-	-	-	-	-	(2,575,207)	(2,660,618)	(179,023)	-	-	-	-	-	(2,839,641)
- Provident fund adjustment	-	-	-	-	-	-	-	-	-	-	-	-	-	(113,692)	-	(113,692)	-	-	(113,692)
- Accumulated deficit shared with Yuen Long Town Hall	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Opening adjustment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- SWD letter dated	-	-	-	-	-	-	-	-	-	-	-	-	-	(282,871)	(70,020)	-	(352,891)	-	(380,800)
- 27 February 2018	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- Clawback of subvention	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Surplus for the year	910,174	3,233,090	70,476	-	(85,411)	-	-	-	-	42,200	349,457	4,519,986	(23,997)	(282,871)	(183,712)	(280,000)	(746,583)	8,196	3,755,602
Transfer between funds for equipment acquired and subvented	-	-	-	-	-	-	-	-	-	-	-	-	-	6,742,022	1,352,790	(4,000)	8,090,812	(816,135)	7,274,677
Transfer between funds	(816,058)	(3,133,090)	-	-	-	-	-	-	-	-	-	(3,949,148)	-	-	-	-	-	-	-
Opening adjustment	-	(100,000)	-	-	-	466,704	(132,778)	-	-	-	1,550,189	1,748,115	467	-	-	-	-	3,949,148	(1,784,582)
SWD letter dated	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
- 29 June 2018	-	-	-	-	-	-	-	-	-	-	-	-	-	2,997	-	-	2,997	(2,997)	-
- 3 September 2018	-	-	-	-	-	-	-	-	-	-	-	-	-	50,169	401	-	50,570	(50,570)	-
Total comprehensive income	94,116	-	-	-	(85,411)	(466,704)	(132,778)	-	-	42,200	1,899,646	2,354,053	(23,997)	6,512,317	1,169,479	(284,000)	7,397,796	1,303,060	11,630,279
Balance as at 31 March 2019	372,692	-	(34,534)	17,985	249,587	-	-	14,400	18,000	68,100	1,899,646	2,606,159	174,823	22,683,332	9,214,933	433,023	32,331,288	6,314,509	41,426,779

**RICHMOND FELLOWSHIP OF HONG KONG**

**利民會**

**FSA Services  
Detailed Income and Expenditure Statement  
For the year ended 31 March 2019**

	2019 HK\$	2018 HK\$
<b>Income</b>		
Central items income	270,000	550,000
Fees and dues	1,796,477	1,920,652
Clothes washing charges	23,496	30,814
LSP Income	-	433,578
Severance payment income	125,974	114,009
Meal charges	82,719	83,705
Programme income	242,477	317,029
Community Chest allocation	758,318	-
Donation received	3,759	2,657
Subvention – LSG + SOG	66,131,810	59,948,064
Tea store income	8,714	9,558
	<u>69,443,744</u>	<u>63,410,066</u>
<b>Other income</b>		
Bank interest income	52,254	23,868
Sundry income	50,861	66,029
	<u>69,546,859</u>	<u>63,499,963</u>
<b>Less: Expenditure</b>	<u>62,881,837</u>	<u>62,497,536</u>
<b>Surplus for the year</b>	<u>6,665,022</u>	<u>1,002,427</u>



**RICHMOND FELLOWSHIP OF HONG KONG**  
**利民會**

**FSA Services  
Expenditure  
For the year ended 31 March 2019**

	<b>2019 <u>HK\$</u></b>	<b>2018 <u>HK\$</u></b>
<b>Expenditure</b>		
Salaries	48,995,291	47,146,177
Provident Fund	2,482,891	2,436,787
Central items expense	274,000	140,000
Rent	1,812,756	1,812,216
Rates	335,300	357,800
Administrative charges	52,735	-
Advertisement	216,431	51,515
Auditor's remuneration	38,400	38,400
Bank charges	4,613	6,451
Cleaning materials	349,759	338,527
Consultancy fee	15,000	-
Depreciation	1,599,643	2,660,425
Electricity	726,792	749,538
Food for members in half-way houses and centres	1,141,655	1,287,449
Gas and fuel	143,614	165,509
Incentive allowance for sheltered workshop	784,653	791,035
Insurance	646,776	612,885
Long service payment	-	61,183
Loss on written of furniture and equipment	3,000	9,416
Miscellaneous expenses	93,607	611,325
Newspapers and periodicals	44,358	45,731
On job training subsidy	23,095	-
Postage	58,943	57,214
Printing and stationery	314,772	272,279
Programme expenses	1,424,467	1,548,667
Promotion	109,884	68,884
Registration fee	9,905	7,305
Repairs and maintenance	388,634	475,499
Retirement benefits	20,000	-
Sewage charge	30,829	30,330
Severance payment	81,816	149,585
Staff welfare	47,357	-
Staff training and professional exchanges	55,692	-
Store and consumable	48,307	33,349
Storage fee	57,600	-
Tea store expenses	6,631	6,588
Telephone	155,391	150,366
Travelling allowance to trainee of workshop	34,392	46,589
Training tools and materials	3,774	75,501
Travelling expense	111,301	120,406
Vehicle expenses	37,698	34,692
Visiting Medical Practitioner Scheme Expenses	49,560	46,980
Water	50,515	50,933
<b>Total expenditure</b>	<b><u>62,881,837</u></b>	<b><u>62,497,536</u></b>

**RICHMOND FELLOWSHIP OF HONG KONG**  
**利民會**

**Non-FSA Services  
Detailed Income and Expenditure Statement  
For the year ended 31 March 2019**

	<b>2019 <u>HK\$</u></b>	<b>2018 <u>HK\$</u></b>
<b>Income</b>		
Air-conditioner charges	-	250
Clothes washing charges	29,430	26,346
Donation received	259,532	5,190,127
Programme income	3,323,306	1,256,304
Community Chest allocation	109,882	842,900
Interest received	1,916	1,138
Meal charges received	322,403	300,649
Processing charge	2,050,500	1,817,491
Rental income	1,544,607	2,136,016
Severance payment income	-	275,615
Sundry income	399,246	722,802
Tea store income	198,997	189,986
	<u>8,239,819</u>	<u>12,759,624</u>
<b>Less: Expenditure</b>	<b>7,630,164</b>	<b>11,042,368</b>
<b>Surplus for the year</b>	<b><u>609,655</u></b>	<b><u>1,717,256</u></b>

**RICHMOND FELLOWSHIP OF HONG KONG**  
**利民會**

**Non-FSA Services  
Expenditure  
For the year ended 31 March 2019**

<b>Expenditure</b>	<b>2019 <u>HK\$</u></b>	<b>2018 <u>HK\$</u></b>
Allowance for volunteers	50,820	42,758
Auditor's remuneration	12,400	23,600
Administrative charge	2,400	38,133
Advertisement	30,981	85,834
Bank charges	3,124	5,851
Cleaning materials	71,624	62,942
Depreciation	194,206	325,775
Electricity	143,124	151,936
Food for members in half-way houses and centres	518,242	595,926
Gas and fuel	40,453	38,716
Insurance	31,698	77,368
Loss on written off of furniture and equipment	856	41,388
Management fee	86,017	84,337
Miscellaneous expenses	23,127	230,345
Newspapers and periodicals	-	713
Plant and Seeds	-	4,262
Promotion	176,467	108,023
Postage	14,123	5,660
Printing and stationery	15,267	24,565
Production materials and tools	39,588	50,772
Programme expenses	504,985	450,953
Provident fund	203,907	306,846
Provision for development items	121,189	103,796
Rates	72,820	117,631
Repairs and maintenance	91,015	187,635
Salaries	3,232,993	5,732,059
Severance payment	-	294,408
Soil and fertilizer	-	56,960
Sewage charges	10,689	9,215
Staff training and professional exchange	13,842	29,115
Store and consumable	1,507	25,025
Telephone	99,238	97,547
Tools and materials	21,042	5,656
Training allowance to trainee of workshop	1,739,168	1,531,932
Travelling expense	46,486	79,790
Water	16,766	14,896
<b>Total expenditure</b>	<b><u>7,630,164</u></b>	<b><u>11,042,368</u></b>

# 附錄

## Appendices





每年職員會為機構同工辦不同的福利項目、活動及關愛行動。本年度的主題是「凝聚·家·參與」，為配合年度主題，我們策劃的活動內容包含親子元素，並鼓勵同工家屬一同參與。務求在凝聚同工參與職員會活動時，更可關顧同工的家庭生活。

Staff Association launches various welfare items, activities and caring action plan for all members every year. Theme for the year was "Cohesion, Family and Joining". To match the theme, we executed activities' content with inclusion of parent-child elements, and encouraged their family members to join. We hoped our members could join the activities and performed family duties in the same time.



汽水競飲大賽  
The staff drink bottom up competition



人人有份的大抽獎  
Lucky draw moment



表演嘉賓—歌神Bobby  
Our singing performance guest, Bobby



在遊戲時，同事被拍下有趣的相片  
A funny photo taken in the party game



本年度職員會委員  
Committee members of Staff Association in the year

## 中央行政辦事處 Central Administrative Office

總幹事 Director	馮祥添博士	Dr. FUNG Cheung Tim
助理總幹事 Assistant Director	李綺雯女士	Ms. LI Yi Man
社會工作員（服務發展） Service Development Officer	邱佩芬女士	Ms. YAU Pui Fan
高級市場主任 Senior Marketing Officer	黃富民先生	Ms. WONG Fu Man, Eric
行政主任 Administrative Officer	單家威先生	Mr. SIN Ka Wai
人力資源主任 Human Resources Officer	王國昌先生	Mr. WONG Kwok Cheong Tony
人力資源助理 Human Resources Assistant	陳穎彤女士	Ms. CHAN Wing Tung, Carol
	黃瑤茵女士	Ms. WONG Yiu Yan, Joanna
會計助理 Accounting Assistant	潘靖文女士	Ms. PUN Ching Man, Monica
	鍾碧燕女士	Ms. CHUNG Pik Yin
資訊科技主任 Information Technology Officer	陳易生先生	Mr. CHAN Yik Sang, Jason
執行助理 Executive Assistant	張嘉銘先生	Mr. CHEUNG Ka Ming
助理文員 Clerical Assistant	陳潔枝女士	Ms. CHAN Kit Chee
兼職清潔員 Part-time Cleaner	蔡培華女士	Ms. TSOI Pui Wa

## 住宿訓練服務 Residential Training Services

### 環翠之家 Wan Tsui House | 中途宿舍 Halfway House

宿舍主任 Officer-in-Charge	陳倩儀女士	Ms. CHAN Sin Yee
社會工作員 Social Worker	黃國威先生	Mr. WONG Kwok Wai
	朱海迪女士	Ms. CHU Hoi Tik
登記護士（精神科） Enrolled Nurse (Psychiatry)	羅素華女士	Ms. LAW So Wah
復康工作員 Rehabilitation Worker	李俊業先生	Mr. LI Chun Yip
	潘永恩先生	Mr. POON Wing Yan
	卓家賢先生	Mr. CHEUK Ka Yin
復康助理 Rehabilitation Assistant	周華健先生	Mr. CHOW Wa Kin
服務助理 Service Helper	紀嘉威先生	Mr. KEI Ka Wai
廚師 Cook	梁玉玲女士	Ms. LEUNG Yuk Ling
清潔總管 Workman II	余彩莉女士	Ms. YU Tsoi Lei, Sandy

### 屏山樓 Ping Shan House | 中途宿舍 Halfway House

宿舍主任 Officer-in-Charge	陳雪慧女士	Ms. CHAN Suet Wai
社會工作員 Social Worker	鄭文恩女士	Ms. CHENG Man Yan
	羅潤添先生	Mr. LAW Yun Tim
登記護士（精神科） Enrolled Nurse (Psychiatry)	鄭俊延先生	Mr. CHENG Chun Yin
行政助理 Administrative Assistant	鄧佩賢女士	Ms. CHOW Pui Yin
保健員 Health Worker	李漢華先生	Mr. LEE Hon Wah
復康工作員 Rehabilitation Worker	梁皓琳女士	Ms. LEUNG Ho Lam
	鄧梓殷女士	Ms. TANG Tsz Yan
復康助理 Rehabilitation Assistant	陳志煌先生	Mr. CHEN Zhihuang
	劉偉業先生	Mr. LAU Wai Yip
活動助理 Programme Assistant	李鳴譽先生	Mr. LI Ming Yui
廚師 Cook	廖細葉女士	Ms. LIU Sai Kam
清潔總管 Workman II	陳紅英女士	Ms. CHEN Hong Ying

尚德之家 Sheung Tak House		中途宿舍 Halfway House	
宿舍主任	Officer-in-Charge	陳志成先生	Mr. CHAN Chi Shing
社會工作員	Social Worker	張佩儀女士 蔡穎儀女士	Ms. CHEUNG Pui Yee Ms. CHOI Wing Yee
保健員	Health Worker	李詠妍女士	Ms. LI Wing Yin
復康工作員	Rehabilitation Worker	何麗玲女士 陳小玲女士 張冠軒先生 陳姬妃女士	Ms. HO Lai Ling Ms. CHAN Siu Ling Mr. CHEUNG Kwun Hin Ms. CHAN Kei Fei
復康助理	Rehabilitation Assistant	蘇木順先生 張紫龍先生	Mr. SO Muk Shun Mr. CHEUNG Tse Lung
服務助理	Service Helper	張如清女士	Ms. CHEUNG Yu Ching
廚師	Cook	趙保強先生	Mr. CHIU Po Keung
清潔總管	Workman II	楊淨淨女士	Ms. YEUNG Ching Ching
朋輩支援員	Peer Supporter	梁毅進先生	Mr. LEUNG Ngai Chun

翠華之家 Tsui Wah House		中途宿舍 Halfway House	
宿舍主任	Officer-in-Charge	溫健熙先生	Mr. WAN Kin Hei
社會工作員	Social Worker	蔡雯菲女士	Ms. CHOI Man Fai
登記護士（精神科）	Enrolled Nurse (Psychiatry)	吳美蘭女士	Ms. NG Mei Lan
復康工作員	Rehabilitation Worker	楊以萍女士	Ms. YANG Yi Ping
		呂嘉耀先生 葉偉皓先生 鄭佩琮女士	Mr. LUI Ka Yiu, Thomas Mr. YIP Wai Ho Ms. KONG Pui King
復康助理	Rehabilitation Assistant	劉春生先生 余國霖先生	Mr. LAU Chun Sun Mr. YU Kwok Lam
活動助理	Programme Assistant	雷凱恩女士	Ms. LUI Hoi Yan
廚師	Cook	謝宏昌先生	Mr. TSE Wan Cheong
清潔總管	Workman II	廖妙茹女士	Ms. LIU Miu Yu
朋輩支援員	Peer Supporter	張美玲女士	Ms. CHEUNG Mei Ling

利康居 Likang Court		輔助宿舍 Supported Hostel	
社會工作員	Social Worker	林恩平先生	Mr. LAM Yan Ping
復康助理	Rehabilitation Assistant	李春明先生 魏雪玲女士	Mr. LEE Chun Ming, Philip Ms. NGAI Suet Ling
活動助理	Programme Assistant	劉國權先生 王詩雯女士	Mr. LAU Kwok Kuen Ms. WONG Sze Man
兼職復康助理	Part-time Rehabilitation Assistant	梁惠琳女士 宋謂金女士 吳玉華女士 李佩施女士	Ms. LEUNG Wai Lam Ms. SUNG Wai Kam Ms. NG Yuk Wah Ms. LEE Pui Sze

職業復康服務 Vocational Rehabilitation Services			
新翠實業社 New Jade Manufacturing Centre		綜合職業復康服務中心 Integrated Vocational Rehabilitation Service Centre	
協調主任	Coordinating Officer	梁翠萍女士	Ms. LEUNG Chui Ping, Sally
業務經理	Business Manager	周國傑先生	Mr. CHAU Kwok Kit
助理經理（市場及業務）	Assistant Manager (Marketing and Business)	陳小玉女士	Ms. CHAN Siu Yuk
登記護士	Enrolled Nurse	霍家政女士	Ms. FOK Ka Ching
行政助理	Administrative Assistant	賴敬韻女士	Ms. LAI King Wan
營運及市場主任	Marketing Officer	盧嘉莉女士	Ms. LO Ka Lee
市場助理	Marketing Assistant	許怡詩先生	Mr. HUI Yi Sze
文員	Clerk	胡詠霜女士	Ms. WOO Wing Sheung
司機	Driver	馮恩德先生	Mr. FUNG Yan Tak
訓練助理	Training Assistant	崔桂蘭女士 梁嘉恩女士 翁慧瑜女士 廖嘉琪女士 張鳳儀女士	Ms. TSUI Kwai Lan Ms. LEUNG Ka Yan Ms. YUNG Wai Yu Ms. LIU Ka Ki Ms. CHEUNG Fung Yee
活動助理	Programme Assistant	姚綺明女士 姚嘉慧女士 馬少鈴女士	Ms. YIU Yee Ming Ms. YIU Ka Wai, Phoebe Ms. MAR Siu Ling, Ricky
復康訓練助理	Rehabilitation Training Assistant	梁瑞祥先生	Mr. LEUNG Sui Cheung
三級工場導師	Workshop Instructor III	陳炳康先生 鄭彩麗女士	Mr. CHAN Ping Hong Ms. CHENG Choi Lai
工場助理	Workman II	郭明玉女士	Ms. KWOK Ming Yuk

利民進業服務（柴灣／將軍澳） Richmond Customer Service (Chai Wan/ Tseung Kwan O)		輔助就業 Supported Employment	
社會工作員	Social Worker	何立剛先生	Mr. HO Lap Kong
市場助理	Marketing Assistant	鄭鑑強先生	Mr. KWONG Yuk Keung
初級文員	Junior Clerk	高靜雯女士	Ms. KO Ching Man
訓練助理	Training Assistant	李淑燕女士 趙文敬先生	Ms. LEE Shuk Yin Mr. CHIU Man King
活動助理	Programme Assistant	馮婉琮女士 梁詠琳女士	Ms. FUNG Yuen King Ms. LEUNG Wing Lam

利民進業服務（元朗／黃大仙） Richmond Customer Service (Yuen Long/ Wong Tai Sin)		輔助就業 Supported Employment	
社會工作員	Social Worker	李詠雯女士	Ms. LI Wing Man
初級文員	Junior Clerk	葉頌琳女士	Ms. IP Chung Lam
訓練助理	Training Assistant	吳桂賢女士 陳詩穎女士 謝裕敏女士	Ms. NG Kwai Yin Ms. CHAN Sze Wing Ms. TSE Yu Man
活動助理	Programme Assistant	古翹輝先生	Mr. KO Kiu Fai
替假活動助理	Relief Programme Assistant	黃惠龍先生	Mr. WONG Wai Lung
兼職訓練助理	Part-time Training Assistant	藍逸匡先生	Mr. NAM Yat Hong



陽光路上 – 青少年殘疾人士在職培訓計劃 Sunnyway - On the Job Training Program for Young People with Disabilities		服務計劃 Service Projects	
社會工作員	Social Worker	黃順靈女士	Ms. WONG Shun Ling, Sarah

職能評估及優化計劃 Vocational Assessment and Intervention Enhancement Project		服務計劃 Service Projects	
一級職業治療師	Occupational Therapist (I)	蔡緒霞女士	Ms. CHOI Shui Ha
復康訓練助理	Rehabilitation Training Assistant	麥子健先生	Mr. MAK Tsz Kin

社區精神健康支援服務 Integrated Community Centre for Mental Wellness			
友樂坊（黃大仙） ALOHA (Wong Tai Sin)		精神健康綜合社區中心 Integrated Community Centre for Mental Wellness	
督導主任	Service Supervisor	潘紅燕女士	Ms. POON Hung Yin
中心主任	Centre-in-Charge	張嘉惠女士	Ms. CHEUNG Ka Wai, Sara
社會工作員	Social Worker	李嘉慧女士	Ms. LI Ka Wai
		黃康兒女士	Ms. WONG Hong Yi, Terri
		蔡剛先生	Mr. CHOI Kong
		曾慧華女士	Ms. TSANG Wai Wa
		譚欣賜女士	Ms. TAM Yan Chi
		張斯皓先生	Mr. CHEUNG Si Ho
		朱曉玲女士	Ms. CHU Hiu Ling
		黎靜儀女士	Ms. LAI Ching Yee
		蔡錦隆先生	Mr. CHOY Kam Lung
		區頌勤女士	Ms. AU Chung Kan
		羅紫隆先生	Mr. LAW Tsz Lung
		藍宇清先生	Mr. LAM Yu Ching
		謝詩雅女士	Ms. XIE Shiya
		馮嘉輝先生	Mr. FUNG Ka Fai
		曾詩慧女士	Ms. TSANG Sze Wai
		黃偉強先生	Mr. WONG Wai Keung
		吳子鋒先生	Mr. NG Tsz Fung
		胡嘉寶女士	Ms. WU Ka Po
兼職社會工作員	Part-time Social Worker	黃遠志先生	Mr. WONG Yuen Chi
高級職業治療師	Senior Occupational Therapist	林智偉博士	Dr. LAM Chi Wai
登記護士（精神科）	Enrolled Nurse (Psychiatry)	譚淑瑜女士	Ms. TAM Shuk Yu
執行助理	Executive Assistant	關詩銘女士	Ms. KWAN Si Ming
高級文員	Senior Clerk	鄭煒堂先生	Mr. CHENG Wai Tong
職業治療助理	Occupational Therapy Assistant	謝可欣女士	Ms. TSE Ho Yan
復康工作員	Rehabilitation Worker	謝芷欣女士	Ms. TSE Tsz Yan
		陳栩兒先生	Mr. CHAN Hui Yi
復康訓練助理	Rehabilitation Training Assistant	袁廣昱先生	Mr. UN Kuong Lok
		劉雪敏女士	Ms. LAU Suet Man
社區工作助理	Community Work Assistant	唐岳揚先生	Mr. TONG Ngok Yeung
		麥寶珊女士	Ms. MAK Po Shan
		鄭嘉祥先生	Mr. KWONG Ka Cheung
		袁慧詩女士	Ms. YUEN Wai Sze
		馬珀樂先生	Mr. MA Paak Lok
		馬潔微女士	Ms. MA Kit Mei
		譚緯女士	Ms. TAM Wai
清潔總管	Workman II	張秀霞女士	Ms. CHEUNG Sau Ha
朋輩支援員	Peer Supporter	謝禮光先生	Mr. TSE Lai Kwong

友樂坊（港島東） ALOHA (Eastern)		精神健康綜合社區中心 Integrated Community Centre for Mental Wellness	
中心主任	Centre-in-Charge	龍建樺女士	Ms. LUNG Kin Wah
社會工作員	Social Worker	樊駿偉先生	Mr. FAN Chun Wai
		陳嘉敏女士	Ms. CHAN Ka Mun
		陳德亮先生	Mr. CHAN Tak Leung
		孔莉莉女士	Ms. HUNG Li Li
		何家茵女士	Ms. HO Ka Yan, Zenobia
		李香明女士	Ms. LEE Heung Ming, Jess
		陳慧儀女士	Ms. CHAN Wai Yee
登記護士（精神科）	Enrolled Nurse (Psychiatry)	張秀慧女士	Ms. CHEUNG Sau Wai
執行助理	Executive Assistant	史靈峰先生	Mr. SZE Ling Fung
助理文員	Clerical Assistant	雷巧茹女士	Ms. LUI Hau Yu
復康工作員	Rehabilitation Worker	蔡詠朗先生	Mr. CHOY Wing Long Aaron
復康訓練助理	Rehabilitation Training Assistant	洪子聰先生	Mr. YUNG Tsz Chung
		鄭顯政先生	Mr. CHENG Hin Ching
社區工作助理	Community Work Assistant	鄭嘉韻女士	Ms. THE Ka Wan Catherine
		劉偉畧先生	Mr. LAU Wai Luk
兼職清潔總管	Part-time Workman II	李美鳳女士	Ms. LI Mei Fung
朋輩支援員	Peer Supporter	陳麗安女士	Ms. CHAN Lai On

《即時通》精神健康守護同行計劃		JUSTONE Mental Health Linking Project	
計劃主管	Project-in-charge	陸志文先生	Mr. LUK Chi Man, Victor
社會工作員	Social Worker	溫柔女士	Ms. WAN Yau
		譚啟業先生	Mr. TAM Kai Yip
傳訊主任	Corporate Communications Officer	吳崎崎女士	Ms. NG Kei Kei
精神健康工作員	Mental Health Worker	胡海峰先生	Mr. WU Hoi Fung, Patrick
精神健康助理員	Mental Health Assistant	魏美雲女士	Ms. NGUI Mei Wan
		尹子峯先生	Mr. WAN Tsz Fung
家屬朋輩支援工作員	Caregiver Peer Support Worker	郭倩兒女士	Ms. KAUR Baljinder
		陳玉霞女士	Ms. CHAN Yuk Ha
兼職精神健康助理員	Part-time Mental Health Assistant	張文勇先生	Mr. CHANG Man Yung
		李炳亮先生	Mr. LI Ping Leung
		丁玲玲女士	Ms. TING Ling Ling
		雷欣欣女士	Ms. LUI Yan Yan
		曾穎賢女士	Ms. TSANG Wing Yin
		關彤女士	Ms. KWAN Tung
		鍾承熹先生	Mr. CHUNG Sing Hei
		黃艷虹女士	Ms. WONG Yim Hung Jessie
		陳霞女士	Ms. CHAN Xia
		林翠賢女士	Ms. LAM Chui Yin
		陳葦桐女士	Ms. CHAN Wai Tung

## 專項計劃 Special Projects

### 臨床心理服務 Clinical Psychological Service

兼職臨床心理學家 Part-time Clinical Psychologist	何月群女士 Ms. HE Yuequn
臨床心理學家 Clinical Psychologist	顏基衛博士 Dr. NGAN Avis
研究助理 Research Assistant	陳慧兒女士 Ms. CHAN Wai Yi

## 中國社會服務發展計劃 China Social Service Development Projects

### 廣州利康社會工作服務中心 Guangzhou Likang Social Work Service Center

### 社區精神健康綜合服務中心（荔灣區及海珠區） Integrated Community Centre for Mental Wellness (Liwang District & Baiyun District)

總幹事 Director	王坤先生 Mr. WANG Kun
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### 廣州利民精神健康社會工作資源中心 Guangzhou Richmond Mental Health Social Work Resource Centre

### 社區精神健康綜合服務中心服務質素評估 Service Quality Evaluation for Integrated Community Centre for Mental Wellness

總幹事 Director	吳展瑜女士 Ms. WU Zhanyu
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### 恩平利康社會工作服務中心 Enping Likang Social Work Service Center

總幹事 Director	黃傑龍先生 Mr. HUANG Jie Long
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## 中央行政辦事處 Central Administrative Office

### 中央行政辦事處 Central Administrative Office

香港北角百福道21號18樓1801室  
Room 1801, 18/F, 21 Pak Fuk Road, North Point, Hong Kong

☎ 2529 1323 ☎ 2527 6855 ☎ rfca@richmond.org.hk

單家威先生  
行政主任  
Mr. SIN Ka Wai  
Administrative Officer

## 職業復康服務 Vocational Rehabilitation Services

### 綜合職業復康服務中心 Integrated Vocational Rehabilitation Service Centre

#### 新翠實業社 New Jade Manufacturing Centre

香港柴灣柴灣道233號新翠花園第六座地下  
Level 1, Block 6, New Jade Garden, 233 Chai Wan Road,  
Chai Wan, Hong Kong

☎ 2889 3275 ☎ 2889 3121 ☎ rfnjmc@richmond.org.hk

周國傑先生  
業務經理  
Mr. CHOW Kwok Kit  
Business Manager

## 輔助就業 Supported Employment

#### 利民進業服務（柴灣／將軍澳） Richmond Customer Service(Chai Wan / Tseung Kwan O)

香港柴灣柴灣道233號新翠花園第六座地下  
Level 1, Block 6, New Jade Garden, 233 Chai Wan Road,  
Chai Wan, Hong Kong

☎ 2889 3275 ☎ 2889 3121 ☎ rfrcs@richmond.org.hk

何立剛先生  
社會工作員  
Mr. HO Lap Kong  
Social Worker

#### 利民進業服務（元朗／黃大仙） Richmond Customer Service(Yuen Long / Wong Tai Sin)

新界屯門青麟路8號青麟山莊第三座  
Block 3, Greenery Villa, 8 Tsing Lun Road, Tuen Mun, N.T.

☎ 2479 2424 ☎ 2479 2404 ☎ rfrcsyl@richmond.org.hk

李詠雯女士  
社會工作員  
Ms. LI Wing Man  
Social Worker

## 服務計劃 Service Projects

#### 陽光路上－青少年殘疾人士在職培訓計劃

#### Sunnyway - On the Job Training Programme for Young People with Disabilities

香港柴灣柴灣道233號新翠花園第六座地下  
Level 1, Block 6, New Jade Garden, 233 Chai Wan Road,  
Chai Wan, Hong Kong

☎ 2889 3275 ☎ 2889 3121 ☎ rfsunnyway@richmond.org.hk

黃順靈女士  
社會工作員  
Ms. WONG Shun Ling, Sarah  
Social Worker

#### 職能評估及優化計劃

#### Vocational Assessment and Intervention Enhancement Project

香港柴灣柴灣道233號新翠花園第六座地下  
Level 1, Block 6, New Jade Garden, 233 Chai Wan Road,  
Chai Wan, Hong Kong

☎ 2889 3275 ☎ 2889 3121 ☎ vocationrehab@richmond.org.hk

蔡緒霞女士  
一級職業治療師  
Ms. CHOI Shui Ha  
Occupational Therapist (I)



## 社會企業 Social Enterprise

## 利民卓業有限公司 Richmond Welbiz Limited

香港柴灣柴灣道233號新翠花園第六座地下  
Level 1, Block 6, New Jade Garden, 233 Chai Wan Road,  
Chai Wan, Hong Kong  
☎ 2889 3275    ☎ 2889 3121    ✉ welbiz@richmond.org.hk

梁翠萍女士  
協調主任  
Ms. LEUNG Chui Ping, Sally  
Coordinating Officer

## 宿舍訓練服務 Residential Training Services

## 中途宿舍 Halfway House

## 屏山樓 Ping Shan House

新界元朗屏山D.D.122屏山里10號  
10 Ping Shan Lane, D.D.122 Ping Shan, Yuen Long, N.T.

☎ 2478 6983    ☎ 2478 4059    ✉ rfpsh@richmond.org.hk

陳雪慧女士  
宿舍主任  
Ms. CHAN Suet Wai  
Officer-in-Charge

## 翠華之家 Tsui Wah House

九龍黃大仙上邨第四期黃大仙中心北館平台  
Podium, Temple Mall North, Phase 4,  
Upper Wong Tai Sin Estate, Kowloon  
☎ 2320 4700    ☎ 3417 7145    ✉ rftwh@richmond.org.hk

溫健熙先生  
宿舍主任  
Mr. WAN Kin Hei  
Officer-in-Charge

## 尚德之家 Sheung Tak House

新界將軍澳尚德邨尚真樓B翼地下  
G/F, Wing B, Sheung Chun House, Sheung Tak Estate,  
Tseung Kwan O, N.T.  
☎ 2178 0965    ☎ 2178 0966    ✉ rfsth@richmond.org.hk

陳志成先生  
宿舍主任  
Mr. CHAN Chi Shing  
Officer-in-Charge

## 環翠之家 Wan Tsui House

香港柴灣環翠邨富翠樓地下  
G/F, Fu Tsui House, Wan Tsui Estate, Chai Wan, Hong Kong

☎ 2558 8449    ☎ 2558 3914    ✉ rfwth@richmond.org.hk

陳倩儀女士  
宿舍主任  
Ms. CHAN Sin Yee  
Officer-in-Charge

## 輔助宿舍 Supported Hostel

## 利康居 Likang Court

新界屯門青麟路8號青麟山莊第三座  
Block 3, Greenery Villa, 8 Tsing Lun Road, Tuen Mun, N.T.

☎ 2466 1992    ☎ 2478 6044    ✉ rflkc@richmond.org.hk

林恩平先生  
社會工作員  
Mr. LAM Yan Ping  
Social Worker

## 社區精神健康支援服務 Community Mental Health Support Services

## 精神健康綜合社區中心 Integrated Community Centre for Mental Wellness

## 友樂坊（黃大仙） ALOHA (Wong Tai Sin)

九龍慈雲山慈樂邨樂天樓地下  
G/F, Lok Tin House, Tsz Lok Estate, Tsz Wan Shan, Kowloon

☎ 2322 3794    ☎ 2320 1178    ✉ alohawts@richmond.org.hk

張嘉惠女士  
中心主任  
Ms. CHEUNG Ka Wai, Sara  
Centre-in-Charge

## 友樂坊（港島東） ALOHA (Eastern)

香港柴灣環翠邨澤翠樓低層地下1-8室  
Unit Nos. 1-8, LG/F, Chak Tsui House, Wan Tsui Estate,  
Chai Wan, Hong Kong

☎ 2505 4287    ☎ 2976 5330    ✉ alohahke@richmond.org.hk

龍建樺女士  
中心主任  
Ms. LUNG Kin Wah  
Centre-in-Charge



## 《即時通》精神健康守護同行計劃 JUSTONE Mental Health Linking Project

### 《即時通》精神健康守護同行計劃 JUSTONE Mental Health Linking Project

香港北角百福道21號18樓1801室  
Room 1801, 18/F, 21 Pak Fuk Road, North Point, Hong Kong

☎ 3512 2626 ☎ 3512 2688 ✉ justone@richmond.org.hk

陸志文先生  
社會工作員  
Mr. LUK Chi Man, Victor  
Social Worker

## 家屬支援服務 Family Support Services

### 利民家庭學社 Richmond Family Institute

九龍慈雲山慈樂邨樂天樓地下  
G/F, Lok Tin House, Tsz Lok Estate, Tsz Wan Shan, Kowloon

☎ 2322 3794 ☎ 2320 1178 ✉ rfrfi@richmond.org.hk

蔡剛先生  
社會工作員  
Mr. CHOI Kong  
Social Worker

## 專項計劃 Special Projects

### 臨床心理服務 Clinical Psychological Service

香港北角百福道21號18樓1801室  
Room 1801, 18/F, 21 Pak Fuk Road, North Point, Hong Kong

☎ 2529 1323 ☎ 2527 6855 ✉ rfcp@richmond.org.hk

何月群女士  
臨床心理學家  
Ms. HE Yuequn  
Clinical Psychologist

### 「天糧網」－短期食物援助計劃 Daily Meal Network - Short-term Food Assistance Project

(計劃於2018年7月31日完結 Project ended on 31 July 2018)

新界將軍澳尚德邨尚真樓B翼地下  
G/F, Wing B, Sheung Chun House, Sheung Tak Estate,  
Tseung Kwan O, N.T.

☎ 2178 0965 ☎ 2178 0966 ✉ rfsthfb@richmond.org.hk

陳志成先生  
宿舍主任  
Mr. CHAN Chi Shing  
Officer-in-Charge

九龍黃大仙上邨第四期黃大仙中心北館平台  
Podium, Temple Mall North, Phase 4,  
Upper Wong Tai Sin Estate, Kowloon

☎ 2320 4700 ☎ 3417 7145 ✉ rftwhfb@richmond.org.hk

溫健熙先生  
宿舍主任  
Mr. WAN Kin Hei  
Officer-in-Charge

## 中國社會服務發展計劃 China Social Service Development Projects

### 廣州利康社會工作服務中心 Guongzhou Likang Social Service Centre

廣州市荔灣區西灣路85號荔新大廈3樓  
3/F, No.85, Xiwan Road, Liwan District, Guangzhou

☎ (86020) 8652 0277 ☎ (86020) 8652 0280 ✉ gzfrs@sina.com

王坤先生  
總幹事  
Mr. WANG Kun  
Director

### 社區精神健康綜合服務中心（荔灣區及海珠區） Integrated Community Centre for Mental Wellness (Liwan District & Haizhu District)

廣州市荔灣區西灣路85號荔新大廈3樓  
3/F, No.85, Xiwan Road, Liwan District, Guangzhou

☎ (86020) 8652 0277 ☎ (86020) 8652 0280 ✉ gzfrs@sina.com

王坤先生  
總幹事  
Mr. WANG Kun  
Director

### 廣州利民精神健康社會工作資源中心 Guangzhou Richmond Mental Health Social Work Resource Centre

廣州市荔灣區環市西路68號廣州市社區服務中心辦公大樓6樓  
6/F, Guangzhou Community Service Centre Office, 68 Huanshixi Road,  
Liwan District, Guangzhou

☎ (86020) 8179 7221 ☎ (86020) 8179 7221 ✉ 40390902@qq.com

吳展瑜女士  
總幹事  
Ms. WU Zhanyu  
Director

### 社區精神健康綜合服務中心服務質素評估 Service Quality Evaluation for Integrated Community Centre for Mental Wellness

廣州市荔灣區環市西路68號廣州市社區服務中心辦公大樓6樓  
6/F, Guangzhou Community Service Centre Office, 68 Huanshixi Road,  
Liwan District, Guangzhou

☎ (86020) 8179 7221 ☎ (86020) 8179 7221 ✉ samchoi@richmond.org.hk

吳展瑜女士  
總幹事  
Ms. WU Zhanyu  
Director

### 恩平利康社會工作服務中心 Enping Likang Social Work Service Centre

恩平市中心西路8號  
No.8 Zhongshan West Road, Enping

☎ (860750) 7711803/18933150226 ✉ hjlong110@qq.com

黃傑龍先生  
總幹事  
Mr. HUANG Jie Long  
Director



CORE VALUES OF RFHK 利民會的核心價值

KONWLEDGE &  
PROFESSION  
知識與專業



LIVE IN THE PRESENT  
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活在當下  
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本會衷心感謝以下團體及個人的捐助及支持，排名不分先後；如有遺漏，懇請見諒。

The Fellowship would like to express our sincere gratitude to the following organisations and individuals for their generous donation and support, in no particular order; and to apologise to those whom we have inadvertently omitted.

## 工商團體 Business Organisations

三昇國際財富信貸有限公司	3 Sing Wealth Credit International Ltd
3M香港有限公司	3M Hong Kong Ltd
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	ER Esports Limited
輝煌復康產品製造有限公司	FH Rehabilitation Products Manufacturing Co. Ltd.
	Fingerprint Ltd
榮欣印務製作公司	Firework Printing & Production Company
嘉嘉得飲食有限公司	Gaga Catering Limited
榮光醫藥服務有限公司	Glory Clinical Services Ltd
佳保護衛有限公司	Guard Able Limited
恒寶企業有限公司	Hanbo Enterprises Limited
恆信印務公司	Handsome Printing Company
唯健康復康及健康產品專門店	Health Top rehabilitation and health products shop
海榮物流（香港）股份有限公司	Hoi Tong Logistics (H.K.) Limited
鴻興印刷設計公司	Hung Hing Printing & Design Company
港安/衛業警衛有限公司	Kuokon Security Limited
領展資產管理有限公司	Link Asset Management Limited
中基服務管理有限公司	Mainland Services Management Ltd
俊達行	Marble-Arch Company
香港明遠有限公司	May Union (Hong Kong) Company Ltd
綿香食品有限公司	Min Hong Foods Co. Ltd.
志和快遞服務公司	Nice Courier Service Co.
蘭屋時裝有限公司	Orchid House Fashion Ltd
激拍有限公司	Paqable Ltd.

## 工商團體 Business Organisations

松齡護老院集團	Pine Care Group
寶聯環衛服務有限公司	Pollution & Protection Services Ltd.
百色坊印刷公司	Printing Force Company
專業管理有限公司	Professional Management Ltd
萬里柯式國際有限公司	Prosperous Offset International Ltd
展峰設計印刷公司	Rogma Art House
祿祿集團	Roku Roku Group Ltd
禾麥（亞洲）有限公司	Roy Mark (Asia) Ltd
兆恆清潔服務有限公司	Shiu Hang Cleaning Services Co. Ltd.
天源服務管理有限公司	Sky Wise Services Management Ltd
品製作及廣告有限公司	So-Mad Limited
湯飯店	Soup Rice Shop
春天（西環）護老之家	Spring (Kennedy) Home For The Aged
春暉護老中心	Springfield Home For The Aged
新恒基國際物業管理有限公司	Sunbase International Properties Management Ltd.
華旭物流有限公司	Sunlight Logistics Solution Ltd.
	Televoice Technology Projection Limited
TM	TM Production Ltd.
天藝製作公司	Top Line Production Company
盛佳實業發展有限公司	VGI Development Ltd.
華隆行	Wah Lung Hong
萬達乒乓用品有限公司	Winning Sports Table Tennis Ltd.
如意洗衣（香港）有限公司	Yue Yi Laundry (Hong Kong) Ltd.
峻樺廣告有限公司	Zoom & Sizes Advertising Agency Ltd.

## 政府部門／地區團體 Governmental Organisations/ District Parties

東九龍精神科中心	East Kowloon Psychiatric Centre
社會福利署東區及灣仔區福利辦事處	Eastern & Wan Chai District Social Welfare Office, Social Welfare Department
香港房屋委員會及房屋署	Hong Kong Housing Authority
葵涌醫院	Kwai Chung Hospital
尚德邨互助委員會	Sheung Tak Estate Mutual Aid Committees
社會福利署	Social Welfare Department
社會福利署元朗區康復服務協調委員會	Social Welfare Department - Yuen Long District Coordinating Committee on Rehabilitation Services Community
社區教育工作小組	Education Working Group
基督教聯合醫院社區參與及義工服務部	United Christian Hospital Community Involvement & Volunteer Service Department
元朗區議會康復服務公眾教育小組委員會	Yuen Long District Council - Committee on Public Education Activities on Rehabilitation Services



## 贊助基金 Funding Bodies

周大福慈善基金	Chow Tai Fook Charity Foundation
余兆麒殘疾人士基金	S K Yee Fund for the Disabled
西貢區議會	Sai Kung District Council
香港公益金	The Community Chest of Hong Kong
黃大仙區議會	Wong Tai Sin District Council

## 學校 Schools

香港中文大學	Chinese University of Hong Kong
孔教學院大成小學	Confucian Tai Shing Primary School
港澳信義會慕德中學	H.K.M.L.C. Queen Maud Secondary School
香港道教聯合會圓玄學院第三中學	HKTA The Yuen Yuen Institute No.3 Secondary School
可立中學（舊色園主辦）	Ho Lap College (Sponsored By Sik Sik Yuen)
舊色園主辦可立小學	Ho Lap Primary School (Sponsored by Sik Sik Yuen)
樂善堂余近卿中學	Lok Sin Tong Yu Kan Hing Secondary School
五旬節聖潔會永光書院	Pentecostal Holiness Church Wing Kwong College
寶血女子中學	Precious Blood Secondary School
聖公會基德小學	SKH Kei Tak Primary School
中華基督教會協和書院	The Church of Christ in China Heep Woh College
中華基督教會基慈小學	The Church of Christ in China Kei Tsz Primary School
將軍澳官立中學	Tseung Kwan O Government Secondary School

## 非牟利機構 Non-Governmental Organisations

浸信會愛羣社會服務處培訓及就業服務	Baptist Oi Kwan Social Service Training and Employment Service
慈雲山錫安青少年綜合服務中心	China Evangelical Zion Church Tsz Wan Shan Zion Children & Youth Integrated Services Centre
香港聖公會竹園馬田法政牧師長者綜合服務中心	Chuk Yuen Canon Martin District Elderly Community Centre
「賽馬會鼓掌·創你程計劃」 香港小童群益會生涯規劃服務隊（九龍東）	CLAP for Youth @JC Career & Life Adventure Planning (Kowloon East)
動物醫生有限公司	Doctor Pet Limited
循道衛理聯合教會主恩堂	Grace Methodist Church
路德會富欣花園長者中心	Harmony Garden Lutheran Centre for the Elderly
Teen使行動	Health in Mind
香港復康力量	Hong Kong Rehabilitation Power Empowering The Disabled To Develop
康融服務有限公司	Hong Yung Services Limited
東華三院愛烘焙餐廳	iBakery Gallery Cafe, Tung Wah Group of Hospitals
心晴行動慈善基金	Joyful (Mental Health) Foundation Limited
東九龍居民委員會有限公司樂滿坊	Joyful Square
循道衛理中心愛秩序灣綜合青少年服務	Methodist Centre Aldrick Bay Integrated Children & Youth Services
新生精神康復會	New Life Psychiatric Rehabilitation Association
樂施會	Oxfam Hong Kong
保良局就業服務中心（新蒲崗）	Po Leung Kuk Employment Services Centre (San Po Kong)
香港聖公會慈光堂	Sheng Kung Hui Kindly Light Church
香港青年協會賽馬會將軍澳青年空間	The Hong Kong Federation of Youth Groups Jockey Club Tseung Kwan O Youth S.P.O.T.

## 個人 Individuals

曾日坤博士	Dr. Alan TSANG
鄭煒田教練	Mr. KWONG Wai Tin



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