

# 機構事務

## Corporate Affairs



除了優化社會服務，本會亦致力加強各項支援服務，包括內外傳訊、建立網絡、資訊科技、研究調查、財務監控等，從而提升機構效益。此外，人力資源是本機構賴以成功的關鍵之一，本會亦特別著重僱員的培訓及人力發展，以加強同工的綜合能力和對工作的滿足感。

Besides optimizes the social services, the Society puts great efforts on various supporting services including internal and external communications, network building, information technology, research study as well as financial control and monitoring in order to enhance the overall corporate efficiency. While human capital is one of the key factors for corporate success, staff training and talent development is an essential item in the corporate agenda to enhance employees' competence and satisfaction.

# 機構傳訊

## Corporate Communications

### 服務概覽

機構傳訊部於2014年成立，主要工作為通過策略性核心活動包括傳媒管理、會訊及年報製作、籌款活動籌辦、持份者傳訊、申訴處理，以加強對外和對內的合作和溝通，宣傳本會的核心價值、使命、願景和成就。

### Service Overview

The Corporate Communications Division (CCD) was set up in 2014 with the responsibility to enhance external and internal communications, highlight and promote vision, mission, value and achievements of the society through the strategic delivery of our core activities including media management, bulletin and annual report production, fund raising event management, stakeholders communication and complaints handling.



甦Walk慈善步行暨跑山賽2016：「各健兒準備，起步！」  
SRACP Charity Walk and Run 2016 "On Your Mark, Go!"



首屆慈善高爾夫球賽由本會副贊助人、執行委員會委員及籌款委員會主席李鏊麟博士太平紳士全力支持。  
Dr. Lee Yuk-lun, JP as our vice patron, committee member of executive committee and chairperson of fund raising committee fully supported our first Charity Golf.



「零標籤·零歧視」社區宣傳運動獲不同界別人士全力支持。  
"Zero Labelling · Zero Discrimination" Community Promotion Campaign received zealous support from the public.

## 年度重點

### Highlights of the Year

#### 推廣及公共關係

「下一站·重新出發」是本年度的宣傳主題。我們相信每個人同樣有重新出發的機會，透過不同渠道的推動，讓更多社會人士了解及接納服務受眾。年內，本會服務有多達42次媒體報導，與去年比較，共有75%的增長；這正好反映，社會上有更多人士願意關心更生人士、精神復元人士及各弱勢社群如何走出逆境；為了提升本會服務質素，機構傳訊部亦負責處理查詢及申訴事宜，憑藉服務承諾迅速回覆及跟進。

為加強與外界溝通及恆常地發佈最新服務資訊，除定期出版會訊《善訊》，更新增「香港善導會60週年」臉書專頁及網頁，以方便快捷的渠道接觸社區人士。二零一七年乃香港善導會60週年鑽禧紀念，全年有多項慶典活動，截至二零一七年三月，已推行的活動包括有：「零標籤·零歧視」社區宣傳運動、製作微電影—「信念」及舉辦「棱鏡：性罪犯的評估、判刑及復康專業論壇」。本年度，我們成功提名了36間愛心企業，在此特別感謝各企業和機構無私的支持，與我們肩並肩地建設包容而安全的社會。

#### 籌募經費及拓展資源

承蒙各界支持，本會於二零一六年四月二十七日成功舉辦首屆「慈善高爾夫球賽」，並獲「全港各區工商聯」冠名贊助，吸引17隊善長參加，籌得善款港幣32萬元，用以支援弱勢社群及高危青少年服務；而第四屆「甦WALK」慈善步行暨跑山賽則於二零一六年十一月六日假西貢舉行，活動由「全港各區工商聯」及「鳳凰慈善基金會」聯合冠名贊助，總參與人數突破1,100人，共籌得港幣\$52萬元善款，用以支援弱勢社群及拓展社區預防犯罪服務。另外本會亦設網上月捐計劃、物品捐贈、捐款箱等不同方式，鼓勵大眾支持更生康復、精神健康及預防犯罪服務。

#### Promotion and Public Relations

“Next Stop, New Start” is our promotion theme in this fiscal year. We believed everyone deserves a chance to have a new start. Public could have more understanding and acceptance to our service users through different promotional means. Within this year, SRACP has 42 media coverages. Comparing to last year, it was reported to have 75% media coverages increase. More noise in helping ex-offenders, people with mental health issues and under-privileged to re-sketch their lives was acknowledged. To enhance our service quality, CCD also handled appeals and complaints. We replied and followed swiftly according to our service pledge.

To improve the communications with various stakeholders, we published agency newsletter regularly. The newly opened “SRACP 60th Anniversary” web page and official Facebook page have speeded up our interaction with the public. 2017 is our 60th Anniversary Year, a series of celebration activities have to be launched. Up till March 2017, “Zero Labelling · Zero Discrimination” Community Promotion Campaign, Micro Film “Faith”, and “Prism” – Professional Symposium on Assessment, Sentencing and Rehabilitation of Sex Offenders have been organised. This year, we have nominated 36 enterprises as caring companies. Heartfelt thanks have to be given to all corporates and organisations for being supportive and be our partners on the way of developing an inclusive and safe society.

#### Fund Raising and Resources Development

We are most grateful of the generosity and support from all philanthropic supporting parties, “the 1st SRACP Charity Golf” presented by Hong Kong Commerce and Industry Associations was held successfully on 27 April, 2016. With 17 golf teams to take part, HK\$320,000 was raised for support services of under-privileged and youth-at-risk groups. On 6 November 2016, “The 4th SRACP Charity Walk and Run” presented by Hong Kong Commerce and Industry Associations and Phoenix Charitable Foundation was held, over 1,100 participants took part in the event while over HK\$520,000 was raised for support services for under-privileged service and crime prevention education. SRACP also has online monthly donations, in-kind donations, donation boxes to convenience the public to make their contribution in supporting crime prevention, and fostering rehabilitation and mental recovery.



# 資訊科技

## Information Technology

### 服務概覽

#### 網頁設計

本會在過去一年繼續為不同活動製作網頁，並定期將最新動態傳遞予社會大眾，活動包括：「慈善高爾夫球賽」、「穿出新天地2016」、「甦Walk慈善步行暨跑山賽」等。此外，本會社會企業明朗服務有限公司於二零一六年五月全面為其下各個業務的網頁更新為回應式設計，全新的網頁設計令網站可以自動感應用戶的瀏覽設備（例如桌面電腦、平板電腦、或智能手機），從而提供最完美的使用者體驗。

#### 知識分享平台

為配合知識管理的發展，本會自二零一零年起開始使用知識分享平台，透過綜合機構動態、共用文件及表格、經驗分享及交流，讓同工能更快捷準確地掌握本會資訊，並加強部門間的聯繫。新入職的員工亦可以從新入職同工培訓及知識管理茶座簡介會中，認識分享平台的基本概念及功能。本年度共有15,549人次登入使用知識分享平台，比二零一五至二零一六年度上升逾3,669人次。

#### 系統使用及開發

本會獲得社會福利發展基金資助，為社會康復及預防犯罪服務開發了更生人士服務綜合系統，以加強資訊管理及質素，內容已延伸至釋前輔導服務、法院社工服務、社會服務中心及宿舍服務。為配合大數據及網上網下新商業營銷模式，社企更開設網上購物平台——明朗廚房。另外，本會亦使用以下電腦系統支援各服務單位：

### Service Overview

#### Website Design

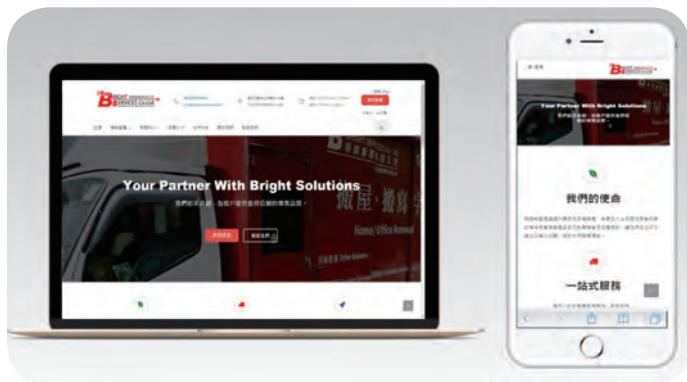
For immediate release of news and information, our Information Technology Division continued to create and update web pages for different events, such as "SRACP Charity Golf", "Fashion Show 2016", "SRACP Charity Walk", etc. Our social enterprise, Bright Services Company Limited, started to revamp each business webpage by implementing the responsive web design. By detecting the screen size of visiting devices (such as desktop, tablets or mobiles), we provided the best user experience for viewing our websites.

#### SRACPortal

For effective knowledge management (KM), a sharing platform (SRACPortal) has been in use since 2010 to enhance the efficiency of sharing agency news, latest documents and professional experience among staff and to strengthen the bond between divisions. New recruits could also learn the basic concept and functions of the Portal from induction course and K-café. This year, a total of 15,549 logins were recorded, an increase of 3,669 times compared with 2015/2016.

#### System Development and Usage

Making use of the Social Welfare Development Fund the Offender Rehabilitation and Service Integration System has been developed for pre-release preparation services, court social work service, social service centres and hostels service. To cope with the O2O new business trend, an online shopping cart has been constructed for Central Kitchen. Below is a list of computer systems currently in use by our service units:



社會企業明朗服務有限公司全新之回應式網頁設計。  
Responsive Web Design of our social enterprise, Bright Services Co. Ltd.



慈善高爾夫球賽2016網頁  
Charity Golf 2016

本會為二零一六至一七年度「保綠公民約章大行動」顧問。  
Our Society was presented "Green Movement Charter" in 2016/2017.

系統 System	使用系統的服務單位 Units using the system
人事管理系統 Human Resources Management System	全會 All units
財務管理系統 Finance Management System	總辦事處 Head Office
電郵及過濾濫發郵件系統 Email and Spam Controller System	全會 All units
知識分享平台 SRACPortal	全會 All units
ORSIS 更生人士服務綜合系統 Offender Rehabilitation and Service Integration System	釋前輔導服務、法院社工服務、社會服務中心、 宿舍服務 Pre-release Preparation Service, Court Social Work Service, Social Service Centres, Hostel Service
LS/CMI 服務水平/個案管理量表 Level of Service / Case Management Inventory	社會服務中心 Social Service Centres
義工電話服務系統 Volunteer Phone Call Service System	朗澄坊 Placidity Place
僱主網絡管理資料庫 Employment Management Database	職業發展服務 Employment Development Service
捐贈管理資料庫 Donor Management Database	機構傳訊部 Corporate Communication Division
水銀星三號及健康教育服務資料庫及管理系統 Mercury III and Health Education Service Management Database	水銀星三號及健康教育服務 Mercury III and Health Education Service
問卷調查系統 Online Survey System	社區教育及預防犯罪服務 Community Education and Crime Prevention Service

### 多媒體製作

於本年度為大型活動提供多媒體製作及支援，包括為音樂劇場「英雄本色」及「甦 Walk 慈善步行暨跑山賽」提供後期製作；並於活動前後協助更新社交平台內容，及製作回顧精華影片。

### Multimedia Production

The Division provided multimedia production and support for events, such as musical premiere “Heroes”, “SRACP Charity Walk & Run”. Our work included production of promotional videos, social media support, and production of event highlight video.

### 技術支援

本部為全會購置電腦、手提電腦、伺服器及其他周邊配件、網絡及相關資訊技術設備提供技術支援。支援方式包括電話、遙距控制、到場支援及意見分析。本會於本年度大型資訊技術設備採購中添置共44台電腦、9台手提電腦及5台列印機，並為會內的防毒軟件進行更新，以維持完善的資訊技術設備。本會一向於回收電腦及能源節約盡力，故獲保綠公民委員會頒發「保綠公民約章」，以支持其環保企業行動。

### Technical Support

The Division provided technical support for desktop computers, laptop computers, servers, network systems and the I.T. related peripheral equipment through telephone hotline, remote control, on-site support and consultation. In the annual I.T. bulk purchase exercise, 45 desktop computers, 9 laptop computers and 5 printers were purchased; and the antivirus license was updated and renewed as well. Our Society used to support the green environment and was presented “Green Movement Charter” by the Green Citizen Committee so to continue the green environment act.

# 研究調查

## Research Study

「專業精神」仍是本會重要的核心價值之一。為貫徹此核心價值，研究及發展部近年於會內致力提倡「實證為本」的理念，透過不同的研究調查作「知識創建」的基石，並秉承「知識承傳」的傳統將研究結果和實證經驗集結並承傳。

### 實證為本

本部門近年在不同的服務單位致力提倡「實證為本」的理念，藉以提升服務質素並支援服務發展。本年亦不例外，本部門於年內為不同的服務單位舉行了數個以研究與服務結合為題的工作坊。



同工出席“DREEM”之研究發佈及服務應用工作坊。  
Staff attended the research sharing workshop on “DREEM in Mental Health Service”.

此外，本會亦定期於進行「服務使用者意見調查」，藉著服務使用者的意見反饋來持續提升服務質素。年內，職業發展服務及法院社工服務都進行了問卷調查，了解不同服務使用者的需要、對服務的滿意程度及意見。整體而言，服務使用者對本會服務感到滿意，調查所得意見更有助提升服務質素。

### 知識創建

近年多項研究顯示本港吸食冰毒人士有上升趨勢。本會社會服務中心有吸毒問題的服務使用者亦出現此現象，部份服務使用者更有雙重使要用毒品的惡習，普遍為吸食冰毒及海洛英。為此，本部門於年內進行了一項質性研究，探討同時吸食冰毒及海洛英的服務使用者的情況及其吸雙重使要用毒品的原因。研究發現服務使用者對冰毒普遍帶著數個迷思，例如：「吸食冰毒是時尚潮流的象徵，而海洛英則是過時的玩意」、「冰毒與海洛英不同之處，在於吸食冰毒並不會上

Professionalism is one of the core values of the Society. To continue with it, the Research and Development Division (RDD) has recently endeavored to foster a culture of evidence-based practice, promote the concept of knowledge building as well as uphold the idea of knowledge inheritance.

### Evidence-Based Practice

In recent years, RDD has endeavored to foster a culture of evidence-based practice so as to support services enhancement and development. This year was no exception, a number of training workshops with the theme of “The implication and application of research findings in frontline service” were organised for different units.



有幸邀請到香港社會服務聯會的同工作「社會影響評估在社會服務的角色與應用」工作坊的講者，為同工講解社會影響評估在各社會服務中的重要性。  
The Hong Kong Council of Social Service was invited to give a presentation on “Conducting Social Impact Assessment” to our colleagues.

Meanwhile, “Service Users’ Opinion Survey” is conducted on a regular basis for different units so as to further enhance our services. During the year, surveys in the form of questionnaire were conducted for Employment Development Service and Court Social Work Service. In general, service users who responded were satisfied with our services while opinions collected could help further improve our service quality.

### Knowledge Building

Crystal methamphetamine, known more commonly as “Ice”, has emerged as a growing problem in the community. This is also true for our service users at social service centres. Even worse, some of the service users have found to have the practice of polydrug use, especially the mixed usage of ice and heroin. In view of this, a qualitative study was conducted to explore the pattern, process and reason of polydrug abusers, especially those ice and heroin abusers. Study found that service users commonly hold several myths about ice, such as “ice is a fashionable and trendy drug”, “it is not addictive and it can help to quit heroin addiction”, etc. Therefore, findings suggest that education



癮」、「吸食冰毒能有助戒掉海洛英的毒癮」等。有見及此，研究建議應多舉辦有關吸食冰毒及多重使要用毒品的教育講座，藉此糾正公眾及吸毒人士對新興毒品的迷思，好讓他們深入了解新興毒品的禍害。此外，研究亦建議社會服務就不同的毒品，如冰毒，設計相應的介入治療模式，好讓使用不同毒品的吸毒人士也能得到適切的協助。

協助曾違法人士改過遷善是本會的首業，而「重投社會」乃是當中重要的一環。當中，讓更生人士獲得社會大眾的接納與支持，以及協助他們尋找合適和安穩的居所，仍然是社會服務的一大挑戰。有見及此，本部門現正積極探討社會大眾對更生人士的認識及接納程度，並評估「甦屋計劃」對更生人士及社會的影響，從而改善現時的更生服務，以提升更生康復及「重投社會」的成效為目標。

### 知識承傳

「知識承傳」是本部門近年致力提倡的另一重要理念。為此，本部門於年內特意編制了一本命名為《善研》的研究及專題探討刊物。第一，我們希望結集過往所得的研究結晶與各界分享；第二，藉以引證及推廣「實證為本」在預防犯罪、更生康復和精神復元服務中的重要性；第三，在研究及實證的基石上共同創造一個包容而安全的社會。

首期《善研》以「改過遷善」作主題，透過政策、學術理論及研究三方面與讀者共同探討更生康復這議題，讓讀者從多角度認識現時本港的更生制度、更生康復服務和本土更生研究，以及有關本港更生的未來發展方向。

除了《善研》外，本會亦致力推動社福界於實證研究方面的分享與交流。本部門多次參與由社會服務實踐研究小組所舉辦的研討會，與不同的社福機構以及政府部門分享和交流如何推動實證研究的工作。

programme on new types of drug should be organised so as to enhance the public's understanding of ice and dispel the myths of ice. Furthermore, traditional detoxification and intervention programme was suggested to be modified in order to enhance its effectiveness in targeting those "trendy" drugs.

Reintegration is always the main focus of social rehabilitation for inmates and ex-offenders. Among all components of reintegration, being accepted and supported by the general public and having a decent housing are the greatest challenges almost encountered by every inmates and ex-offenders. To overcome these obstacles, RDD is now closely exploring the views of ex-offenders in the public's eye as well as the social impact of the newly designed co-housing project named as 'So Uk Project'.

### Knowledge Inheritance

Knowledge inheritance is another rationale upheld by RDD. In view of this, RDD has published a research bulletin namely "Sracpology". The purpose of this publication is threefold: 1) to build and disseminate local knowledge and wisdom; 2) to promote evidence-based practice and social impact assessment on frontline practices and; 3) to create a platform for sharing, cross-fertilisation and stimulation among various stakeholders of crime prevention and rehabilitation of marginalised persons in Hong Kong.

The first issue of Sracpology focuses on the topic of 'Understanding the 3R's of ex-offenders: Rehabilitation, Reintegration & harm-Reduction. Through the perspectives of politics, academics and research studies, the first issue explores the latest policies, services and research findings on the topic of offender rehabilitation with readers.

Apart from Sracpology, we also encouraged evidence-based research in the social service sector. We actively participated in seminars and workshops organised by Practitioner-Researcher Group, during which the Society's experiences in evidence-based research were shared and exchanged with other non-governmental organisations as well as different government departments.



《善研》創刊號的封面及內頁主題設計。  
The first issue of Sracpology.

# 人才發展及職員訓練

## Talent Development and Staff Training

### 重視人才培訓

人才發展部致力統籌、策劃及執行本會在職員培訓、專業發展、知識承傳等範疇的工作。年內，本會成功申請社會福利發展基金（第三階段），以配合員工培訓和發展項目。

除了為同工提供切合工作需要之基本訓練，如動機式面談法、非暴力危機介入、自殺風險及精神健康評估等，也舉辦專業培訓，如服務年長更生人士培訓工作坊，辯證行為治療培訓，以增強同工對服務使用者需要的觸角及有效介入。本會亦資助不同職級同工參與外間培訓活動，連同會內機構主導課程、服務主導課程、前線實務課程、單位資助活動、海外交流活動等，全年由本會資助參加培訓的同工共953人次。

此外，本會與大學及大專院校保持緊密連繫，為社會工作、犯罪學、輔導的學生提供實習機會，支援本地社會服務教育的發展。年內，本會安排30名香港大學、香港中文大學、香港城市大學、香港理工大學、香港浸會大學及香港樹仁大學的學生於不同服務單位進行實習。

### Personnel Training

Talent Development Division plans, co-ordinates and implements staff training, professional development and knowledge exchange programmes.

During the year, Social Welfare Development Fund (Phase 3) was approved and subsidised staff training and development programmes. Essential skill trainings were organised, such as Motivational Interviewing, Non-violent Crisis Intervention Training, Suicidal Risk and Mental Health Assessment Training. Furthermore, staff was also equipped with professional trainings including Needs of Elderly Offenders Training and Dialectical Behavioral Therapy Training, to update on service trend and equip staff with effective intervention. The Society also subsidised staff of different ranks to participate in external training programmes, enabling them to enhance their knowledge and competency in frontline practices. Altogether with corporate-led training, service-led training, frontline service training, unit-based training and overseas activities, a total number of 953 staff participation was recorded.

Last but not least, we maintained close contacts with universities and tertiary institutes and supported education development in the area of social services by providing placement opportunities for students taking social work, criminology and counselling courses. During the year, we arranged fieldwork placements for 30 students at our service units from The University of Hong Kong, The Chinese University of Hong Kong, City University of Hong Kong, The Hong Kong Polytechnic University, Hong Kong Baptist University and Hong Kong Shue Yan University.



本會榮獲第六屆ERB人才企業嘉許計畫之「人才企業」尊稱 (2016-18)。  
Our Society was recognized as the Manpower Developer at the 6th ERB Manpower Developer Award Scheme (2016-18).



### 善導培訓中心多元發展

善導培訓中心專門為現正從事或有志投身更生康復、預防犯罪和心理健康服務的人士，提供培訓及專業證書課程，協助他們了解犯罪行為、精神病患、成癮及導致違法的高危行為以及應採取甚麼介入手法，提升工作效能及質素。

#### 「棱鏡：性罪犯的評估、判刑及復康專業論壇」

善導培訓中心和香港大學犯罪學中心於二零一七年三月合辦的「棱鏡：性罪犯的評估、判刑及復康專業論壇」，為香港善導會慶祝成立60週年的首項大型活動。論壇以「棱鏡」為主題，旨在透過不同的角度，深入探討議題，從而與各界人士共謀對策，協助性罪犯康復更生。是次專業論壇邀請了法官、社會學家、法醫精神科醫生、臨床心理學家、感化主任、社會工作者、服務使用者、以及監獄福傳義工等從多角度了解案情和探討相關議題，並分享他們在處理青年人的濫藥、暴力、性沉溺及援交等問題的經驗。超過250位來自司法界、高等教育、社會福利、醫護界、懲教署和警務處等專業人士參與。

#### 承辦本地及海外的專業培訓

培訓中心亦承辦本地、澳門及內地機構的訓練活動，過去一年本會曾為香港懲教署、澳門社會工作局社會重返廳、關懷愛滋、基督教香港信義會、香港專業教育學院沙田分校、保良局、廣州康寧農場等舉辦多項專業培訓。此外，本會派出資深社工為內地社工提供培訓及督導，參與「廣東省社會工作督導人才培養計劃—第四期」、「廣州市精神病院日間中心社工督導計劃」，提升內地社工的專業實務工作能力，這些計劃亦有助本會社工的專業發展。

### Development of SRACP Training Centre

SRACP Training Centre offers training programmes and certificate courses for people who are providing or interested in providing offender rehabilitation, crime prevention and mental wellness services, enabling them to understand criminal act, mental illness, as well as addictive and high-risk behaviours, and explaining intervention approaches so that they can enhance work efficiency and quality.

#### “PRISM – Professional Symposium on Assessment, Sentencing & Rehabilitation of Sex Offender”

“PRISM – Professional Symposium on Assessment, Sentencing and Rehabilitation of Sex Offenders”, co-organised by Centre for Criminology, The University of Hong Kong and The SRACP Training Centre was smoothly run on 6th March, 2017. The major aims of the event were to enhance the professional exchange among various professional / disciplines on assessment and rehabilitation of offenders. Being the first event of 60th Anniversary series, the Society has invited different experts and scholars to present their perspectives on assessment and rehabilitation of the selected sex offender case, including the judge, sociologist, forensic psychiatrist, clinical psychologist, probation officer, social worker, service user and volunteer of lay prison evangelical organisation. There were altogether over 250 participants from Government Departments, NGOs and Universities. The format of the symposium was assimilated the format of Court Hearing and the sharing was fruitful.

#### Local and Overseas Professional Trainings

The Training Centre also organised various trainings for local, Macau and Mainland organisations, such as the Correctional Services Department (CSD), Social Reintegration Service of Social Welfare Bureau in Macau, AIDS Concern, The Evangelical Lutheran Church of Hong Kong, IVE (Sha Tin), Po Leung Kuk, Hong Ning Farm in Guangzhou.

Besides, supervision projects on offender rehabilitation in Guangdong Province and mental health service in Guangzhou were in progress. Experienced social workers from the Society provided training and coaching to Mainland counterparts to enhance work competencies in their professions. By acting as coaches, our social workers also achieved their own professional development.



超過250位來自司法界、高等教育、社會福利、醫護界、懲教署和警務處等專業人士參與「棱鏡：性罪犯的評估、判刑及復康專業論壇」。 Over 250 participants from judiciary, tertiary education, social services, CSD, and police joined the “PRISM – Professional Symposium on Assessment, Sentencing & Rehabilitation of Sex Offender”.

課程類型 Programme Categories	主題 Topics	參與人次 No. of Participation
外間個人培訓 External training for individuals	切合服務及工作所需的外間培訓 External training relevant to service and work setting	136
機構主導課程 Corporate-led training	新員工導向活動、服務表現監察制度訓練活動、三年年度策略工作坊 Induction programme for new staff, training for Service Performance Monitoring System and 3-year Plan Strategic Workshop	244
服務主導課程 Service-led training	服務水平/個案管理量表證書課程、朋輩支援工作員訓練課程, Dialectical Behavior Therapy (DBT) Training, 現實治療法「選擇理論」督導小組 Level of Service/Case Management Inventory(LS/CMITM), Peer Supporter Training, Dialectical Behaviours Therapy Training, Choice Therapy Supervision Group	428
前線實務課程 Frontline service training	非暴力危機介入訓練、急救證書一日重溫課程, 有效處理及應對投訴工作坊 Non-violent Crisis Intervention Training, First Aid 1-day Renewal Course, Effectively Complaint Handling Workshop	58
單位資助活動 Unit-based training	團隊建立活動及專題分享 Team building activities and sharing on job-related topics	74
海外交流活動 Overseas exchange	2016 國際研討會 (西安), 星展基金會社企高峰會 (新加坡) 2016 International Conference (Xian), DBS Foundation Social Enterprise Summit (Singapore)	13

## 年度重點

### Highlights of the Year

#### 本會榮獲第六屆ERB人才企業嘉許計畫之 「人才企業」尊稱 (2016-18)

僱員再培訓局推出的「ERB人才企業嘉許計畫」，旨在表揚在「人才培訓及發展」工作有卓越表現的機構。本會在四個評審範疇，包括倡導學習文化、資源規劃、培訓及發展系統及績效管理，均獲卓越的評價，榮獲第六屆非政府機構組別「人才企業」的尊稱，有效期為兩年至二零一八年。

#### Our Society was recognized as “The Manpower Developer” at the 6th ERB Manpower Developer Award Scheme (2016-18)

The Employees Retraining Board (ERB) launched the “ERB Manpower Developer Award Scheme” to recognise organisations which demonstrate outstanding achievements in manpower training and development as Manpower Developers (MDs). Four assessment criteria included leading a learning culture, resources planning, training and development system and performance management. Our Society fulfilled all criteria and has been qualified as MD in the NGO category for two years till 2018.

## 職員活動

### Activities for Staff

二零一六至二零一七年度，職員福利會於新年期間舉行了一次大型聚餐，有154名同工及親屬出席；另外亦舉辦了不同的康樂活動，例如：《沙鷗麗SAORI工作坊》、《Coffee x Cocktail初體驗》、《春季郊遊燒烤樂》等，讓同事一解工作壓力，增進不同單位同工間的認識。

一如以往，職員福利會除了繼續參加由懲教署體育會舉辦的赤柱秋季賣物會外，機構亦分別組織籃球隊及足球隊代表機構出戰社工盃足球和籃球比賽。

In 2016/2017, Staff Welfare Association (SWA) organised annual gathering during New Year, a total number of 154 colleagues and fellows joined. Also, different recreational activities were organised, including "Saori Weaving Workshop", "Coffee and Cocktail Workshop", Hiking and BBQ, etc., so as to increase the integration of staff from different service departments.

As usual, SWA continued to support the Stanley Autumn Fair organised by the Sports Association of the Correctional Services Department. We also supported our soccer and basketball teams to join the social work cup competitions.



於聚餐上，安排了兒童天才表演，一眾參加的小朋友施展渾身解數，奪得台下觀眾的歡呼聲與掌聲，場面熱鬧。  
At the New Year Gathering, children went on stage to give performance and attracted lots of applause and laughter.



同事先運動一下身體，於新娘潭行山郊遊，傍晚再一起共晉豐富燒烤，過了充實滿足的一天。  
Colleagues joined hiking and BBQ with their friends and relatives.