



香港善導會
The Society of Rehabilitation and
Crime Prevention, Hong Kong

一個再上場

的機會

2012-2013
年報 Annual Report



目錄 CONTENT

封面設計概述

給更生人士和精神病康復者一個再上場的機會

在球場上，球員犯錯會被罰離場，但經過冷靜和反省之後，他們還有機會再次上場重新開始

更生人士和精神病康復者亦然，他們同樣應該得到大眾給予機會重新投入社會。

Concept of cover design

Give ex-offenders and ex-mentally ill persons a second chance at life

In the football field, athletes committed in foul play are punished and sent off, but after they have reflected upon their wrongdoings, they are given a chance to come back and start over. It is the same for ex-offenders and rehabilitated mentally-ill persons, who also deserve our acceptance and a chance to reintegrate into society.

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機構簡介 About Us

簡史

香港善導會成立於一九五七年，為一所註冊的志願福利機構。當時由於經費短缺，工作人員皆以義務性質為主。惟經過兩年之努力以赴經營，本會工作漸受社會人士重視。由一九五九年起，本會獲得政府財政支持，刑釋人員康復工作於此全面展開。一九六六年九月二十三日，本會成為正式註冊社團，每年主要的經費皆由政府資助。

本會是香港社會服務聯會、國際釋囚協助會及香港公益金的會員。

抱負

在社會人士的善誘、支持和接納下，使曾違法人士能重新融入社會，成為守法的公民，自強不息，並參與消滅罪案，促進社會穩定與和諧。

使命

以服務使用者為本的精神，提供優質多元化康復服務，協助曾違法人士重新建立自我，履行社會責任，並積極參與社區預防犯罪工作。

History

The Society of Rehabilitation and Crime Prevention, Hong Kong was founded in 1957 and registered as a voluntary agency. Because of limited financial resources, most of the staff at that time was voluntary part-time workers. With dedication and perseverance, the work of the Society gradually came to be recognised and valued by the public. In 1959 the Society received its first government subvention and since then yearly subvention has been granted to sustain the rehabilitation service for offenders and discharged prisoners. The Society was incorporated as a limited company under the Companies Ordinance on 23 September 1966.

The Society is a member of the Hong Kong Council of Social Service, the International Prisoners Aid Association and the Community Chest of Hong Kong.

Vision

Ex-offenders, with guidance, support and acceptance of the community, are capable of reintegrating into society as law-abiding citizens, striving for betterment, and participating in the fight against crime to help promote social stability and harmony.

Mission

In the spirit of our client-centred tradition, the Society provides multifarious quality rehabilitation services for ex-offenders to re-establish themselves in society, to lead a fulfilling life and to participate in community-wide crime prevention activities.

價值觀

犯罪乃由於個人未能適應社會環境。曾違法人士透過容納、恰當誘導與平等機會，便能改過遷善，成為守法公民。

目標

以關懷、輔導及矯治服務，協助曾違法或刑滿釋放的香港特區公民康復更生，並提供社區教育和預防犯罪服務予全港市民。

透過不同服務單位提供社區照顧與康復服務，包括個案和心理輔導、宿舍、康樂、法院社工、職業培訓、就業安置；以及推動社區教育和預防犯罪活動等，以達成本會康復更生人士與防止犯罪的目標。

Value

Crime is an individual's mal-adjustment to the social environment. With acceptance, appropriate guidance, and equal opportunities, ex-offenders are able to enhance their capacity for social adjustment, and to become law-abiding, civic-minded citizens.

Aims

To undertake the care, supervision and rehabilitation of residents of HKSAR, who have been convicted in courts, or who have been released from prisons; as well as to provide community education and crime prevention programmes for the general public of Hong Kong.

Through service units, to provide community care and rehabilitation services including casework and psychological counselling, hostels, recreation, court social work, vocational training and employment; and to develop community education and crime prevention programmes or projects that may further the objects of the Society.

主席獻詞

湯寶臣

Chairman's Message

Louis Tong Po-sun

香港社會急速轉變，社會福利服務自十多年前政府推行整筆過撥款制度後，機構一方面須要向資助部門或組織交待，亦須要直接向市民大眾問責。服務運作已不能只遵照政府有關部門的指引，亦不能一成不變。大約在十年前，香港善導會為着服務的發展進行分區化管理。自去年起，我們再全面檢討服務運作及就着未來發展所需，重組全會服務。我們已接納顧問公司的建議，由明年四月起將服務分類管理。傳統的更生人士服務，包括釋前輔導、社會服務中心、宿舍、康樂中心等服務，將歸類為綜合更生康復服務；社區教育、青衞谷、模擬法庭公義教育計劃及義工發展等歸類為社區教育及義工服務；家庭支援、法院社工、健康教育、戒毒服務等撥歸為預防犯罪及健康教育服務，中途宿舍及精神健康綜合社區中心將納入精神健康服務；而職業發展及社會企業則統合為職業服務及社會企業。我們相信專門化的分類將有助服務改進及深化發展，而中央總部則會加強籌款及公共關係等職能，輔助機構整體的進步與拓展。

今年，機構正式落實一系列籌劃已久的人力資源管理優化制度。我們第一次同步進行全體員工的週年工作表現評核，又統一了全會同工的合約周期，並確定常設制度，每年參考業界調整員工的薪酬福利待遇。員工是機構最重要的資源，透過一系列的改革，本會希望能鼓勵出色的員工，吸引優秀人材加入，加強競爭力，使服務有穩定而多方向的发展。

在二零零二年，善導會將預防犯罪納入為服務宗旨。今年，經各委員會的討論，亦通過將精神復康確立為善導會的服務目標。本會由為有精神病背景的更生人士提供中途宿舍服務開始，直至年前開設精神健康綜合社區中心，精神健康服務的規模不斷擴展。到今天，精神健康服務的預算，差不多與更生服務看齊，而有關服務的資源每年仍穩步增加。本會雖然以更生康復為主要業務，但亦

Hone Kong Society has been experiencing rapid changes in recent years. Since the inception of Lump Sum Grant Subvention System over a decade ago, non-governmental organisation like the Society has to become more accountable. Apart from reporting to government department and funding bodies, the Society is also held accountable to the public. Service development should respond promptly to community demands, but not simply following the basic requirements set by the department or funders. Ten years ago, the Society had gone through the process of service re-engineering and regionalization. Now, it is time to review the Society's service model and the organisational structure to facilitate the Society's future development.



Adopting the recommendations of the consultancy, all the Society's services would be restructured into four main divisions starting from April 2014. Under the Integrated Service for Ex-offenders are pre-release preparation service, social service centre, hostel and recreation service. The community education, TeenGuard Valley, Mock Trial – Justice Education Project and volunteer development will be grouped under Community Education and Volunteer Service, while family support, court social work, health education and drug rehabilitation will be grouped into Crime Prevention and Health Education Service. Under Mental Health Service Division are halfway house and the Integrated Community Centre for Mental Wellness; and Employment Service and Social Enterprise will include both employment development service and the Bright Services Company Limited. We believe service specialization will help to improve and enhance service development. Meanwhile, fundraising and corporate communication functions of the central administration will also be strengthened to support the overall development of the Society.

This year, the Society implemented a series of measures to optimize the human resources management system. Staff appraisal cycle and contract period were aligned for the first time, and staff remuneration package would be constantly reviewed with reference to the results of the annual salary survey of NGOs undertaken by the Hong Kong Council of Social Service. Staffs are important asset of the Society. With improvement in human resources management, we hope to encourage and attract talented people to join us to enhance our competitiveness and development in different aspects of services.

Since 2002, crime prevention has been included as one of the missions of the Society. This year, mental rehabilitation is also incorporated as our mission after discussion among Committees. The Society has been providing halfway house service to newly discharged ex-mentally prisoners for many years. Last year, the Society's mental health service has expanded rapidly upon the commencement

按社會需要，發展與更生服務相關的工作，如職業服務、戒毒服務、預防愛滋病教育、家庭支援、南亞裔人士預防濫藥服務等。至今，部份服務已涵蓋非更生人士，當中包括精神健康、職業發展及戒毒服務等。我們相信更生服務不應單獨存在，而是可透過其他服務產生協同效應，產生更多更大的效果，而這正是善導會在更生服務以外，亦不斷拓展相關服務的原因。

籌備一年，善導會社會企業明朗服務有限公司的「韓廚麵」專營食店終於在今年八月中開業。「韓廚麵」是明朗公司一項嶄新的嘗試，也是善導會進一步支持社企發展的例證。本會相信穩定就業是更生康復一個極重要的步驟，對年青更生人士尤為重要。「韓廚麵」為年青更生人士打造另一個自力更生，重建生活的平台，讓他們透過餐飲業的培訓，掌握有用的經驗，建立自信，再重投社會。香港餐飲業競爭激烈，而營商環境亦充滿挑戰，但我相信在各方面的支持下，「韓廚麵」應會取得成功。

今年，我已完成作為善導會主席的第五個任期，在過去五年，我有幸見到善導會在各委員、政府部門、資助機構、義工及全體員工的支持及努力下，服務穩健發展。社會上不少有心人，在金錢捐獻和知識分享方面對善導會提供義務協助，對本會的發展和服務改進都給予不少貢獻，在此我對他們致以衷心的謝意。

我雖然十分喜歡及享受過去五年在善導會的工作，但同時亦覺得是時候退下來，讓有心在社福界一展抱負的熱心朋友接棒，進一步推展善導會的工作，造福社會。最後，我再一次向過去五年來，為善導會出心出力的每一位朋友、曾經向我提供寶貴意見的每一位委員、以及為善導會付出心血和汗水的每位同工，送上摯誠的謝意與祝福，希望你們繼續支持善導會的工作，為香港的更生康復、精神健康、預防犯罪工作，繼續作出貢獻。

of the service of Integrated Community Centre for Mental Wellness. Presently, the amount of subvention to mental health service is almost the same to that of offender rehabilitation service. It is expected that it will continue to grow in the years to come.

Although offender rehabilitation is still the core service of the Society, other related services such as drug rehabilitation, health education on AIDS and anti-drug programmes for South Asians, as well as other services for general public such as mental health service and employment development service also steadily developed in response to the rising needs in the community. We believe offender rehabilitation service should not exist alone, but would be more effective through synergies created in collaboration with other services. And this is the reason why the Society has been developing other related services over the past years.

The franchised restaurant, Chef's Noodle of Bright Services Company Limited (BS) started its business in August 2013. It is a new initiative of BS, yet another example of the Society's support to the development of social enterprise. We believe employment is an essential step in the rehabilitation process of ex-offenders especially for the youngsters. Chef's Noodle provides a platform for young ex-offenders to rebuild their lives and earn a living through learning job skills in catering service that helps them reintegrate back to society. Despite keen competition and the different challenges in catering service in Hong Kong, we believe Chef's Noodle will come to be successful with support from partners and stakeholders.

This year marks the fifth term of my service as the Society's chairman. In the past five years, with the support and efforts of committee members, funding bodies, governmental departments, volunteers and staff, I am honored to witness the growth of various services. I want to extend my heartfelt thanks to those kind persons who have contributed voluntarily, in donations or knowledge sharing to facilitate the growth and development of the Society's services.

I enjoyed very much the experience of working for the Society in the past five years, but I consider it the right time for me to hand over to someone who shares the same passion in social welfare, and wish to make their contribution through his or her involvement in the work of the Society. Last but not least, my special thanks and blessings go to friends and committee members who have provided me with valuable advice, and to all the staff who serve with heart and passion. I hope you will continue to support the work of the Society to promote offender rehabilitation, mental wellness and crime prevention in Hong Kong.

總幹事報告 吳宏增

Chief Executive's Report Andy NG Wang-tsang

更生服務

更生康復工作是善導會的核心服務。自去年起，本會按地區需要，在油麻地上海街成立九龍南社會服務中心，以減輕服務使用者過度集中於九龍西區，效果令人滿意。隨着「機構改進計劃」的建議在明年四月一日落實，社會服務中心的資源可更靈活，按地區的需要而調整，好讓更生人士更易獲得所需服務。

為強化現有的更生服務，本會期望獲額外的社署津助，為剛出獄更生人士提供更緊密的個人輔導服務，而本會亦計劃將主要服務在囚及更生人士家庭的樂天倫中心納入恆常的更生服務範疇，輔以監獄內外的小組工作及大型活動，使更生服務更趨專業化，介入手法更趨多樣化。

自數年前起，本會落實推動實證為本理念，在社會服務中心為所有個案進行重犯風險評估，繼而以「項目發展協定」(Programme Development Protocol) 為藍本，設計適切及針對更生人士需要的小組服務。至今，各服務中心已初步累積不同的小組介入方案，適用於不同風險程度的服務使用者。此外，透過釋前輔導服務的平台，本會可獲知曾接受本會服務的更生人士再入獄的數據，此數據對本會推行對應性介入手法的成效有一定的啟示作用。

懲教署乃本會更生工作的重要伙伴。本會除定期安排社會工作員到各院所進行釋前輔導與準備工作外，各類服務的同工亦經常進入院所推行職業培訓、健康教育、家庭服務及義工服務等。此外，除到本會社會服務中心尋求協助外，更生人士亦會透過本會的法院

Offender Rehabilitation Service

Offender rehabilitation is the core service of the Society. In response to the changing needs across different districts, the Kowloon South Social Service Centre was established at Shanghai Street in Yaumatei last year to alleviate the heavy workload in Kowloon West Social Service Centre. And following the recommendations of Agency Enhancement Project, starting from April 2014, the resources of Social Service Centre Service could be reallocated according to the needs of different districts so as to make the service more accessible to service users.

To strengthen the existing offender rehabilitation service, the Society has been seeking for allocation of additional subvention to enhance the quality and intensity of the counselling service for the ex-offenders. We also plan to use any additional resources for regularizing the services for families of prisoners and ex-offenders of the project Home Circuit, as well as to increase group work service and mass programme inside or outside penal institutions. Professionalism of the Society's offender rehabilitation service is expected to be further enhanced through diversified intervention approaches.

Following the evidence-based practice which was implemented several years ago, all social workers of Social Service Centres (SSCs) have been conducting risks and needs assessment for all intake cases. Besides, the Society also employs the Programme Development Protocol to tailor-make therapeutic groups to meet the needs of different ex-offenders. As of today, different therapeutic group packages have been developed to match with different risk and need levels of service users. In the near future, the Society will begin to collect statistics of re-admission rate of our service users back to penal institutions through the platform of Pre-release Prevention Service. The gathered information, to a certain extent, would help to reflect the effectiveness of corresponding intervention models of our services.

Correctional Services Department is a close working partner of the Society. Social workers paid regular visits to penal institutions to conduct pre-release



社工、職業發展、健康教育及家庭支援服務獲轉介進入本會的生服務。有見及此，並儘量為更生人士提供無縫的一站式服務，本會正研究會內的服務綜合介入模式，省卻多位社工在不同服務階段接觸同一服務使用者，目標是讓更生人士在本會分佈各區的服務單位，均能獲得全面的更生服務。

預防犯罪

本會的預防犯罪工作主要針對在學的青少年。每年，本會的社區教育服務，包括位於沙田的青衞谷預防犯罪教育中心均以活潑生動的多媒體活動向多達六萬名的青少年學生灌輸守法的價值觀。

此外，本會的模擬法庭·公義教育計劃獲香港公益金資助，今年為三十間中學籌辦公義教育，通過模擬法庭聆訊案件的比賽方式，培養知法守法的精神，灌輸法治公義的理念。今年計劃獲香港電台邀請，拍攝一連八集名為「開庭」的特輯，在四至六月期間於亞洲電視本港台播放。是次拍攝讓計劃的訊息得以向市民大眾傳播，對計劃的延續亦有十分正面的作用。

本會的服務一向無分種族。數年前，就着南亞裔社羣濫藥的問題日趨嚴重，本會開展針對南亞裔人士的抗毒教育工作。今年本會再獲禁毒基金撥款三百多萬，為該類人士提供戒毒輔導及預防重吸支援服務，工作重點由預防教育進一步推展至戒毒治療的領域。

本會的職業發展服務是預防犯罪工作極重要的一環。為迎合更生人士的需要，本會在院所內所開設的再培訓課程更趨多樣化。今年，新開有調酒員、咖啡調製員及遊樂船隻操作員之培訓課程。

preparation counseling and work out discharge plans for their living arrangement. We also provide employment training, health education, family support and volunteer service for inmates who are in need of assistance. Besides seeking for assistance directly from SSCs, discharged prisoners can also be referred to our social rehabilitation service through other SRACP services such as Court Social Work service, Employment Development Service, Health Education service and Family Support service etc. In view of such, the Society is now exploring the applicability of service integration in order to provide seamless and one-stop service for our service users, making comprehensive offender rehabilitation service available in every SRACP service centre in different districts.

Crime Prevention Service

Students are the main targets of the Society's crime prevention services. Each year, the Community Education Service, together with the TeenGuard Valley Crime Prevention Education Center, serve a student population of about 60,000 to instill the value of law abiding.

In addition, the Mock Trial — Justice Education Project, funded by the Community Chest, has organised series of civic education programmes, including simulation exercise in courtroom trial, that aims at cultivating the sense of civic responsibility and concern on public order issues. This year, students from 30 secondary schools were involved. The project was invited by RTHK to be filmed as a television documentary, namely "Court", which was broadcast from April to June this year at Hong Kong Channel of ATV. The documentary helped disseminating the project's message on law abiding and social justice, which would help enhancing the chance of the project be further supported by other funders in the coming years.

The Society also provides services for different ethnic groups. In view of the escalating substance abuse problems among the South Asians, the Society started to provide drug prevention education programmes for them several years ago. This year, with the sponsorship of Beat Drugs Fund, the service was extended from prevention education to drug counselling and relapse prevention service.

Employment service is the key component of our crime prevention service. To cater different needs of service users, our Society made attempts to organise market-oriented ERB training for inmates in penal institutions such as Certificate in Bartenders Training, Certificate in Barista Training and Certificate in Pleasure Vessel Operator Training etc.

精神健康服務

隨着精神健康綜合社區中心的設立，精神健康服務已成為本會其中一項主要的服務。今年五月，朗澄坊遷入新裝修完成位於天水圍109區的社區健康大樓。新中心面積三千三百多呎，落成後深得服務使用者歡迎，不少服務使用者對新中心有強烈的歸屬感。此外，龍澄坊在紅磡商業中心再覓得新增服務辦事處，擠迫的情況暫獲得舒緩，兩所精神健康綜合社區中心在所屬區域已全面開展工作，服務人數已超出服務承諾的水平，一方面反映中心的服務成效，亦顯示地區對精神健康服務的需求。

自年前起，本會的精神健康服務逐漸滲入以復元模式為依歸的介入手法。本會除去年安排督導級員工到美國受訓外，亦不斷邀請學者為同工舉辦各類型的培訓。本會積極參與業內各項推廣社區精神健康的活動，參與籌辦研討會，推動制訂精神健康政策，亦於九月起派員到廣州市民政局精神病院為該院日間中心社工進行督導，加強本會在精神復康領域的對外關係及經驗交流。

社會企業

本會的社會企業明朗服務有限公司今年在業務運作上繼續穩步發展，四項核心業務，包括搬運、清潔、展覽及人力支援及食品生產；以及「有機計劃」，在整體財政收支上已能達致自負盈虧。今年八月，籌備一年多的「韓廚麵」終於開業，為有志的青年人及年青的更生人士提供飲食業的培訓及就業崗位。「韓廚麵」位於灣仔旺區，生意盈運壓力不小，然而得到各方面，尤其是韓國伙伴的通力協助，麵店日間的生意額已達至預期水平，期望業務於年內穩步向前，吸引合適的投資者，在其他區域開設分店，為年青更生人士創造更多的就業機會。

Mental Health Service

Following the establishment of Integrated Community Centres for Mental Wellness (ICCMWs), mental health service becomes one of the major services of the Society. In May 2013, Placidity Place moved into the 3,300 square feet permanent premise in Area 109 of Tin Shui Wai upon completion of renovation. The new Centre was well received by service users who had already demonstrated a strong sense of belonging to the centre. Moreover, Vitality Place also found an additional office in Hungghom Plaza to provide more space for service provision. The two ICCMWs are in full operation and have achieved the output and outcome standards of the funding and service agreement. On the one hand, it demonstrated the effectiveness of services; on the other hand, it also reflected the needs for mental health service in the community.

Since last year, the Society has gradually adopted the Recovery Model in the daily operation of mental health service. Besides sending service supervisors to learn practical skills in the attachment programme with Kansas University in the United States last year, we also invited academics to organise related training for frontline staff. Over the year, the Society actively took part in the events of mental health sector to promote community mental wellness, co-organising conference and advocating for mental health policy, as well as sending staffs to supervise the social workers of the Day Activity Centre of Guangzhou Psychiatric Hospital. All these facilitated network building and experience exchange with other professionals in mental health service.

Social Enterprise

The four core businesses of Bright Services, namely removal and logistics, cleaning, exhibition and manpower supply, and rice dumpling production have continued to develop steadily in the last year. In average, the Company's businesses have achieved break-even financially. In August 2013, the Chef's Noodle started its business to provide training and job placement mainly for young ex-offenders and youths who are interested in catering business. Located in the busy area of Wanchai, Chef's Noodle faces keen competition; however, with the advice and support from our Korean partner, we are able to gradually develop our business and attain expected revenue. BS hopes to attract external investment to open new stores in other districts to create more job opportunities for young ex-offenders.

機構行政

經全面檢討本會組織結構，及為面對機構未來發展作好準備，本會聘請顧問公司進行「機構改進計劃」(AEP)，計劃報告建議由明年四月起，本會將取消服務分區制，並以服務為本模式將各區服務統歸為四大類，即更生康復及預防犯罪服務、精神健康服務、社區教育及義工服務、職業服務及社會企業。每類服務設有一至兩位高級服務行政經理(暫名)；個別服務亦設有高級專業服務經理。高級服務行政經理主責服務日常運作，包括財務及人力資源調配。高級專業服務經理則負責臨牀專業指導，服務質素監控，及服務拓展方向制訂等。此外，中央行政亦會增加機構事務經理一職，加強機構的對外聯繫，公共關係及經費籌募等各方面的工作。

籌備多年的全體員工職效評核及合約期同步化今年年中正式落實執行，而新制度的運作大致暢順。員工認同新制度較過去更能體現公平原則。經收集同工意見，同步化制度將作進一步的優化及改善。

過去一年，政府諮詢業界制定適用於社福機構的最佳執行指引。事實上，近年香港社會環境氣氛急劇變遷，不論是服務使用者、員工及其他持分者，對機構的管治及管理均有不同的期望與要求。在服務方面，本會將秉持「專業、進取、關愛」的精神，而在機構管治方面，本會則繼續以「與時並進，追求卓越」為最終目標。

Agency Administration

To prepare and facilitate its future development, the Society has launched the Agency Enhancement Project (AEP) to review its organizational structure. The consultancy recommended the Society's services to be restructured by replacing regionalization model with service-based model. The new organisation structure would consist of four main service divisions, namely the Offender Rehabilitation and Crime Prevention Division, Mental Health Service Division, Community Education & Volunteer Service Division and Employment Service & Social Enterprise Division. Each service division will be overseen by one or two Service Heads. A new post of Service Head (Clinical) will be created in certain service divisions. The Service Head (Administration) will be responsible for leading service operation, managing human and financial resources while the Service Head (Clinical) will focus on giving clinical directions, developing clinical quality assurance system and formulating service directions and strategy. In addition, a new post of corporate communication manager will be created in central administration to enhance external communications, public relationship and fundraising work of the Society.

The alignment of staff appraisal cycle and contract period was smoothly launched in mid-2013. Most staff agreed with the idea of fairness as stressed in the new system. Nonetheless, the new system will be further improved with feedback from staffs in the future.

Last year, the Government started the consultation with welfare agencies to develop the best practice manual for agency management. The societal environment of Hong Kong has been undergoing rapid changes, service users, staffs and stakeholders have different expectations towards the operation and management of welfare agencies. In facing these changes and challenges, our Society will continue to uphold the spirit of professionalism, be forward looking and caring in service provision. In regards to agency management, the Society will drive for continuous improvement and organisational sustainability amid a changing environment.

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 Ms. YUEN How-sin
 Ms. Yvonne YUEN Lai-mei

Project Officer

Ms. Anny CHU On-lei
 Mr. Jay MA Lap-shing
 Ms. Emily WONG Nga-yee

Employment Officer / Assistant Employment Officer

Mr. Canio CHAN Chun-yu
 Mr. Jason CHAN To-kwong
 Ms. Louisa CHU Yik-chiu
 Mr. Ivan HUNG Hin-yeung
 Mr. Adwin HUNG Ka-wing
 Ms. Samantha LEE Oi-lam
 Ms. Iris MAN Yuen-ha
 Mr. Jacky TSANG Yu-chak

Warden

Mr. CHEUNG Fong-shing
 Mr. CHEUNG Wai-lun
 Ms. KOO Yin-chun
 Mr. Ricky LAM Sai-keung
 Mr. Frankie LAM Yiu-kan
 Mr. Frederick LAW Wing-cheung
 Mr. LEUNG Yat-keung
 Mr. Andrew NGAI Chau
 Mr. SIU Ming-fai
 Ms. Phoebe WONG Po-man
 Mr. WONG Yuk-wa

Enrolled Nurse

Ms. CHAN Pui-ying
 Ms. CHUNG Tze-mei
 Mr. Josiah CHUNG Wai-yin
 Ms. Winnie FUNG Wing-yung
 Ms. Karen KONG Ho-yan
 Ms. Daisy LAU Yuen-mei

胡文輝先生
 尹浩然先生
 任錦坤先生
 任天恒先生
 殷楚琳小姐
 楊湛明先生
 楊敏昇先生
 楊永存先生
 葉凱瑩小姐
 余詠菁小姐
 袁巧仙小姐
 袁麗媚小姐

計劃主任

朱安莉小姐
 馬立成先生
 黃雅儀小姐

職業輔導主任 / 助理職業輔導主任

陳俊宇先生
 陳濤廣先生
 朱亦昭小姐
 洪顯揚先生
 熊家榮先生
 李靄琳小姐
 文婉霞小姐
 曾宇澤先生

舍監

張芳城先生
 張威麟先生
 古燕春小姐
 林世強先生
 林耀勤先生 *
 羅永祥先生
 梁日強先生
 倪 舟先生
 蕭明輝先生
 黃寶文小姐
 黃旭華先生 *

登記護士

陳佩英小姐
 鍾紫薇小姐
 鍾偉賢先生
 馮永彤小姐
 江可恩小姐
 劉婉薇小姐

Ms. Gloria LEUNG Sau-wan
 Ms. Emma NG Sui-ching
 Mr. WONG Bong-keung

Welfare Worker / Warden Assistant

Mr. CHAN Chun-kit
 Mr. Daniel CHAN Hok-man
 Mr. Jude CHEUNG Ka-wai
 Mr. Clarence CHIM Wai-leung
 Mr. Eric CHOI Yiu-shing
 Ms. Janice CHOW Yin
 Mr. CHUN Tin-yau
 Mr. Jacky CHUNG Kwong-yuen
 Mr. GURUNG Milan
 Mr. KO Kin-pong
 Mr. Gary KWAN Ka-leung
 Mr. Stephen KWAN Sheung-ho
 Mr. LAI Ka-fai
 Ms. LAM Yin-shan
 Ms. Karen LAM Ying-ki
 Mr. LEE Siu-kei
 Mr. Johnson LEE Yun-chung
 Mr. Andy LI Chung-yin
 Mr. Steve LI Ka-chun
 Mr. LO Chiu-keung
 Mr. LUK Sang-ho
 Mr. Isaiah MAK Man-wai
 Ms. NG Ka-sin
 Mr. Geoffrey NG Ping-fai
 Mr. SIU Ka-chun
 Mr. Willie SO Sai-wing
 Mr. Jerry SUM Wing-chung
 Mr. Harry TONG Sai-ho
 Mr. Matthew TSANG Lap-kwong
 Mr. WONG Leung-piu
 Ms. Violin WONG Mui-lin
 Mr. WONG Tat-wai
 Mr. Fred WONG Wai-ming
 Mr. James YAU Kwok-hung
 Mr. YIP Siu-chuen
 Ms. YU Eugena Pansy

Human Resources & Administration Officer

Ms. Polly KWAN Wing-sze

Research & Development Officer / Research Officer

Mr. Terry LAI Ka-tung
 Ms. Tavi YAU Chun-yee

梁秀環小姐
 吳穗真小姐
 黃邦強先生

福利工作員 / 舍監助理

陳俊傑先生
 陳學文先生
 張家煒先生
 詹偉良先生 *
 蔡耀成先生
 周 燕小姐 *
 秦天祐先生
 鍾廣源先生

高建邦先生
 關家亮先生
 關上豪先生
 黎家輝先生
 林燕珊小姐
 林熒基小姐
 李少基先生
 李潤松先生
 李眾賢先生
 李嘉俊先生
 羅召強先生
 陸生豪先生
 麥文偉先生
 吳嘉倩小姐
 吳炳輝先生
 邵家俊先生
 蘇世榮先生
 孫永聰先生
 唐世豪先生
 曾立光先生
 黃良彪先生
 黃梅蓮小姐 *
 黃達偉先生
 黃偉明先生
 游國雄先生 *
 葉少全先生
 余宛真小姐

人力資源及行政主任

關詠詩小姐

研究及發展主任 / 研究主任

黎家通先生
 游進儀小姐

Information Technology Officer

Mr. Kingsley LIU King-ki

Executive Officer

Ms. Carmen NG Yik-lam

Senior Executive Assistant

Mr. Simon LAW Siu-lung
 Ms. Shirley TSANG Man-kak

Executive Assistant

Ms. Janet CHEUNG Ka-yan
 Ms. May CHUNG Yi-mei
 Ms. Wendy LAW Tin-ngai
 Ms. Alice LEUNG Yuet-wa
 Ms. Sharon WAN Mei-yee
 Ms. Lisa WONG Chui-ping
 Mr. Vincent WONG Wai-shui

Clerical Officer / Clerk

Ms. CHUNG Tung-lin
 Ms. Katie FUNG Hoi-yee
 Ms. Catherine HUI Shuk-yuen
 Ms. Amy KWAN Yuet-chu
 Mr. Eric KWOK Mei-lung
 Mr. LAU Lap-wai
 Ms. Gladys LAU Wai
 Ms. Sister LEE Lok-man
 Ms. Hidy LEUNG Hoi-ting
 Ms. Polly NG Ka-wai
 Mr. Ian SIU Hin-wing
 Ms. Karen TSANG Ching-yin
 Ms. Yoko WONG Po-ying

Administrative Assistant

Ms. Snowy TSE Sui-suet

Mental Health Worker

Mr. Kenny CHAN Koon-hung
 Mr. Alex CHAN Kwong-wing
 Ms. Helen CHUANG Sze-nga
 Ms. LAU Sin-ling
 Ms. Chloe SIU Wing-in
 Ms. Ide YAU Kam-har
 Mr. Chris YEUNG Sze-hang

資訊技術主任

廖璟麒先生

行政主任

吳奕琳小姐

高級行政助理

羅兆龍先生
 曾文革小姐 *

行政助理

張嘉茵小姐
 鍾伊媚小姐
 羅天藝小姐
 梁月華小姐
 尹美儀小姐
 黃翠萍小姐
 王瑋瑞先生

文員

鍾冬蓮小姐
 馮凱怡小姐
 許淑婉小姐 *
 關月珠小姐
 郭美龍先生
 劉立偉先生
 劉 瑋小姐
 李樂敏小姐
 梁凱婷小姐
 吳嘉慧小姐
 蕭顯榮先生
 曾靖然小姐
 王寶瑩小姐

總務助理

謝瑞雪小姐

精神健康工作員

陳冠雄先生
 陳廣榮先生
 莊詩雅小姐
 劉倩綾小姐
 蕭穎妍小姐
 游錦霞小姐
 楊思恒先生

Mental Health Assistant

Mr. Calvin CHOI Lok-king
Mr. LAU King-tung
Ms. Jessica LAU Mei-yi
Ms. Cherry LAW Po-yee
Ms. Jo YIP Mei-ching

Hostel Assistant

Mr. Bryan CHAN Chi-chung
Mr. LEUNG Kwok-hung

Employment Service Assistant

Mr. Ricky IP Wing-kei

Family Service Assistant

Mr. CHOW Chiu-fai
Ms. Minnie LEUNG Yik-man

Information Technology Assistant

Mr. CHAN Yiu-ming

Project Assistant

Mr. LUK Chun-ming

Programme Worker

Mr. Jeff CHAN Kok-wai
Mr. POON Ming-fung
Mr. Rex FUNG Wing-leung
Ms. Selina HONG Pui-ying
Mr. Tommy KONG Shui-chung
Mr. Gary LAM Ka-lee
Ms. NG Kam-chu

Community Education Assistant

Ms. Carrie FAN Ka-wai
Ms. SO On-on

Office Assistant

Ms. LI Pik-han
Mr. Ricky TAM Cheong-ming
Ms. TAM Koon-mui
Mr. WONG Tak-sum
Ms. Josephine WU King-chun

精神健康助理

蔡諾敬先生
劉敬東先生
劉美儀小姐
羅寶儀小姐
葉美菁小姐

宿舍助理

陳賜忠先生
梁國雄先生

職業服務助理

葉詠機先生

家庭服務助理

周朝輝先生
梁翊敏小姐

資訊技術助理

陳耀明先生

計劃助理

陸振銘先生

活動工作員

陳珏維先生
潘明楓先生
馮永樑先生
香佩瑩小姐
江瑞中先生
林嘉利先生
吳錦珠小姐

社區教育助理

樊家慧小姐
蘇安安小姐

辦公室助理

李碧嫻小姐*
譚昌明先生
譚觀梅小姐
黃德森先生
胡景珍小姐

Driver

Mr. NG Tin-man

Cook

Ms. CHENG Kam-yin
Ms. LEUNG Siu-ling
Mrs. MAN WONG Sio-leng
Ms. WONG Lai-ling

Workman

Mr. Michael FAN Yu-hing
Ms. LAM Yuet-po
Ms. LEE Bik-ying
Ms. LO King-ngan
Ms. WAN Shi-fong
Ms. WONG Po-king

Programme Assistant

Mr. CHAN Pak-him
Mr. CHAN Kwong-yun
Mr. CHAN Tsz-wai
Mr. Troy CHOI Fu-keung
Mr. LAI Ho-shing
Mr. Sam LAM Ka-wa
Ms. Monique LAM Tsz-yin
Mr. LEE Man-hin
Ms. LI Yin-wa
Ms. MO Oi-ling
Ms. Yukari SO Kwun-ting
Ms. Ivy TANG Kit-ching
Mr. Enoch WONG Yee-nok

Peer Educator

Ms. GHISING Anju
Mr. GURUNG Ganesh

Peer Counsellor

Mr. LAM Wai-hung
Mr. SIU Wai-hon

Night Shift Worker

Mr. LAM Wai-keung
Mr. YEUNG Chun-wah

司機

吳天文先生

廚師

鄭錦燕小姐
梁筱玲小姐
文黃小玲女士
黃麗玲小姐

事務員

范羽興先生
林月寶小姐
李碧英小姐
盧琮顏小姐
溫仕芳小姐
王波琮小姐

程序助理

陳栢謙先生
陳廣潤先生
陳梓維先生
蔡富強先生
黎浩城先生
林嘉華先生
林芷彥小姐
李汶軒先生
李燕華小姐
毛愛玲小姐
蘇冠婷小姐
鄧潔貞小姐
黃以諾先生

朋輩教育員

朋輩輔導

林偉雄先生
蕭偉漢先生

夜班工作員

林偉強先生
楊鎮華先生

**明朗服務有限公司 (全職員工)
截至 2013 年 10 月 1 日
Bright Services Company Limited
(Full-time Staff)
As at 1 October 2013**

Business Manager

Mr. Chan Po Sing

**Finance and
General Administration Manager**

Ms. Candy LAW Sau-fung

Administration Assistant

Ms. Rosa YEUNG Lai-wah

**Sales and Operation Officer
(Removal & Logistics)**

Ms. Clara CHENG Chin-ting

**Sales and Operation Officer
(Exhibition and Manpower Supply)**

Ms. Katrina TSE Hiu-wai

Removal Leader

Mr. MOK Kim-fai

Foreman (Exhibition)

Mr. YIM Wing-chuen
Mr. LAU Ching-ping

Foreman (Cleaning)

Ms. CHAN Sau-tong
Ms. YEUNG Kiu-nui

Worker (Exhibition)

Mr. CHUNG Tak-chi
Mr. CHONG Hak-shing
Mr. WONG Hin-sang

Cleansing Worker

Ms. HO Lai-ha
Ms. YU Yuk-chu
Ms. MAN Hop-fong
Ms. YEUNG Mei-lin
Ms. TANG Tim-mui

業務經理

陳寶聲先生

**財務及
一般行政經理**

羅秀鳳女士

行政助理

楊麗華女士

**銷售及營運主任
(搬運及物流)**

鄭展婷女士

**銷售及營運主任
(展覽及人力支援)**

謝曉慧小姐

搬運領隊

莫劍輝先生

科文 (展覽)

嚴永傳先生
劉正平先生

科文 (清潔)

陳壽當女士
楊嬌女士

工人 (展覽)

張德志先生
張克成先生
黃顯生先生

清潔員

何麗霞女士
余玉珠女士
文合芳女士
楊美玲女士
鄧添妹女士

Ms. NG Koon-Sui
Mr. LUK Ping-chow
Ms. CHAU Fung-kam
Ms. YUEN Yim-kam
Ms. LAU Noi
Ms. WONG Po-tuen
Ms. NG Sze-ho
Ms. CHOI Wai-ping
Ms. LAU Yuet-wan
Ms. YIP Wan-ching
Ms. WONG Yuk-ying
Ms. CHAN Fung-ying
Mr. LAU Chung-kit
Ms. LO Chun-fong
Ms. TJONG Cuk-mie
Ms. WONG Chi-yim
Mr. CHENG Tsang-man
Mr. LIANG Yongjian
Ms. YEUNG Sze-wan
Ms. CHENG Siu-fung

Food Production Worker

Mr. Yuen Long Kin

Chef's Noodle

Business Manager

Mr. Roy LAM Ka-yung

Chef

Mr. TAM Kam-wa

Supervisor

Mr. TSE Cheuk-him

Assistant Chef

Mr. CHEUNG Ming-kin
Mr. CHIU Tak-kwan

Waiter

Mr. LIAN Ho-lung
Mr. FUNG Wai-yip
Mr. CHAN Tak-yan
Mr. LAM Ngai-fung

Kitchen Assistant

Mr. CHENG Kin-yeung
Mr. CHU Kin-lik

吳官水女士
陸炳周先生
周鳳琴女士
袁艷柑女士
劉女女士
王布團女士
吳四好女士
蔡惠萍女士
劉月云女士
葉雲程女士
黃玉英女士
陳鳳英女士
劉中傑先生
羅春芳女士
張祝媚女士
王智艷女士
鄭增文先生
梁永堅先生
楊思雲女士
鄭小鳳女士

食品生產員

袁朗健先生

韓廚麵

業務經理

林家勇先生*

主廚

譚錦樺先生

主任

謝卓謙先生

助理廚師

張明堅先生
趙特群先生

服務員

練浩龍先生
馮偉業先生
陳德仁先生
林毅鋒先生

廚務助理

鄭健陽先生
朱建力先生

* 於第五十五屆週年大會獲頒長期服務獎的員工
Staff received long service award at the 55th Annual General Meeting

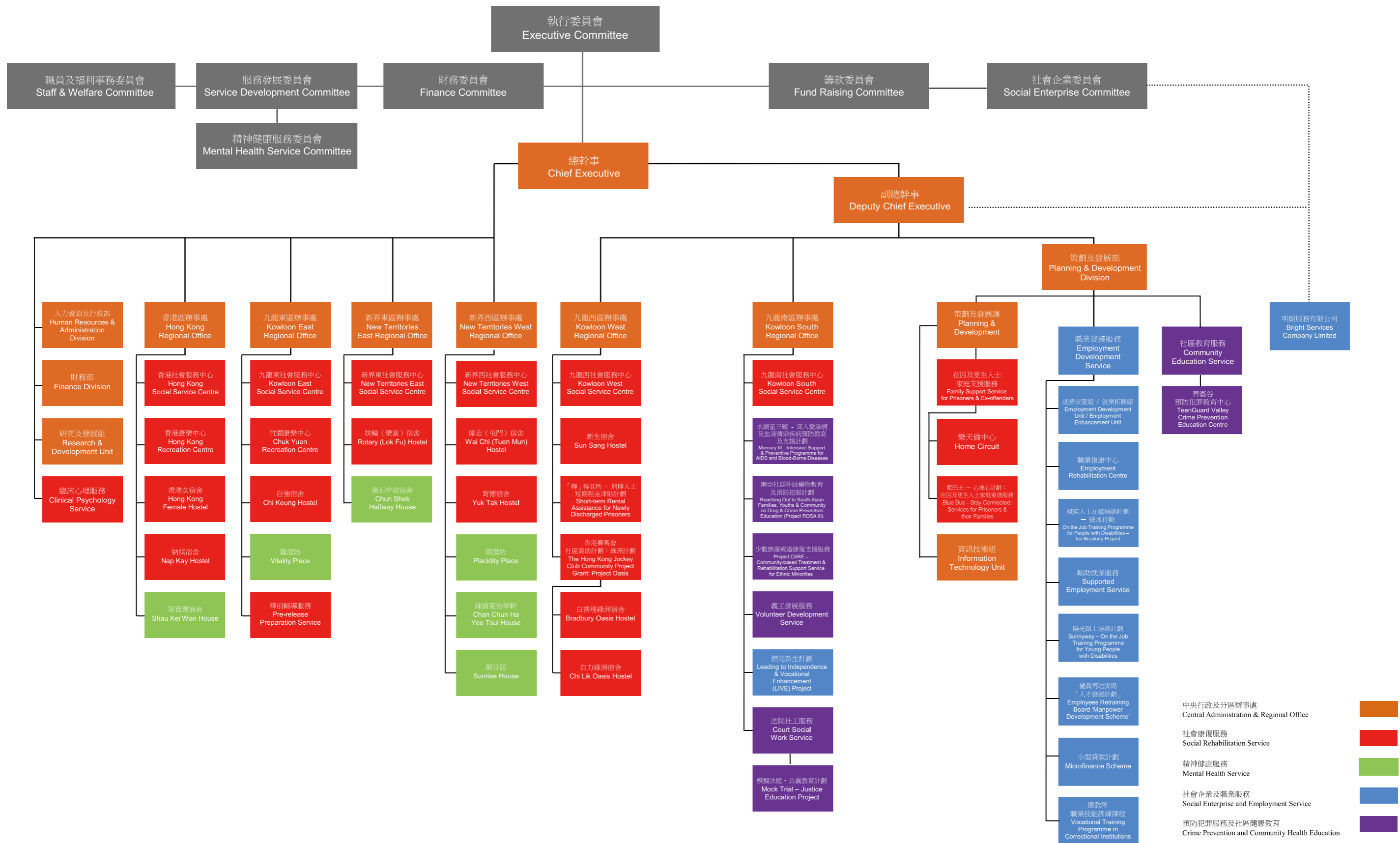
*2013 年 10 月 23 日到任

組織架構

截至 2013 年 10 月 1 日

Organisation Chart

As at 1 October 2013

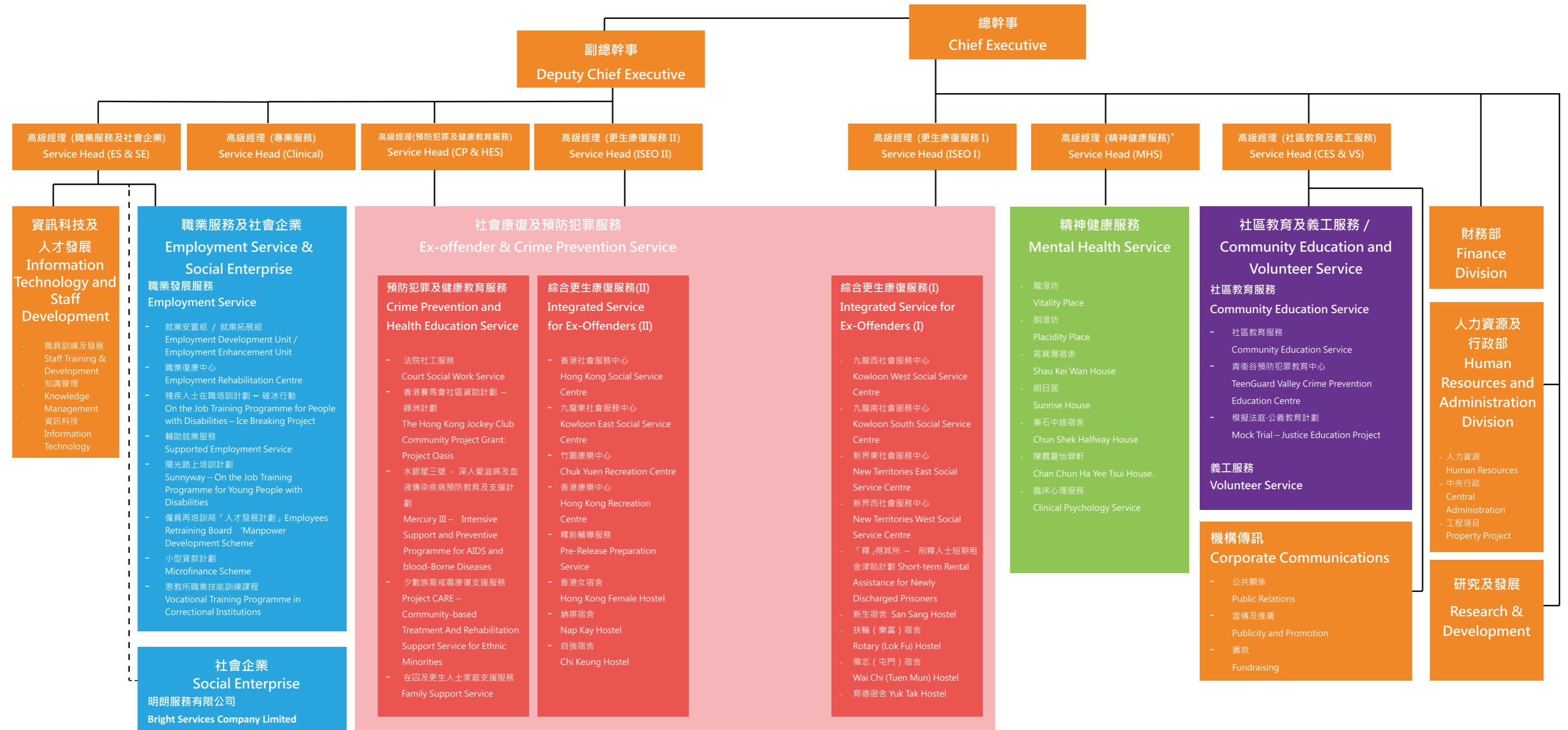


- 中央行政及分區辦事處
Central Administration & Regional Office
- 社會康復服務
Social Rehabilitation Service
- 精神健康服務
Mental Health Service
- 社會企業及職業服務
Social Enterprise and Employment Service
- 預防犯罪服務及社區健康教育
Crime Prevention and Community Health Education

機構改進計劃架構 (暫定)

Agency Enhancement Project Organisation Chart (Tentative)

本會現正進行「機構改進計劃」，將重組各服務以針對服務使用者的需要，新架構預期於二零一四年四月正式實施生效。
The Society is undergoing the "Agency Enhancement Project". Our aim is to regroup the services to cater the needs of our service users and for service development. This new organisation structure is to be effective in April 2014.



- 中央行政
Central Administration
- 社會康復及預防犯罪服務
Ex-Offender & Crime Prevention Service
- 精神健康服務
Mental Health Service
- 社區教育及義工服務
Community Education and Volunteer Service
- 職業服務及社會企業
Employment Service and Social Enterprise

* 顧問公司建議於精神健康服務設立一名高級經理 (專業服務)，具體安排仍在考慮中。
The AEP Consultant recommends setting up a post of Service Head (Clinical) in the Mental Health Service. The Society is presently considering the implications and arrangement of this proposed post.