



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

一個機會

一個未來

被接納的機會



1957 → 1970 → 1980 → 1990 → 2000
 1969 → 1979 → 1989 → 1999 → 2012

點滴 55 載

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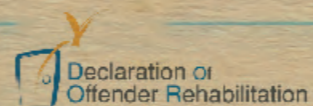
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封面設計概述：

沙膠、塗改液、改錯帶的發明令我們有機會改錯重寫；更生人士同樣需要改過重生的機會，才能融入社會，成就不一樣的未來。而改錯工具的演變則代表了香港善導會55年來與時並進的服務，協助更生人士康復更生，重投社會。

Concept of the cover design:

The inventions of eraser and correction pen make it able for us to amend the wrong words. Ex-offenders should also be provided chances to correct their lives and turn anew. Meanwhile, the evolution of correction tools represents the advancement of SRACP's service goes with time to help ex-offender rehabilitate and reintegrate into society.

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。

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。

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 staff at the time was voluntary part-time workers. With dedication and perseverance, the work of the Society gradually came to be recognized 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.

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.

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。

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 Chairman's Message

湯寶區 Louis Tong Pa-sun

香港善導會成立至今已五十五年，相比其他地區從事類近服務的機構，本會的歷史不算短。過去五十多年，本會主要以在囚及刑滿出獄人士為服務對象，而社會大眾認識本會亦是以更生康復為主。然而，自二零零二年起，本會的工作逐漸加入預防犯罪的目標，並開拓與更生康復相關的支援服務，使不論在囚人士、更生人士及他們的家人都得到照顧，我們亦在不同的領域拓展服務，例如就業支援及培訓、戒毒住宿、健康教育、義工及閒暇活動服務等，使服務更整全完備，而預防犯罪工作則主力以多方面接觸不同背景的青少年學生，為他們培育良好價值觀，公義及守法觀念，使他們能免於犯罪誘惑。

早在六十年代，本會為由小樓精神病中心釋放的更生人士提供中途宿舍服務，隨着需求增加，本會陸續開辦四所特殊及普通的中途宿舍，主要收納有刑事背景的精神病康復者。直到近年，隨着社會及政府對精神健康問題日益關注，注入大量資源邀請有從事精神復康經驗的機構開辦精神健康綜合社區中心 (ICCMW)，為在社區生活的精神病康復者提供一站式的服務。本會作為一間頗具經驗的營辦機構，亦獲邀在元朗及九龍城區開辦有關服務。雖然本會仍專門收納有刑事背景的精神病康復者，但由於 ICCMW 的服務是以社區為本，服務對象亦涵蓋不少非有刑事背景的人士。

事實上，自二零零五年起，本會的發展仍以服務在囚及更生人士為主軸，以預防犯罪及避免重犯為依歸，然而，不少新開拓的服務亦能同時支援其他社群的福利需要，當中包括就業服務、健康教育及預防愛滋病及血液傳染疾病教育、南亞族裔人士濫藥支援及精神健康服務等。

自九十年代起，政府再沒有就社會福利發展作長遠規劃，在整筆過撥款的制度下，非政府機構的發展必須因應本身的條件及配合社會的需要，不少機構由以往主要服務單一的服務對象，或提供單一的服務，轉成為不同年齡層、不同背景的人

This year sees the 55th anniversary of the Society of Rehabilitation and Crime Prevention, Hong Kong. The Society has had a long history in serving prison inmates and ex-offenders when compared with organisations in neighboring regions with the same missions. The Society mainly serves inmates and ex-offenders. And the general public is most familiar with our core service which is social rehabilitation for ex-offenders. Nonetheless, starting from 2002, crime prevention has been included as one of the missions of the Society. Since then, many supportive services were developed to cater the emerging needs of ex-offenders and their families. For instance, employment service and vocational training, drug rehabilitation and accommodation service, health education, volunteer and recreational service etc. These services are to create a fuller spectrum of services for ex-offender. Meanwhile, crime prevention and justice education have been provided to youngsters and secondary students to instill the values of law abiding, as well as to prevent them from falling prey to the criminal offense.



Since early 60s of the last century, the Society has been providing halfway house services to newly discharged ex-mentally prisoners. With the increased demand of society, the Society operates four psychiatric halfway houses to offer training and mental rehabilitation services to ex-mentally persons who are with the background of criminal offence. Recently, mental health issues have attracted much public attention. The Government hence combined all the discrete community health services into 23 teams of Integrated Community Centre for Mental Wellness (ICCMWs). The ICCMWs aim to provide one-stop service for the ex-mentally ill persons who are living independently in the community. With years of experience in the field, the Society was invited by the Government to provide ICCMW service in the district of Yuen Long and Kowloon City. While ICCMW is a district based service, not all service users have a history of criminal offense.

Since 2005, service development has been mainly focusing on offender rehabilitation and crime prevention. Nonetheless, many newly developed services are at the same time entertaining social needs of other underprivileged groups. These include employment services, health education on AIDS and blood borne disease prevention, anti-drug programmes for South Asian ethnic minority groups, as well as community mental health services etc.

Starting in the 90s of last century, the Government ceased to formulate long term social welfare planning. Under the Lump Sum Grant system, service development of Non-governmental Organisations (NGOs) has

士提供服務。從機構發展及回應社會需要而言，這種發展軌跡是可以理解，但某程度上可能會削弱某類服務的專門性及專業性。本會過去半個世紀以專門服務在囚及更生人士為目標，經驗豐富，亦在這方面累積了不少知識。但在過去十多年，監獄人口徘徊在八千至一萬之間，犯罪率維持穩定偏低，在重犯率持續輕微下降的環境下，更生康復的發展相對其他社福項目必然較次，而本會應否仍以更生康復工作為主，乃近年同工間，甚至是委員會會議的討論議題。

一方面本會全人不期望善導會走向太多元化的局面，以致失去服務重心與焦點；另一方面，委員與同工均洞悉到隨着社會的發展，新問題、新需要不斷出現，作為社福機構亦不可視若無睹，置之不理。故此，如何以善導會多年從事更生康復，以至近年預防犯罪及精神復康方面的經驗及智慧，經轉化，應用於其他有需要的社會福利的領域上，將是本會未來發展的主要議題。今年，正值本會進行機構改進計劃，邀請了顧問公司就本會服務架構提供意見，與此同時，本會亦須重新檢視機構的抱負、使命與價值觀。在檢討的過程中，委員們與同工均認同善導會應維持以更生康復為主要核心業務，而在這核心業務的相關領域，發展配套及支援服務，一方面在質方面強化既有的更生康復服務，另一方面借鑒更生康復方面的專長，開拓其他服務領域。

正如過去本會的工作不斷得到社會大眾的大力支持，於此我要感謝過去一年為本會服務提供資助的部門及機構，當中包括社會福利署、懲教署、香港賽馬會慈善信託基金、公益金等。我也要特別多謝幾位先後加入本會的副贊助人劉漢華先生、曾文能先生及李鑾麟先生對本會的大力支持，而我們的副會長雪月女士特別關顧弱勢社群，經常資助各項服務計劃。此外，我也向籌款委員會成員表達謝意。有賴他們的努力，我們的創新服務才有持續的發展。

本會的工作日益繁重，各委員會的責任與工作實增加不少。在此，我要感謝每一位出心、出力、更獻出寶貴時間的每一位委員，他們的意見及指導，對善導會十分重要。此外，我要感謝每一位義工，他們無私的奉獻與協助，對我們來說是彌足珍貴，最後我也要感謝本會的全體員工，你們的努力與付出，正為社會上有需要的人士帶來希望與光明。

to echo to the emerging needs of society with due consideration of its own capacity. Quite a number of NGOs are changing from serving a single client group, or providing a particular type of service, to becoming a multi-service agency serving clients of different age groups with various background and needs. While this trend of development is understandable, it may undermine, to a certain extent, service specialization and professionalization. The Society has been focusing on services for inmates and ex-offenders over the last half century. We have acquired ample experience in this field of expertise. Nonetheless, the prison population has been gradually shrinking to a range of about 8,000 to 12,000 over the last 10 years. Crime rate has been at a low level while re-offending rate has been coming down gradually too. As such, offender rehabilitation service would inevitably be in a lower priority among the many welfare agendas. Whether the Society should keep sticking onto offender rehabilitation service has widely been discussed among staff, as well as committee members of the Society.

On one hand, the Society does not wish to lose focus in the process of service diversification. On the other hand, staff and committee members realise that rapid social development has given rise to various new social problems and challenges that NGOs like the Society should take the initiative to address. Therefore, how to transform and apply the knowledge and wisdom the Society acquired in offender and mental rehabilitation, as well as crime prevention into other social welfare arena would be a key issue we have to look into. This year, the Society has commissioned a consultancy to review its organizational structure. Meanwhile, the vision, missions and values of the Society will be revisited. In the review, a general consensus among staff and committee members is that offender rehabilitation should continue to be the core business of the Society. To strengthen the outcome of offender rehabilitation, the Society will develop related peripheral supportive services in order to provide a holistic care for our service users and the people in need. In other words, based on its existing services and utilizing the expertise so acquired, the Society would stretch into other areas to explore new service frontiers.

All along, work of the Society has received much support of the community. Herewith I would like to extend my sincere thanks to various bodies and government departments, such as Social Welfare Department, Correctional Services Department, Hong Kong Jockey Club Charities Trust and Community Chest etc. My heartfelt thanks also go to our vice patrons Mr. Steve Lau, Mr. John Chan and Dr. Alan Lee for their unfailing support. Our long time supporter, Mrs. Tuyet Nguyet Markbreiter concerns very much the plight faced by the underprivileged. She made regular donation to support the Society's projects. My special thanks go to members of the Fund Raising Committee. Without their diligent work, our pioneering projects will not have funds to continue.

Our committee members are now shouldering much heavier responsibilities. Taking this opportunity, I would like to thank each and every one of them for their contribution of time and energy in serving different committees and taking part in various events. Their invaluable opinions are most important in guiding the development of the Society. Also, my thanks go to all the volunteers who selflessly committed their time and made various effort to assist the programmes. Last but not least, I thank all the staff who have been working earnestly to bring hopes and opportunities to the service users.

更生康復服務

更生康復是本會工作主要的一環，自前年引入實證為本的服務策略後，各社會服務中心已全面開展對更生人士的犯罪風險及需要評估，各中心亦開展臨牀督導制度，協同工個案介入，同時亦推行介入程序發展綱領 (Programme Development Protocol)，為有不同需要的更生人士提供以實證為基礎的小組治療服務。更生康復其中一個主要目標是減低更生人士重犯，本會曾與保安局接觸，亦與懲教署緊密連繫，正研究為經懲教署轉介而曾接受本會服務的個案作重犯紀錄統計，期望了解本會服務在減低重犯可能產生的作用。

本會大部份由社會福利署津助的違法人士服務的表現指標，自制定至今未曾作過修訂。鑒於服務使用者的需要有所改變及環境變遷，本會主動提出複檢現有的津助及服務協議當中的各項輸出指標，並期望於本財政年度內完成向社署提出修訂建議。

數年前，社署撥款予本會開展刑釋人士短期租金津貼計劃及增設職業服務的名額外，政府在更生人士服務方面再未有任何的計劃與發展。本會不斷向社署表達加強社會服務中心、法院社工服務、宿舍服務及強化職業發展服務人手等建議，而有關的建議仍待回覆。

預防犯罪服務

本會多項預防犯罪計劃在資助機構的支持下穩步發展。今年，本會的模擬法庭公義教育計劃踏入第六年，並獲得公益金資助兩年，為 30 間中學提供服務。自前年起，本會特別邀請有需要的學校加入，使服務涵蓋各類型的學校。

Offender Rehabilitation Service

Offender rehabilitation service is the core service of the Society. Since the introduction of evidence-based practice a year ago, social workers of Social Service Centres (SSCs) have been conducting risks and needs assessment for all new intake cases. Meanwhile, clinical supervision to support casework intervention of social workers has also been launched. The Society also employs the Programme Development Protocol to tailor-make therapeutic groups to meet the needs of different ex-offenders. One of the ultimate goals of offender rehabilitation service is to lower the recidivism rate. In order to measure the effectiveness of SRACP's services towards this objective, the Society has attempted to discuss with the Security Bureau and Correctional Services Department on the possibility of collecting re-conviction data of service users.

The performance indicators of Funding Service Agreements (FSA) of correctional service subvented by Social Welfare Department (SWD) have not been reviewed and revised in the past. In response to the changes in needs of service users and the environmental conditions, the Society took the initiative to review all the output standards listed in the FSAs and would make recommendations to SWD by the end of April 2013.

Several years ago, SWD has provided subventions to start up the Short-term Rental Assistance for Discharged Prisoners and expand the service quota of Employment Service. Since then, the Government has no further plan to develop or enhance the services for ex-offenders. Last year, the Society had made suggestions to SWD to enhance the Social Service Centre Service, the Court Social Work Service and Hostel Service as well as strengthening the manpower of Employment Development Service. The society is awaiting feedback from SWD.

Crime Prevention Service

With external funding, crime prevention projects were able to expand gradually. In its 6th year of operation, Mock Trial Competition Project has extended its service to secondary students with at risks behaviours and learning difficulties. In 2012, the Project received funding support from The Community Chest of Hong Kong for two years to provide services for 30 secondary schools.



職業發展服務乃預防犯罪工作中十分重要的一環。為鞏固僱主網絡，本會今年六月再次舉辦每兩年一度的「第三屆善導僱主嘉許禮」。此外，除延續自去年開展的新天地創業種子計劃外，今年本會和四間機構共同參與由香港按揭證券有限公司所推出的「小型貸款計劃」，為經過審核的商業計劃提供不多於 30 萬元的借貸，讓有志創業的服務使用者展開業務。

南亞裔人士服務是本會過去數年銳意拓展的工作。南亞裔人士濫藥問題令人關注，本會的南亞社羣外展藥物教育及預防犯罪計劃雖然今年不獲外間機構資助，但本會運用本身的資源，延續基本服務，期望儘快得到政府及相關組織資助，繼續預防少數族裔人士濫藥的工作。此外，懲教院所收納非華裔在囚人士的比例日漸上升，該類人士的需要亦值得關注。本會曾應懲教署邀請為該類人士舉辦活動，而他們在囚期間的長遠需要應得到有關當局的關注。

精神健康服務

本會兩所精神健康綜合社區中心於今年全面投入服務。服務九龍城區的龍澄坊於九月底遷入紅磡廣場的臨時會址，而位於天水圍 109 區的朗澄坊的永久會址亦預計於明年四月完成裝修，為方便探訪在元朗區鄉郊居住的服務使用者，華人永遠墳場管理委員會再度捐助一輛客貨車予本會，以促進新界西區服務的提供。

自去年起，本會各精神健康服務單位均逐漸引入復原模式 (Recovery Model) 為介入手法。除安排本會臨牀心理學家到澳洲接受相關培訓外，亦安排四名督導主任到美國堪薩斯大學進行為期三星期的實習，然後在各單位全面推行相關模式。

隨着殘疾人士院舍條例生效，本會各中途宿舍均需要計劃裝修，以配合條例的要求，當中首箕灣宿舍座落的建築物已相當殘舊，大規模的裝修實不符合經濟原則，本會正着手研究重建有關建築物的可能性。

Employment was important in promoting crime prevention. To consolidate the network with employers, the Society held "The 3rd Benevolent Employers Award Ceremony" in June 2012. Moreover, the Society has sought external funding to continue the BOCHK "Caring Hong Kong - A Heart Warming Campaign" Newland Seed Money Project provide opportunity for service users to start up their own business. The Society also participated in a collaboration project, the Micofinance Project, with the Hong Kong Mortgage Corporation Limited and four other non-governmental organisations. This project supported service users to start their approved business plans through a loan of not more than HK\$300,000.

Service for South Asian community was another focus of the Society's work in the last several years. With a rising concern on the substance abuse problem of South Asians in Hong Kong, the Society has continued the Reaching Out to South Asian Community on Drug Education Project even though external funding had not been secured. Continuous effort to search for funding from government and foundations would be made. Furthermore, with the rising number of prisoners from other nations, the Society had been invited by CSD to organise pilot service programmes for them. Hopefully, their needs could be met through long term planning of the Government.

Mental Health Service

This year, the two Integrated Community Centres for Mental Wellness (ICCMWs) were in full operation. Vitality Place has moved into the temporary office at Hunghom Plaza in September 2012 while Placidity Place would start its service at the permanent premise in Area 109 of Tin Shui Wai upon the completion of renovation in April 2013. Moreover, to facilitate the service provision to clients living in Yuen Long suburbs, the Board of Management of the Chinese Permanent Cemeteries had donated a van to Placidity Place.

Starting from last year, every mental health service unit has adopted and gradually implemented the Recovery Model in the daily operations. Besides subsidizing the clinical psychologist to receive related training in Australia, the Society also supported four supervisors of mental health service to participate in the attachment programme in Kansas, United States. They would then support the implementation of Recovery Model in other mental health service units.

In response to the commencement of Residential Care Home (Persons with Disabilities) Regulation, plans to renovate the halfway houses were made to meet the requirements listed in the Regulation. However, the premises of Shau Kei Wan House was too old and expenses on renovation would be very high. In view of that, the possibility for redevelopment of the whole building would be explored.

社會企業

本會的社會企業明朗服務有限公司成立至今已有一十五年，過去四項業務均穩步發展。前年開展「有樓計劃」，專為年青更生人士提供就業機會。今年，本會進一步推動明朗的業務，並與韓國專利品牌「廚師麵」合作，將在灣仔駱克道開設全港第一間的韓國「廚師麵」館。工作人員部份來自市場招聘，其餘的都是年輕的更生人士。有關計劃亦得到民政事務署「伙伴倡自強」社區協作計劃撥款港幣二百多萬元，期望為更生人士開拓更多較理想的就業空間。

此外，明朗獲得香港社會企業總會有限公司捐助港幣十五萬元，資助更換其中一輛較殘舊的貨車，加強搬運及物流業務。從去年起，明朗嘗試在節慶期間製作曲奇餅，測試市場對產品的反應。本會亦決定將天水圍109區龍澄坊毗鄰的單位交明朗管理。本會計劃開辦專為精神病者或聘用精神病康復者而設的社企項目。

機構行政及未來發展

自今年四月起，本會增設第六個服務分區即九龍南區，並將部份預防犯罪計劃納入該區管理。本會亦運用社會福利發展基金，邀請顧問公司推行機構改進計劃，全面檢討本會的服務架構，以配合未來工作的發展。在人力資源政策方面，自今年開始，全會員工推行表現評核週期及薪酬調整同步化，使同工表現評核更趨公平。此外，本會亦於十月推出合約期同步化，全體員工合約均在六月底到期，有關措施為各項人力資源政策的制定作好準備。

香港善導會成立至今已五十五年，一向以更生康復工作為主，社會人士亦一般以為本會只服務更生人士，對本會的預防犯罪及精神健康服務未十分認識。本會雖堅持更生康復為核心業務，但基於社會的變遷與進步，本會未來的發展路線方向或會有所調整與變更，伴隨機構改進計劃的進行，今年本會為抱負、使命與基本價值作深入檢討和討論，為未來發展制定策略性的框架與取向。

Social Enterprise

Bright Services Company Limited (BS) has been steadily developing in the past fifteen years. Rice dumplings making project was an innovative service to offer job placement for young ex-offenders. This year, BS started the collaboration with the franchised "Chef's Noodle" of Korea to set up the first noodle restaurant on Lockhard Road in Wanchai. Apart from employing staff in the open market, young ex-offenders would be recruited to fill up the posts. This project would be granted more than two million Hong Kong dollars as a start up fund from the Enhancing Self-Reliance through District Partnership Programme of Home Affairs Department to offer more job opportunities with better prospect to ex-offenders in the near future.

Furthermore, BS received a donation of HK\$150,000 from Hong Kong General Chamber of Social Enterprise Limited to replace an existing lorry with a new one in order to enhance the removal and logistic business. Last year, BS also started the cookie production with the brand of "U-Kitchen". Different tastes of cookies and gift sets were developed to test the response of the market. Also, the Society decided to allocate the self-financing part of premises in Area 109 of Tin Shui Wai to BS to start a social enterprise project catered to the needs of the ex-mentally ill.

Agency Administration & Development

Since April 2012, the Kowloon South Region was set up. Some crime prevention projects were under the administration of this region. Besides, with the support of the Social Welfare Development Fund, the Society has launched the Agency Enhancement Project (AEP) to review the organisational structure of the Society, which would help to prepare and facilitate the Society's future development. In regard to human resources management, all staff was aligned in the schedule of appraisals and salary increment to ensure a fairer system in performance appraisals and rewards. The alignment of contract in June for all staff would also be launched in October this year. All these arrangements would match up with other items of the human resources policy.

The Society has established its service for 55 years. General public is more familiar with the offender rehabilitation service of the Society but not quite aware of the crime prevention service and mental health service. Though offender rehabilitation would still remain as the core business of the Society, the Society may revise its development focus and priorities to meet the changing societal needs. A comprehensive review on our vision, mission and value would be carried out in AEP to prepare a more strategic structure and service direction for the future development of the Society.

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鄧浩輝先生

鄧偉基先生

鄧婉秋小姐

曾紫嫻小姐

謝仁先生

黃振權先生

王曉婷小姐

黃立業先生

王美兒小姐

黃雲輝先生

胡文輝先生*

尹浩然先生

任錦坤先生

任天恒先生

楊湛明先生

楊敏昇先生

葉凱瑩小姐

余詠菁小姐

袁巧仙小姐

Mr. Geoffrey NG Ping-fai
Mr. Andrew NGAI Chau
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-hin
Mr. WONG Tat-wai
Mr. Fred WONG Wai-ming
Mr. James YAU Kwok-hung
Mr. YIP Siu-chuen

Human Resources & Administration Officer
Ms. Polly KWAN Wing-sze

Research & Development Officer
Mr. Terry LAI Ka-tung

Research Officer
Ms. Tavi YAU Chun-ye

Information Technology Officer
Mr. Kingsley LIU King-ki

Executive Offices
Ms. Winifred HUNG Yee-tung
Ms. Louise KONG Hoi-yan

Senior Executive Assistant
Mr. Simon LAW Siu-lung
Ms. Carmen NG Yik-lam
Ms. Shirley TSANG Man-kak

Executive Assistant
Mr. CHOI Chi-sing
Ms. May CHUNG Yi-mei
Ms. HUI Pik-kwan
Ms. Wendy LAW Tin-ngai
Ms. Alice LEUNG Yuet-wa
Ms. Sharon WAN Mei-ye
Ms. Lisa WONG Chui-ping
Mr. Vincent WONG Wai-shui

Clerical Officers
Ms. CHOW Wai-ming
Ms. CHUNG Tung-lin
Ms. Katie FUNG Hoi-ye
Ms. Catherine HUI Shuk-yuen
Ms. Amy KWAN Yuet-chu
Mr. LAU Lap-wai
Ms. Gladys LAU Wai

吳炳輝先生
倪舟先生
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

Human Resources & Administration Officer
關詠詩小姐

Research & Development Officer
黎家通先生

Research Officer
游進儀小姐

Information Technology Officer
廖環麒先生

Executive Offices
孔綺彤小姐
江凱欣小姐*

Senior Executive Assistant
羅兆龍先生
吳奕琳小姐
曾文革小姐

Executive Assistant
蔡智聲先生
鍾伊媚小姐
許碧君小姐
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

Clerical Officers
周蔚明小姐
鍾冬蓮小姐
馮海怡小姐
許淑婉小姐
關月珠小姐
劉立偉先生*
劉瑋小姐

Ms. Sister LEE Lok-man
Ms. Hidy LEUNG Hoi-ting
Mr. Ian SIU Hin-wing
Ms. Karen TSANG Ching-yin
Mr. Sky YUEN Cheuk-kei

Administrative Assistant
Mr. SIN Kwok-yin

Mental Health Worker
Mr. Kenny CHAN Koon-hung
Mr. Alex CHAN Kwong-wing
Ms. Kaku KWOK Ka-man
Ms. LAU Sin-ling
Ms. Chloe SIU Wing-in
Ms. Ide YAU Kam-har

Mental Health Assistant
Mr. LAM Chun
Ms. Jessica LAU Mei-yi
Ms. Cherry LAW Po-ye
Mr. Chris YEUNG Sze-hang
Ms. Jo YIP Mei-ching

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

Family Service Assistant
Mr. YIP Wai-ching

Project Assistant
Mr. LUK Chun-ming

Programme Worker
Mr. Jeff CHAN Kok-wai
Mr. CHENG Heung-kan
Mr. CHOW Chiu-fai
Ms. Rex FUNG Wing-leung
Ms. Selina HONG Pui-ying
Mr. Ricky KONG Kiu-kei
Mr. Tommy KONG Shui-chung
Ms. Polly NG Ka-wai
Ms. NG Kam-chu

Community Education Assistant
Mr. CHOW Chi-ho
Ms. Carrie FAN Ka-wai
Ms. SO On-on
Ms. Lok WONG Wai-yin
Mr. David WONG Cheuk-yin
Mr. WONG Yiu-kwong

李樂敏小姐
梁凱婷小姐
蕭顯榮先生*
曾靖然小姐*
袁卓祺先生

總務助理
冼國賢先生

精神健康工作員
陳冠雄先生
陳廣榮先生
郭嘉敏小姐
劉倩綾小姐
蕭穎妍小姐
游錦霞小姐*

精神健康助理
林鎮先生
劉美儀小姐
羅寶儀小姐
楊思恒先生
葉美菁小姐

宿舍助理
陳賜忠先生
梁國雄先生

家庭服務助理
葉偉正先生

計劃助理
陸振銘先生

活動工作員
陳珪維先生
鄭向勤先生
周朝輝先生
馮永樑先生
香佩瑩小姐
江儒奇先生
江瑞中先生
吳嘉慧小姐
吳錦珠小姐

社區教育助理
鄧志豪先生
樊家慧小姐
蘇安安小姐
黃惠燕小姐
黃卓賢先生
黃耀光先生

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

Driver
Mr. NG Tin-man

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

Workman
Ms. LAM Yuet-po
Mr. LAU King-tung
Ms. LEE Bik-ying
Ms. LO King-ngan
Mr. Sam WONG Hing-shun
Ms. WONG Po-king

Programme Assistant
Mr. CHAN Pak-him
Mr. CHAN Yiu-ming
Mr. CHAN Yuen-lung
Mr. CHEUNG Pak-ki
Mr. Snake HUI Kam-shing
Mr. Ricky IP Wing-kei
Mr. LAI Ho-shing
Mr. Gary LAM Ka-lee
Ms. Monique LAM Tsz-yin
Ms. LI Yin-wa
Mr. Carson TSE Ka-shing
Mr. LEE Ka-sheung

Peer Educator
Mr. GURUNG Ganesh

Peer Counsellor
Mr. LAM Wai-hung
Mr. SIU Wai-hon
Mr. Raymond YU Kin-man

Night Shift Worker
Mr. CHOW Wing-fong
Mr. LAM Wai-keung
Mr. YEUNG Chun-wah

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

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

車務員
林月寶小姐
劉敬東先生
李碧英小姐
盧球顏小姐
黃興淳先生
王波球小姐

程序助理
陳栢謙先生
陳耀明先生
陳源龍先生
張栢麒先生
許金城先生
葉詠機先生
黎浩城先生
林嘉利先生
林芷彥小姐
李燕華小姐
謝嘉誠先生
李嘉尚先生

明導教育員

明導輔導員
林偉雄先生
蕭偉漢先生
余健文先生

夜班工作員
周榮方先生
林偉強先生
楊鎮華先生

明朗服務有限公司
Bright Services Company Limited
(截至2012年10月1日)
As at 1 October 2012)

Finance and General Administration Manager
Ms. Candy LAW Sau-fung

財務及一般行政經理
羅秀鳳女士

Sales and Operation Manager (Exhibition and Manpower Supply)
Ms. Tiffany KWOK So-shan

銷售及營運經理 (展覽及人力支援)
郭素珊小姐

Business Development Manager
Ms. Joey LAU Ching-ye

業務發展經理
劉靜儀小姐

Sales and Operation Officer (Removal & Logistics)
Ms. Lily CHAN Yuen-hung

銷售及營運主任 (搬運及物流)
陳婉虹女士

Sales and Operation Officer (Removal & Cleaning)
Ms. Ivy TONG Shu-kan

銷售及營運主任 (搬運及清潔)
湯樹根女士

Removal Leader
Mr. MOK Kim-fai

搬運領隊
莫劍輝先生

Foreman
Mr. YIM Wing-chuen
Mr. LEUNG Chi-fai
Mr. LAU Ching-ping

科文
嚴永傳先生
梁志輝先生
劉正平先生

Food Production Officer
Mr. Edwin TSE Cheuk-him

食品生產主任
謝卓謙先生

Foreman (Cleaning)
Mr. LEUNG Tin-yeung
Ms. CHAN Sau-Tong
Mr. YEUNG Kiu-nui

科文 (清潔)
梁天養先生
陳壽當女士
楊嬌女士

* 於第五十四屆週年大會獲頒長期服務獎的員工
Staff received long service awards at the 54th Annual General Meeting

組織構架 Organisation Chart

