



員工關係與發展

Staff Relations & Development

基督教家庭服務中心一直提供多元化發展機會予員工，亦十分注重同工的身心健康。本會人力資源部希望透過適時的政策、有效的培訓，讓員工體驗生活與工作平衡，與本會共同努力，提升服務質素，以追求更美好生活、友善社區、公平社會及可持續環境為目標。

Cultivation of staff talents and promoting their physical and mental health has long been the core value of the Christian Family Service Centre. Our Human Resources Department has introduced a lot of employee-care measures for staff to achieve work-life balance and improve the quality of service. We look forward to having committed staff working hands in hands with the Agency for achieving its social goals: Better Life Better Families, Friendly Community, Fair Society and Sustainable Environment.

員工培訓及發展

本會視人才為資產，非常著重人才培育，持續為員工提供各式各樣的培訓項目，以配合運作需要及應對服務上的新挑戰。恆常的培訓課程包括：新同工迎新活動、營養講座、處理刁難人士之十型人格、處理服務使用者暴力事故、電腦課程、急救課程及法律講座等。另有專題培訓活動如「Managing People Conflicts in Workplace」、「Clinical Practices in the Treatment of Emotional Trauma」、「Powerful Presentation Skills」、「Practical Skills of Negotiation & Collaboration」工作坊等。機構總幹事及服務總監亦應邀與同工分享「Workshop on Proposal Writing Techniques」。

本會亦關顧將計劃退休同工的身心靈發展及退休前的預備，每年都安排「不退休：精彩的人生下半場」講座。此外，培訓組每年也會組織交流活動「CFSC 遊學團」，以加深同工對機構及服務單位的認識，增加歸屬感之餘也可促進服務單位的協作機會。總結 2016-2017 年度，本會共有 1,243 人次參與各類型的培訓活動。



舉辦不同類型的講座及工作坊
Organised different talks and workshops for our staff.



CFSC 遊學團
CFSC Visit Tour

員工關愛活動

人力資源部定期舉辦「午間資訊站」，設計遊戲讓員工放鬆心情渡過歡愉的餐前/餐後時間。

本會職員會亦不定期舉辦多采多姿的員工活動。本年度，職員會舉辦了「蒲台島旅行」、「秋日遠足班」及「惠州溫泉單車團」等。此外，亦參與業界「社工盃」籃球比賽、足球比賽及社工跑等。部分活動更歡迎員工家屬參加，全年參與總人次高達 1,900。其中，周年聚餐更有超過一半員

Staff Training and Development

At CFSC, talented staff is our valuable asset. We attach great importance in talent cultivation and provide a wide range of quality training programmes continuously for the staff to meet the operational needs, and respond to new challenges in service. Regular training courses include: New Staff Orientation, nutrition talks, handling different types of difficult service users, user violence training, computer courses, first aid courses and legal seminars. In addition to regular training programs, there were thematic training activities such as: 'Managing People Conflicts in Workplace', 'Clinical Practices in the Treatment of Emotional Trauma', 'Powerful Presentation Skills', and 'Practical Skills of Negotiation & Collaboration' etc. During the year, our Chief Executive and Programme Director were also invited to share their experience on the 'Workshop on Proposal Writing Techniques'.

To cater for the physical and spiritual well-being of retired workers and their preparation for retirement, the Agency conducts retirement talk 'No End: A wonderful second half of life' every year for staff to have a better retirement preliminary. Moreover, our Training Unit organises CFSC visit tour to our service units annually to promote awareness, increase sense of belonging, and facilitate collaboration between service units. In summary, a total of 1,243 attendances have participated in various training activities in the year of 2016-2017.



午間資訊站
Lunchtime Information Station

Staff Engagement Activities

Our Human Resources Department has organised the 'Lunchtime Information Station' regularly for staff to relax and enjoy their lunch times with designed games that providing tips on Human Resources information.

2016年度機構週年聚餐 35屆職員合就職典禮



周年聚餐
Annual Dinner

工出席，席間員工組隊作精彩的才藝表演，與管理層打成一片，氣氛歡樂愉快。

本會每年均會在周年大會頒發「長期服務獎」予緊守工作崗位多年的員工。本年度共有54位員工獲獎，當中包括10年獎20位、15年獎16位、20年獎7位、25年獎9位、30年獎2位。

生活與工作平衡

本會向來重視員工的身心健康，倡導「生活與工作平衡」之概念。今年的主題是「綠色生活」，透過舉辦多項活動：包括「都市綠色生活攝影比賽」、「綠在OFFICE」盆栽種植及「生活共享回收比賽」等活動，希望提高員工環保意識。

本會視員工為重要資產及親密伙伴，期望為員工創造一個彼此關愛、共同成長的愉快工作間。

The Agency fully support to our Staff Association. A wide diversity of activities was held during the year, including tour to Po-Toi Island, hiking class and cycling tour to Hui Zhou. Moreover, we have participated in basketball competitions, football competitions of 'Social Worker Cup' and 'Social Worker Run'. Family members were welcomed to join in some of the activities. Total numbers of participants had reached 1,900 over the year, with over half of the staff joined the highlight activities – the Staff Annual Dinner this year, where Board Members, senior management and staff enjoyed greatly in staff's talent shows and spent a night of pleasure together.

To acknowledge the commitment and diligence of our staff, a 'Long Service Award' would be presented yearly at the Annual General Meeting to pay tribute for their contribution to the Agency. Of the total 54 staff receiving the award, 20 of them were granted the award for 10-year service, 16 for 15-year, 7 for 20-year, 9 for 25-year and 2 for 30-year.

惠州溫泉單車團 Cycling Tour to Hui Zhou



足球隊 CFSC Soccer Team

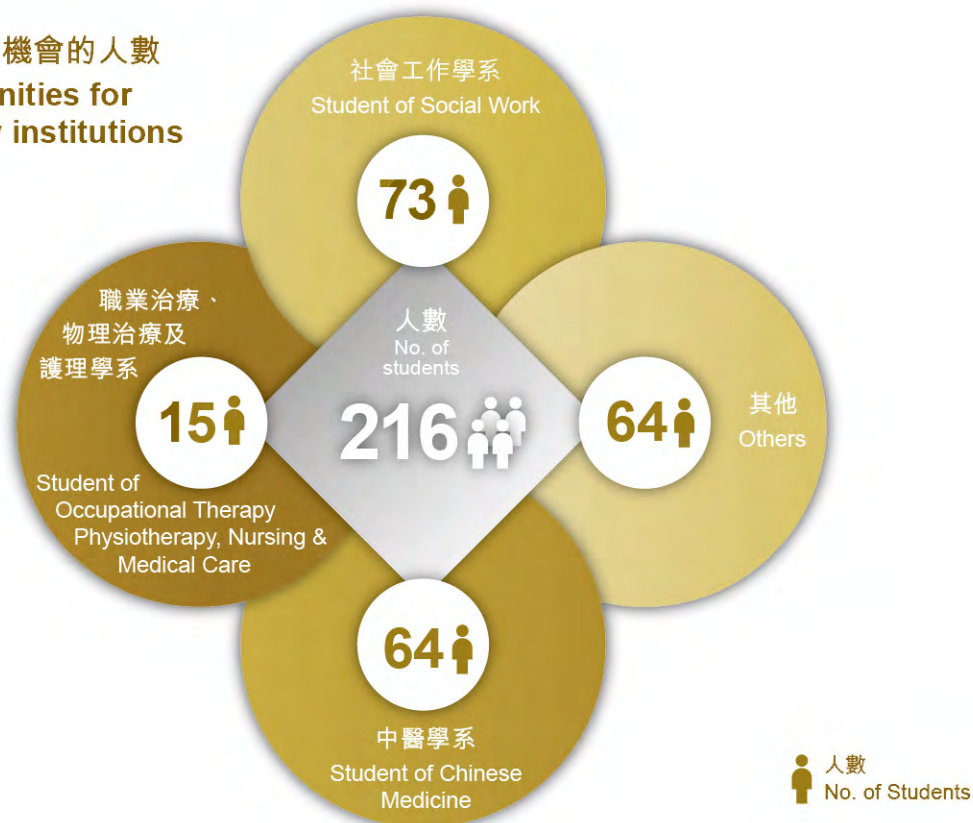
Work-Life Balance

The Agency has always attached importance to the physical and mental health of our staff and committed to organise activities that advocate the concept of 'work-life balance'. The theme of the year was 'Green Living' and a number of activities was organised during the week, including photo competition, planting workshop and recycling competition to improve staff awareness of environmental protection.

Our staff has always been our valuable asset and intimate partner. We aim at creating a delightful working environment that allows each and every one of us to grow and learn together with care and happiness.

2016-2017培訓統計 (截至2017年3月31日) Training Statistics (as at 31st March, 2017)

為大專學生提供實習機會的人數
Internship opportunities for
students of tertiary institutions



職員訓練

Staff Training Activities

組織 Organiser	人次 Attendance
各大專學院及社會服務團體舉辦之培訓課程、講座及研討會 Training courses, seminars and workshops organised by tertiary institutions and other social service organisations	499
醫院、社會福利署及其他政府部門舉辦之訓練課程及研討會 Courses, workshops organised by hospitals, Social Welfare Department and other government departments	227
本會舉辦之講座及研討會 Lectures and workshops organised by the Agency	2,233
其他 Others	784