

機構簡介

About Us

簡介

香港善導會（前稱釋囚協助會）創立於一九五七年，為政府認可的註冊慈善團體。早年由於經費短缺，工作人員皆以義務性質為主。惟經過兩年之全力以赴經營，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，刑釋人員康復工作由此全面展開。一九六六年九月二十三日，本會正式註冊為非牟利有限公司，每年主要的經費皆由政府資助。

我們透過不同服務單位提供優質康復及多元化服務，以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、預防犯罪及精神健康服務予社會大眾。服務種類包括個人和家庭輔導、宿舍、康樂、法院社工、職業培訓、就業安置、精神健康服務、社區教育和義工活動等。

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。

願景

致力締造包容而安全的社會，並成為一所有聲望的社會服務機構。

使命

香港善導會提供優質康復及多元化的服務，以協助曾違法人士改過遷善、推展預防犯罪及匡助有需要人士的精神健康。

Profile

The Society of Rehabilitation and Crime Prevention, Hong Kong (SRACP), formerly known as The Hong Kong Discharged Prisoners' Aid Society, is a government recognised charitable organisation established in 1957. Because of limited financial resources at early stage, most of the staff at that time were voluntary part-time workers. With the 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 non-profit making limited company under the Companies Ordinance on 23 September 1966.

Through service units, SRACP provides quality rehabilitation and multifarious services for residents of HKSAR, who have been convicted in courts, or who were released from prisons; as well as to provide community education, mental health service and crime prevention programmes for the general public of Hong Kong. Our services include individual and family counselling, hostels, recreation, court social work, vocational training and employment, mental health service, community education and volunteer programmes, etc.

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

A renowned organisation contributing to the development of an inclusive and safe society.

Mission

SRACP exists to provide quality rehabilitation and multifarious services for the betterment of ex-offenders, for the prevention of crimes and the mental wellness of persons in need.

核心價值

專業精神為基礎，追求卓越齊學習
相互尊重顯關懷，夥伴合作創佳績

Core Values

Professionalism - Pursuing excellence with a learning culture
Caring - Treating people with respect
Partnership - Working well together to achieve common goals

主席獻詞 李瀚良法官

Chairperson's Message Patrick LI

本人非常榮幸出任善導會執行委員會主席，工作充滿挑戰，也曉有意義。

今年四月一日起，善導會的管理模式由「服務分區制」改為「服務分類制」，希望這改革能為善導會的未來發展打穩基礎。隨之而來的工作崗位職責檢討及職位評值，亦在調配人力資源、重整職位架構、釐定薪酬結構等方面提供了客觀而制度化的參考指標。到目前為止，新服務架構運作大致暢順。

過去一年，本會多項預防犯罪服務計劃差不多全部獲得資助機構延續撥款，資助金額約共二千四百多萬元，約為全年營運預算的五分之一。預防犯罪服務是善導會主要工作之一，雖然籌措營運資金殊不容易，但這類項目充份反映同工的熱誠與創意，工作成效亦得到社會大眾及資助機構肯定，本會一定會盡力而為。政府穩定的財政資助對服務發展固然重要，但善導會也不能單靠政府資源。以開放的思維，推行具實效的服務，以爭取各基金組織的支持，是本會發展預防犯罪服務的主要策略。

香港堪稱全球最安全的城市之一，監獄人口一直下降，更生服務在量方面的需求並不明顯。然而，更生服務的質素實有改善空間。政府去年增加本會在更生服務方面的恆常撥款，是十多年來首次，這整筆過撥款制度的彈性，正好讓我們有更多發展空間。本會正研究如何在不同服務之間提升協同效應，在提供由監獄到社區一條龍服務的時，以循證為本的策略，帶出實際效果。

社會企業在香港的發展方興未艾，本會社企明朗服務有限公司引入韓國連鎖麵店品牌，在香港灣仔成立第一間韓廚麵。作為飲食業的新營辦者，本會面對很多挑戰，社企的發展不只帶動更生人士和精神病康復者的職業

It is my honour to serve The Society of Rehabilitation and Crime Prevention, Hong Kong (the Society) as the Chairperson of its Executive Committee. It is a challenging yet meaningful job.

Since 1 April 2014, the service structure of the Society was transformed from a "district-based configuration" to a "service-oriented management model". This change is one of the recommendations of the Society's Agency Enhancement Project aiming at building a stronger foundation for the future development. Subsequent tasks including review of job description and conduct job evaluation will lay good ground work for a more objective and systematic system for human resources reallocation, position restructuring and remuneration structure, etc. At present, operation of the new service structure is generally smooth.

In the past year, almost all of our crime prevention service projects acquired renewed financial support from various funders with an amount of about \$24 million, constituting about 20% of the yearly total operation budget of the Society. Crime Prevention Service is one of the missions of the Society. Though operation resources for crime prevention projects could not be obtained easily, these projects somehow reflected the passion and creativity of our staff. They also gained recognition from the public and funding organisations. Stable funding from the government is essential for service development, yet the Society should not only rely on government resources. Be creative, innovative and of practical use to the clients have always been the strategy of the Society in developing its crime prevention service by securing financial support from funding bodies.

Hong Kong is one of the most secured cities in the world with decreasing prison population and seemingly low demand for offender rehabilitation service. Nevertheless, the quality of offender rehabilitation service has room for further improvement. Last year, for the first time in the past 10 years, the government raised the amount of recurrent funding for the Society's offender rehabilitation service. While the funding system now offers more flexibility for service development, the Society is in the process of examining how synergy can be enhanced among different services with the aims to provide one-stop service from prison to community, and achieve concrete results and impact with our Evidence-based Practice strategy.

With the growth of social enterprise movement in Hong Kong, Bright Services Company Limited (BS), the social enterprise of the Society, acquired the franchise of Chef's Noodle in Korean noodle chain store and opened the first Hong Kong Chef's Noodle in Wanchai. Being a



復康，對本會擴展更生及精神復康工作，肯定有鼓勵及示範作用。過去幾個月，本會亦與合作伙伴洽談主要為精神病康復者提供就業的社企，進一步強化發展。

非政府組織的持續營運離不開籌款工作，本會每年籌募所得佔全會營運經費比例甚低，實有進一步拓展的需要。八月底兩場慈善話劇義演，加上於十一月底的步行籌款，預計籌款總額也不過百多萬元。本會自今年四月底增設新職位主責籌募經費，希望能有突破。

協助釋囚改過遷善，殊不容易；精神康復長路漫漫，需要多方面的配合；預防犯罪更是點滴成河，聚沙成塔的工作，沒有社會大眾的支持，實在舉步為艱。過去一年，曾經為會務提供協作的委員、義工朋友、合作伙伴、資助機構及政府部門，數目眾多，未能盡錄。我在此謹向你們一直以來的支持，致以衷心謝意。我也向全體善導會和明朗的同工致謝，有你們的熱誠投入，本會的更生康復、精神復康、預防犯罪工作，才能不斷進步。

new operator in the food and beverage industry, BS is facing numerous challenges. The development of social enterprise does not only facilitate the vocational rehabilitation of ex-offenders and ex-mentally ill persons, it also provides support and inspiration to the development of our conventional subvented rehabilitation services. In the past few months, the Society had been discussing with partners on the possibility of developing a new social enterprise to enhance employment opportunities for people with a history of mental illness.

Fundraising is one of the important ways to sustain the operation of non-government organisations. Donation has only contributed to a small portion of the Society's operation resources and therefore fundraising effort would need to be strengthened. The estimated donations from the two charity drama shows in August and the Charity Walk in November would be around \$1 million. In order to strengthen our fundraising capacity, a new post was created at the end of April this year.

It is never an easy task to assist ex-offenders in their rehabilitation. Recovery from mental illness requires an extensive period of time and coordinated effort of different parties, and crime prevention is a challenging mission requiring continuous support from the general public. In the past year, the Society received tremendous support from its committee members, volunteers, various partners, funding organisations as well as government departments. Hereby I would like to express my heartfelt gratitude to all their zealous continuous support. My thanks also go to all staff of the Society as well as Bright Services for their passion and devotion to keep up the momentum of the development of our social rehabilitation, mental health and crime prevention work.

由今年四月一日起，香港善導會結束了自二零零四年開始的服務分區制，依據機構促進計劃 [Agency Enhancement Project (AEP)] 的建議，將全會服務劃分為四大類別，分類管理，一方面希望服務發展更集中專注，並擴大同類服務的協作和支援。

更生服務

更生服務仍是本會最主要的工作。自去年底，政府對本會更生服務增撥資源，加上因應 AEP 建議的資源調撥，本會的軸心服務社會服務中心再增設一所，該新設中心由原先主要服務更生人士家庭的樂天倫中心所重組而成。至今，本會已有七所社會服務中心分佈各區，而視乎每區的服務需要，本會仍會增撥或調撥資源，使更生服務在全港各區均有適切的分佈。

隨著引入實證為本的服務策略，本會於年前已為所有更生人士個案進行重犯風險評估，並按年發展不同類型的治療小組，按風險水平提供合適的服務「劑量」。為進一步理順及強化更生服務的程序、質素，評估服務的成效、作出改善與調整，本會除向懲教署透過合作計劃，掌握部份服務使用者重新入獄的數據外，亦將在現有的數據系統之上，再組建一套以服務使用者為本的更生服務數據輸入、管理及評核資訊的電子平台，一方面希望簡化現時提供更生康復服務的單位行政程序，理順服務流程，亦會嵌入服務水平/個案管理量表 (LS/CMI) 系統，使服務資訊更全面整合，亦同時有效反映服務質素，並指引服務的需要及發展方向。

預防犯罪

過去一年，本會多項預防犯罪服務計劃均需重新申請延續資助。感謝同工過去的努力，各項計劃均有理想的成績，而大部份的計劃亦獲得資助機構的延續資助，當中包括水銀

The Society of Rehabilitation and Crime Prevention, Hong Kong (the Society) had been adopting a Regional Service Management model since 2004. Commencing 1 April, 2014, the Society follows the recommendations of the "Agency Enhancement Project (AEP)" to restructure its services into four service divisions, aiming at creating better synergy within services and enabling stronger coordination and support among different services.



Social Rehabilitation

Social rehabilitation for prison inmates and ex-offenders is the core business of the Society. With increased subvention from the government on offender rehabilitation since the end of last year, and following the recommendations of AEP, the Society regularised our Home Circuit centre to become another Social Service Centre which is specialised in serving families of offenders. And now, we have seven Social Service Centres in different districts. Subject to the service needs, the Society will reallocate resources to ensure every district will share similar support in social rehabilitation services.

Following the adoption of Evidence-based Practice, the Society has started to conduct recidivism risk assessment for every ex-offender case served by the Social Service Centre. We also developed different therapeutic groups in the past several years to offer the right "dosage" of service to the clients according to their assessed risk level. To further improve the procedure, quality and risk assessment of our services, we have not only cooperated with the Hong Kong Correctional Services to collect data on re-imprisonment of our service users, but also will enhance our electronic platform to enable data input, management and assessment of our services. It is hoped that this new platform would streamline the administrative procedures of our offender rehabilitation service units, and with the incorporation of the LS/CMI assessment tool into the new system, we would be able to get a more comprehensive picture of service information, service quality and development needs.

Crime Prevention

In the past year, the Society renewed funding support for many of our crime prevention time limited projects. Thanks to the efforts of our colleagues, the projects have been doing well and most of them continued to receive financial support, including the "Mercury III Intensive Support and Preventive Programme for AIDS and Blood-Borne Diseases" which received \$13 million

星三號計劃獲愛滋病基金會撥款一千三百多萬元、綠洲計劃獲香港賽馬會慈善基金撥款五百多萬元、由樂天倫中心計劃延伸出來的「家·愛連線」計劃亦獲社區投資共享基金資助二百多萬元；而由燃亮新生計劃延伸的恒生青年創業計劃 2014 亦有幸得到恒生銀行資助百多萬元，為年青更生人士及低學歷人士提供創業培訓和試業資金。

此外，由香港公益金資助的模擬法庭大賽—公義教育計劃已於今年八月底結束。在香港法律專業學會、廣正心嚴慈善基金及本會副贊助人曾文能先生捐款的支持下，計劃得以繼續，而香港電台亦將於今年為計劃製作第二輯，一連五集，每集一小時的「開庭」節目，並在香港電台的電視頻道內播出。

自二零零八年起，沙田青衛谷由本會的籌款所得支持營運，亦得到不同機構的小額資助，進行了不同的項目。近年，青衛谷的服務逐漸與本會的預防犯罪服務融合，故在今年八月起，青衛谷服務納入社區教育服務，使服務的手法更多元化，涵蓋面更廣，而青衛谷的運作亦納入本會的整筆過撥款資助。此外，隨著社會對少數族裔人士的關注，在優質教育基金的資助下，本會的社區教育服務亦開展針對少數族裔社群需要的試驗項目。

精神健康

自二零一二年成立精神健康綜合社區中心以來，政府不斷增加有關服務的資源，使本會這方面的服務相應較快持續發展。

位於天水圍 109 區社會服務大樓的朗澄坊於今年五月正式開幕，中心自遷進新服務中心後，服務量不斷上升，已成為區內一所核心的精神復康單位，而中心在復元模式的基礎上，大力推動多元化，以正向心理為本，發揮精神病康復者潛能的各類型身心治療與復元項目，而位於紅磡區的龍澄坊則獲社署提供資助，租用更多的服務空間，應付區內新屋邨落成而不斷上升的需要。今年，龍澄坊舉行第三屆穿出新天地項目，亦是採納以復

from AIDS Trust Fund; "The Hong Kong Jockey Club Community Project Grant: Project Oasis" acquired \$5 million from the Hong Kong Jockey Club Charities Trust; "Home Network·Love Linking" successfully bid \$2 million from Community Investment and Inclusion Fund; and "Hang Seng Youth Entrepreneurship Scheme 2014/2015" received over \$1 million from Hang Seng Bank to provide seed money and training on starting up a business to young ex-offenders and people of low education level.

The "Mock Trial - Justice Education Project" funded by the Community Chest was completed by the end of August this year. Thanks to the support from the Hong Kong Academy of Law, MaMa Charitable Foundation Limited and our Vice-Patron Mr. John CHAN Boon-ning, the Project would be continued in the next academic year. Besides, RTHK will also produce the second season of "COURT" TV programme, which will consist of five one-hour episodes to be broadcast in their own TV Channel.

Since 2008, the operation of TeenGuard Valley – Crime Prevention Education Centre in Shatin has been financed by donation and proceeds of the Society's fundraising activities. Besides, it also received minor grants from different organisations to conduct various programmes. In recent years, the service of TeenGuard Valley has gradually aligned with the Society's Crime Prevention Service, and it merged with our Community Education Service in August this year to provide a wider variety and coverage of services. The merge also enables it to become part of the Society's Lump Sum Grant service. Meanwhile, with the public's growing concern over the well-being of ethnic minority groups, resources from the Quality Education Fund was acquired by the Community Education Service to implement experimental projects targeting at needs of this group of people.

Mental Health

Our Integrated Community Centre for Mental Wellness (ICCMW) Service was established in 2012. Since then, it has been developing steadily with increasing resources from the government.

Located at the Tin Shui Wai (Tin Yip Road) Community Health Centre Building, Placidity Place was opened in May this year. It has now become a key mental health facility in the district, offering multi-facet mental wellness and therapeutic programmes on the basis of Recovery Model and positive psychology that help people recovering from mental illness to express their potential. Vitality Place at Hung Hom, on the other hand, has rented more space with additional subvention from Social Welfare Department to meet the growing demands arisen from new housing estates in the district. This year, Vitality Place organised the third "Fashion for a Better Future" programme. By adopting the approaches of Recovery Model, the programme encouraged service users to get rid of the sick role and identity of being an ill person, revisit their life goals, actualise their potentials and eventually reintegrate into society.

元為基礎的介入策略，讓服務使用者能擺脫病者的思維，重建生活目標，發揮潛能，融入社會。

由於殘疾院舍條例的實施，本會四所中途宿舍均因應發牌的要求，調節各項運作制度。此外，四所中途宿舍正研究統一管理模式，促進宿舍間的協助與支援，鑑於中途宿舍服務對象未完全康復，宿舍同工於過去一年，不斷接受各項培訓，期望將復元模式及理念，全面在全會的精神健康服務內推行。

職業服務與社會企業

本會職業發展服務今年向香港學術及職業資歷評審局申請初步評估（資歷級別第一級至第三級的資格）。現階段有關的課程雖主要屬資歷架構的第一或二級，惟本會將進一步開拓課程的種類，為有需要者舉辦較高階的課程，並使本會的課程在就業及培訓市場上確立公眾的認可。

本會社會企業一明朗服務有限公司過去一年穩步發展，其中展覽業支援服務再獲伙伴倡自強基金資助，成立「Smart Exhibition」計劃，藉以開拓大型商場、院校等售買攤位租用與搭建服務。

明朗公司於去年正式進入飲食業而開設韓廚麵，經過約一年的營運，收支雖未達至平衡，但經營情況已漸趨穩定。過去一年，不少投資者曾接觸明朗，商討進一步在其他地區開設韓廚麵，但本會將以循序漸進方式發展飲食業業務，最主要目標乃為年青更生人士及精神病康復者提供工作崗位。飲食業雖然是較理想的平台為弱勢社群提供融入社會的機會，但行業競爭十分激烈，香港的經營環境亦十分嚴峻，韓廚麵及有粽計劃仍將不斷考慮多重策略，開拓不同的項目，以求達至可持續發展。

Our four halfway houses have been upgrading their operating systems in order to meet the licensing requirement of the Residential Care Homes (Persons with Disabilities) Ordinance. Meanwhile, a review has been underway to enable the four halfway houses to develop a common management mode to strengthen the coordination and synergy among them. Since the service users of our halfway houses have not fully rehabilitated, colleagues of halfway houses have been offered different trainings to enhance their competence in implementing the Recovery Model in their houses, as well as in the entire Mental Health Services of the Society.

Employment Service and Social Enterprise

This year, our Employment Development Service (EDS) applied for an initial evaluation [levels one to three of The Qualifications Framework (QF)] from the Hong Kong Council for Accreditation of Academic and Vocational Qualifications. Although most of the EDS courses are still at level one to two under the QF, the Society is committed to expanding the variety of our courses, offering advanced training for service users and building public recognition in the employment and training market.

The Society's social enterprise, Bright Services Company Limited has been developing steadily over the past year. The Company succeeded in bidding new grant from "The Enhancing Self-Reliance Through District Partnership Programme" to establish the "Smart Exhibition" Project to expand booth rental and set-up services at shopping malls and education institutions.

Bright Services entered into the food and beverage business last year following its opening of the Chef's Noodle Hong Kong. The restaurant's operation has become steady in a year's time though it has not yet achieved a breakeven. Bright Services was approached by a number of investors on the possibility of opening branches of Chef's Noodle, nonetheless, the Society would hold on to the principle of developing F&B business gradually, with the main focus being the provision of job opportunities for young ex-offenders and ex-mentally ill people. The F&B business, despite being a good platform for providing social integration opportunities for disadvantaged groups, is a very competitive business in Hong Kong. Our Chef's Noodle and the Rice Dumpling Project will continue to consider different strategies and business line in order to achieve sustainable development.

機構行政

服務由分區管理過渡至以服務為本的管理，乃今年本會至為重要的服務行政事務，當中包括為數不少的中層管理崗位的調動、高層同工的職責重組、全會職位職能重新檢視及職位評估 (Job Evaluation) 等，為本會將來的職位級別分類 (Job Grade) 及薪酬架構的釐訂提供較客觀而制度化的基礎。本會的 AEP 將於本財政年度內完成，我們下一步將依據制度的成效指標，收集數據，以評定是項 AEP 改革對本會在各方面所帶來的影響或效益。

今年五月，本會進行了第二次的全會員工表現同步評核。今年的推行程序較去年順暢，主管及員工更明白制度的理念，是為達至較公平合理的評核，作為各項人力資源政策的重要基礎。

為加強本會服務的傳媒推廣，促進機構內部溝通，協調全會的籌款工作，本會於四月一日起設立機構傳訊部。由於時限性計劃現時已佔本會營運經費五份之一，不論是該類服務的延續、員工薪酬與社署津貼服務員工看齊，本會實在需要穩定的捐獻收入。今年八月下旬，本會舉辦了兩場的 Ozproperty Investment 88 冠名贊助「打轉教室」香港善導會慈善專場籌款活動，亦將於今年十一月再度舉辦步行籌款。活動所籌得的捐款雖只佔本會全年營運費一個甚小的比例，但本會必須不斷發掘不同的籌款策略，以支持非政府支持服務項目的持續發展。

過去一年，全會工作大致暢順，有賴各委員會委員的指導及全體同工的共同努力，各項服務均穩步向前，而所有時限性服務亦得以延續。今年，善導會正式通過新的機構宗旨、目標及價值宣言，而本人相信本會在新的宗旨及服務架構下，全會上下必定繼續齊心努力，推動香港的更生康復、精神復康及預防犯罪工作向前邁進。

Agency Administration

The most important service administration event of the Society this year is the move from the regional management back to service-cluster management. This involved post transfer and duty re-arrangement of some middle and senior management staff. Apart from revisiting the job description, job evaluation of all staff was carried out in order to create a more objective and systematic basis for redefining job grades and salary ranges. The Society's AEP will be completed within this financial year. We will evaluate the results and effectiveness of the AEP based on various data and effectiveness index.

In May of this year, the Society conducted its second synchronised appraisal exercise for all staff. The operation of the exercise was smoother than last year. Supervisors and colleagues are having better understanding of the philosophy of the new system which aims at enhancing fairness of the appraisal, and creating a more objective basis for various human resources policies and practices.

The Society formed a new Corporate Communications Division on 1 April this year to strengthen our media liaison, internal communications and fundraising coordination. Whereas time limited projects have constituted almost one-fifth of the total operation budget of the Society, the Society needs to have stable income from donation for extending some of its projects, as well as to ensure the remuneration of these projects' staff will be on par with their counterparts in the government subvented services. In the end of August this year, the Society organised two sessions of charity drama shows, namely, "Ozproperty Investment 88 Presents: SRACP Charity Drama – Detention". We will also organise the second SRACP Charity Walk in November to raise funds. Although the proceeds would only contribute a small portion of our operation budget, we would continue to explore different fund raising options to ensure the sustainability of projects.

Operation and development of the Society have been generally smooth in the past year. Thanks to the guidance of our committee members and the efforts of all of our staff, the Society's services achieved steady development and all of our time limited projects could be continued. After years of discussion, the Society confirms its new organisation vision, mission and core values statement. I am confident that under the new vision, mission and service structure, committee members, staff and volunteers of the Society will continue to work together and bring our services of offender rehabilitation, mental health and crime prevention to a new height.

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Mr. Gary KWAN Ka-leung
Mr. Stephen KWAN Sheung-ho
Ms. Karen LAM Ying-ki
Mr. LAU Ka-wing
Ms. LAU Wing-yin
Mr. LEE Siu-kei
Mr. Johnson LEE Yun-chung
Mr. LEUNG Kwok-hung
Mr. Andy LI Chung-yin
Ms. LIMBU Sumyanghang
Ms. NG Ka-sin
Mr. Geoffrey NG Ping-fai
Mr. PANG Cheuk-foon
Mr. SIU Ka-chun
Mr. Willie SO Sai-wing
Mr. Jerry SUM Wing-chung
Mr. Harry TONG Sai-ho
Mr. Matthew TSANG Lap-kwong
Ms. Kinlas WONG Chi-ying
Mr. WONG Leung-piu
Ms. Violin WONG Mui-lin
Mr. WONG Tat-wai
Ms. WONG Wai
Mr. Fred WONG Wai-ming
Mr. WONG Yan-ki
Mr. James YAU Kwok-hung
Mr. YIP Siu-chuen

Mental Health Worker

Mr. Kenny CHAN Koon-hung

職業治療師

陳嘉琪小姐
曾婉玲小姐

福利工作人員 / 舍監助理

陳俊傑先生
陳學文先生
張家煒先生
張誠忠先生
詹偉良先生
蔡耀成先生
周榮方先生
周燕小姐
秦天祐先生
鍾廣源先生

許志豪先生
高建邦先生
關家亮先生
關上豪先生
林熒基小姐
劉家榮先生
劉穎賢小姐
李少基先生
李潤松先生
梁國雄先生
李眾賢先生*

吳嘉倩小姐
吳炳輝先生
彭緯寬先生
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
黃智盈小姐
黃良彪先生
黃梅蓮小姐
黃達偉先生
黃慧小姐
黃偉明先生
黃恩奇先生
游國雄先生
葉少全先生

精神健康工作人員

陳冠雄先生

Mr. Alex CHAN Kwong-wing
Ms. Jessica LAU Mei-yi
Ms. LAU Sin-ling
Mr. LI Yiu-man
Ms. Ide YAU Kam-har
Mr. Chris YEUNG Sze-hang

Mental Health Assistant

Mr. Calvin CHOI Lok-king
Ms. Suki KAM Suet-kei
Ms. Phoebe KWOK Wan-ye
Mr. LAU King-tung

Community Education Assistant

Mr. Troy CHOI Fu-keung
Mr. Stanley LUK Pok-chuen
Ms. SO On-on

Project Assistant

Mr. LUK Chun-ming

Service Assistant

Ms. Selina HONG Pui-ying
Mr. Ricky IP Wing-kei
Mr. Gary LAM Ka-lee
Ms. Minnie LEUNG Yik-man
Mr. Gary LEUNG Yiu-sing

Peer Educator

Mr. BASNET Pankaj
Ms. GHISING Anju
Mr. GURUNG Ganesh

Peer Counsellor

Ms. Winnie KUN Wing-ni
Mr. LAM Wai-hung
Ms. Rita LIN Fung-yin
Ms. MAK Fung-mei
Mr. SIU Wai-hon

Executive Officer

Mr. Anthony LO Sai-chu
Ms. Alyssa NG Cheuk-ting

Human Resources & Administration Officer 人力資源及行政主任

Ms. Polly KWAN Wing-sze

陳廣榮先生
劉美儀小姐
劉倩綾小姐
李堯汶先生
游錦霞小姐
楊思恒先生

精神健康助理

蔡諾敬先生
甘雪姬小姐
郭蘊兒小姐
劉敬東先生

社區教育助理

蔡富強先生
陸博泉先生
蘇安安小姐

計劃助理

陸振銘先生

服務助理

香佩瑩小姐
葉詠機先生
林嘉利先生
梁翊敏小姐
梁耀星先生

朋輩教育員

朋輩輔導員

管穎妮小姐
林偉雄先生
連鳳儀小姐
麥鳳薇小姐
蕭偉漢先生

行政主任

盧世柱先生
伍芍婷小姐

關詠詩小姐

Research & Development Officer /
Research Officer
Mr. Terry LAI Ka-tung
Ms. Tavi YAU Chun-yee

**研究及發展主任 /
研究主任**
黎家通先生
游進儀小姐

Senior Information Technology Officer /
Information Technology Officer
Mr. Edwin LUK Wai-sing
Mr. Kingsley LIU King-ki

**高級資訊技術主任
資訊技術主任**
陸偉昇先生
廖璟麒先生

Senior Executive Assistant
Ms. Ivy CHIU Mei-ling
Mr. Simon LAW Siu-lung
Ms. Shirley TSANG Man-kak

高級行政助理
趙美玲小姐
羅兆龍先生
曾文革小姐

Executive Assistant
Ms. Janet CHEUNG Ka-yan
Mr. CHOI Chi-sing
Ms. May CHUNG Yi-mei
Ms. Alice LEUNG Yuet-wa
Ms. Sharon WAN Mei-yee
Ms. Lisa WONG Chui-ping
Mr. Vincent WONG Wai-shui

行政助理
張嘉茵小姐
蔡智聲先生
鍾伊媚小姐
梁月華小姐
尹美儀小姐
黃翠萍小姐
王璋瑞先生

Clerical Officer / Clerk
Ms. Phoebe CHIU Yuk-lan
Ms. Angela CHIU Yung-ling
Ms. CHUNG Tung-lin
Ms. Katie FUNG Hoi-yee
Ms. Catherine HUI Shuk-yuen
Ms. Amy KWAN Yuet-chu
Mr. LAU Lap-wai
Ms. Sister LEE Lok-man
Mr. Ian SIU Hin-wing
Ms. Karen TSANG Ching-yin
Ms. Yoko WONG Po-ying
Mr. Enoch WONG Yee-nok

文員
趙玉蘭小姐
趙榕玲小姐
鍾冬蓮小姐
馮凱怡小姐
許淑婉小姐
關月珠小姐
劉立偉先生
李樂敏小姐
蕭顯榮先生
曾靖然小姐
王寶瑩小姐
黃以諾先生

Administrative Assistant
Mr. LAM Cheuk-nam
Ms. Pinky PUN Sau-fun
Ms. Snowy TSE Sui-suet

總務助理
林卓淦先生
潘秀芬小姐
謝瑞雪小姐

Information Technology Assistant
Mr. CHAN Yiu-ming

資訊技術助理
陳耀明先生

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

辦公室助理
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

司機
吳天文先生

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

廚師
鄭錦燕小姐
梁筱玲小姐
文黃小玲女士
黃麗玲小姐

Workman
Ms. CHAN Yik-ho
Ms. Heidi KONG Lai-fong
Ms. LEE Bik-ying
Ms. LEUNG Man-hung
Ms. LO King-ngan
Ms. WAN Shi-fong
Ms. WONG Choi-tai

事務員
陳奕好小姐
江麗芳小姐
李碧英小姐
梁萬紅小姐
盧琮顏小姐
溫仕芳小姐
黃彩娣小姐

Programme Assistant /
Night Shift Programme Assistant
Mr. CHAN Kwong-yun
Ms. Moon CHOW Sau-man
Ms. Maggie CHUNG Wai-kuen
Mr. Tommy KONG Shui-chung
Mr. KWONG Chun-fai
Mr. LAI Ho-shing
Mr. NG Ting-pong
Mr. SIN Sing-yu
Ms. Yukari SO Kwun-ting
Mr. TAM Ka-chun
Ms. Ivy TANG Kit-ching

**程序助理 /
夜班程序助理**
陳廣潤先生
鄒秀文小姐
鍾惠娟小姐
江瑞中先生
鄺振輝先生
黎浩城先生
伍定邦先生
冼星宇先生
蘇冠婷小姐
譚嘉進先生
鄧潔貞小姐

Night Shift Worker
Mr. CHENG Chun-hay
Mr. LAU Shek-kan
Mr. Michael SOONG Wai-kuen
Mr. TANG Pak-lam
Mr. YEUNG Chun-wah

夜班工作員
鄭晉希先生
劉石根先生
宋偉權先生
鄧柏林先生
楊鎮華先生

**明朗服務有限公司 (全職員工)
截至 2014 年 9 月 19 日
Bright Services Company Limited
(Full-time Staff)
As at 19 September 2014**

Business Manager
Mr. CHAN Po Sing

業務經理
陳寶聲先生

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

財務及一般行政經理
羅秀鳳女士

Administration Assistant
Ms. Rosa YEUNG Lai-wah

行政助理
楊麗華女士

Sales and Marketing Officer
Mr. Sam TSANG Kwong-sum

銷售及市場推廣主任
曾廣深先生

Sales and Operation Officer
(Removal & Logistics)
Ms. Co Co WONG Sze-ching

**銷售及營運主任
(搬運及物流)**
黃思澄小姐

Sales and Operation Officer
(Exhibition and Manpower Supply)
Ms. Katrina TSE Hiu-wai

**銷售及營運主任
(展覽及人力支援)**
謝曉慧小姐

Removal Leader
Mr. MOK Kim-fai

搬運領隊
莫劍輝先生

Foreman (Exhibition)
Mr. YIM Wing-chuen
Mr. LAU Ching-ping

科文 (展覽)
嚴永傳先生
劉正平先生

Foreman (Cleaning)
Ms. CHAN Sau-tong

科文 (清潔)
陳壽當女士

Worker (Exhibition)
Mr. WONG Hin-sang

工人 (展覽)
黃顯生先生

Cleansing Worker
Mr. LUK Ping-chow
Mr. CHENG Tsang-man
Mr. LIANG Yongjian

清潔員工
陸炳周先生
鄭增文先生
梁永堅先生

Ms. YEUNG Mei-lin
Ms. TANG Tim-mui
Ms. NG Koon-Sui
Ms. WAN Pik-han
Ms. NG Kan-ho
Ms. TJHIE Kui-fa
Ms. CHEUNG Kim-ping
Mr. CHAK Kwok-pang
Ms. HO Kwai-lin
Mr. LAI Kwok-chuen
Ms. CHAU Hung-ching
Ms. PIT Wah-chun

楊美玲女士
鄧添妹女士
吳官水女士
溫碧嫻女士
吳間好女士
徐葵花女士
張劍萍女士
翟國鵬先生
何桂蓮女士
黎國泉先生
周紅清女士
別華春女士

Supervisor (Food Production)
Mr. TSE Cheuk-him

主任 (食品生產)
謝卓謙先生

Worker (Food Production)
Mr. CHAN Cheuk-kan

廚務員 (食品生產)
陳卓勤先生

Chef's Noodle

韓廚麵

Business Development and
Operation Manager
Mr. Eddy LAU Tat-ying

業務發展及營運經理
劉達英先生

Business Manager
Mr. Roy LAM Ka-yung

業務經理
林家勇先生

Assistant Chef
Mr. LEE Wai-lun
Mr. CHAN Sing-chung
Mr. LEUNG Pak-ho
Mr. CHEUNG Tsz-chun

助理廚師
李偉麟先生
陳星仲先生
梁栢豪先生
張子駿先生

Waiter/Waitress
Mr. FUNG Wai-yip
Ms. LAM Chau-lan
Mr. CHAN Tsz-ki
Ms. YUNG-Ho-yi

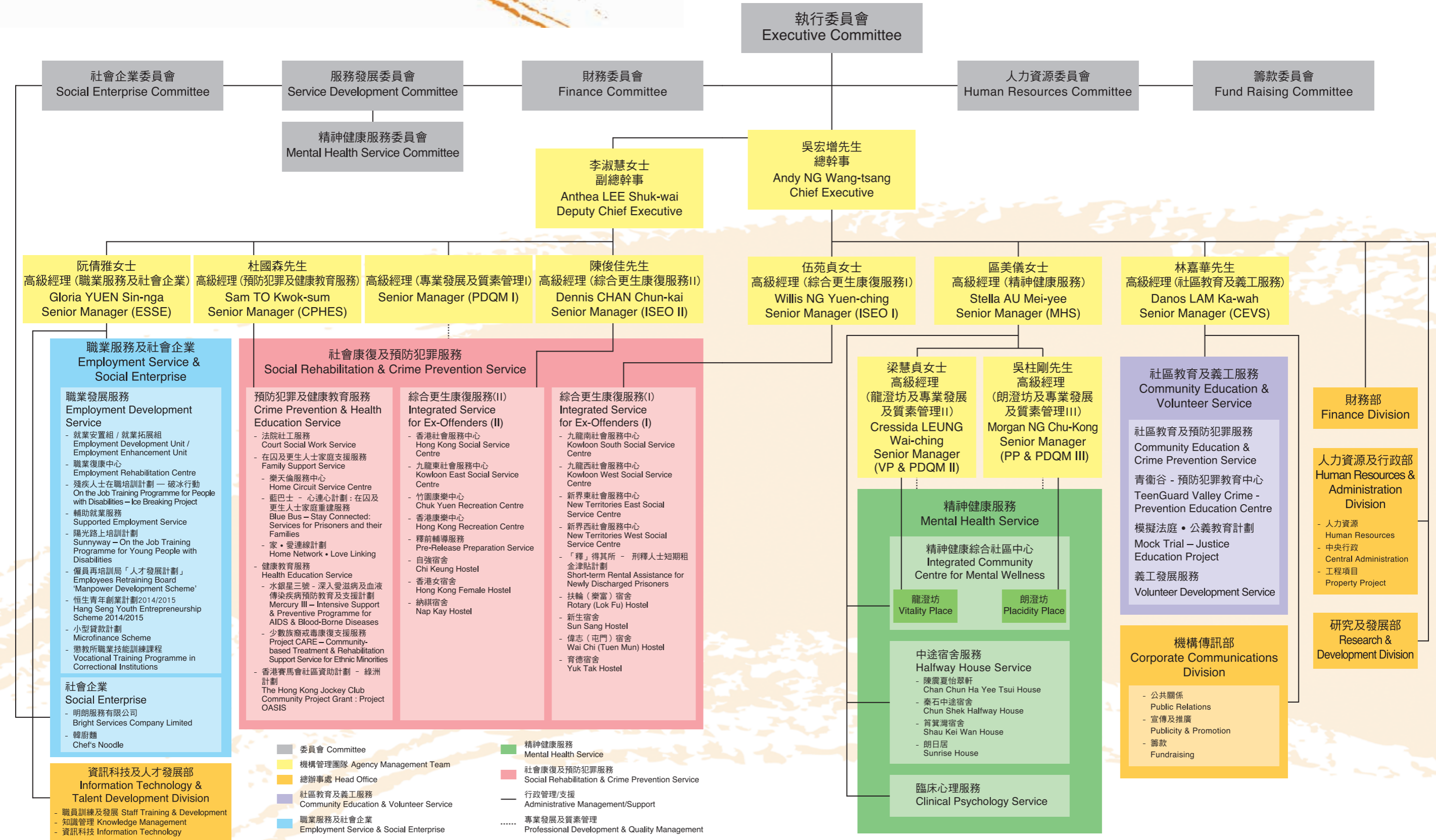
服務員
馮偉業先生
林秋蘭女士
陳子琪小姐
翁可怡小姐

Cleaning Worker
Ms. CHAN Wai-sheung

清潔員
陳惠嫦女士

* 於第五十六屆週年大會獲頒長期服務獎的員工
Staff received long service awards at the 56th Annual General Meeting

組織架構 Organisation Chart



組織架構 Organisation Chart 一個機會 一個未來 A Chance with a Hope

組織架構 Organisation Chart 一個機會 一個未來 A Chance with a Hope