



員工關係與發展

Staff Relations and Development

基督教家庭服務中心一直十分重視員工的發展及培訓，亦關顧員工之個人成長及家庭友善。本會人力資源部積極地為員工提供多元化之專業培訓及員工關愛活動，希望員工彼此關愛，共同成長。今年本會首次參加由僱員再培訓局舉辦之「ERB人才企業嘉許計劃」，獲頒授「人才企業」殊榮，肯定了本會在人才培訓及發展上的付出及努力。此外，亦參與勞工處開展的《好僱主約章》計劃，並獲頒發《好僱主約章》證書，進一步證明本會在關愛員工及推動良好溝通的成效。

The Agency has always attached great importance to the development and training of our employees, while also considering its staff's personal and family needs favourably. Our Human Resources Department organised numerous training programmes and staff engagement activities for different grades of staff to ensure their care and personal growth. This year, we participated for the first time in the 'ERB Manpower Developer Award Scheme', organised by the Employees Retraining Board, and were recognised as 'Manpower Developers' for our efforts in manpower training and development. Moreover, we successfully attained the eligibility as 'Good Employer Charter', promoted by the Labour Department. This demonstrates our efforts in caring for our staff and promoting an effective communication culture.



▲ 榮獲「人才企業」殊榮。
Recognised as 'Manpower Developers' by the Employees Retraining Board.

員工培訓

去年，為配合核心服務的策略發展，培訓組安排多項相關的培訓項目，包括：「如何與服務使用者談生論死工作坊」、「Mindfulness Based Interventions for Mental Health」及「Solution Focused Therapy」工作坊等。

就管理議題，我們舉辦了「Application of DISC in the Workplace」協助管理員工了解個人的工作行為，從而建構雙贏的職場團隊；同時亦舉辦「How To Conduct a Meaningful Appraisal」工作坊，提升管理員工的表現評核面談技巧，課程完畢還有分享會，讓參與者互相分享技巧的應用及管理疑難。

此外，本會每年也會組織 CFSC 遊學團，以加深員工對本會及不同服務單位的了解，增加歸屬感，並促進服務單位的協作機會。

總結 2017-2018 年度，本會共有 1,295 人次參與各類別的培訓活動，當中服務及支援同工和管理及專業同工分別各佔 43.6% 及 56.4%。

Staff Training

For the strategic development of core services, many training programmes have been held, including 'How to Talk About Death with Service Users', 'Mindfulness Based Interventions for Mental Health', and 'Solution Focused Therapy'.

Regarding management topics, a training session on 'Application of DISC in the Workplace' was held to help managerial staff understand individual work behaviours and build a winning work team. We also organised a programme named 'How to Conduct a Meaningful Appraisal' to enhance the people development skills of managerial staff. Furthermore, a sharing session where participants shared how to apply skill sets and tackle people management problems was organised.

The Training Unit has continued to organise CFSC visiting tours to our service units annually to promote understanding, increase sense of belonging, and facilitate collaboration among service units.

In summary, a total of 1,295 attendees, including 43.6% of servicing and support staff and 56.4% of managerial and professional staff, participated in various training activities in 2017-2018.



◀ 「如何與服務使用者談生論死」工作坊
'How to Talk About Death with Service Users' workshop



▲ 「Application of DISC in the Workplace」工作坊
'Application of DISC in the Workplace' workshop



▲ CFSC 遊學團
CFSC Visit Tour



▲ 「Mindfulness Based Interventions for Mental Health」工作坊
'Mindfulness Based Interventions for Mental Health' workshop

員工關愛活動

人力資源部每年舉辦「午間資訊站」及「生活與工作平衡周」活動，希望透過不同的主題活動，與員工建立良好關係。

本會亦十分支持職員會舉辦多采多姿的員工活動。本年度，職員會舉辦多個興趣班，如「炎夏休閒樂逍遙」、「養生太極拳入門班」及「全方位攝影班」等。另外，亦鼓勵員工參與有益身心的運動項目，包括參與業界「社工盃」籃球比賽及足球比賽等。部分活動更歡迎員工家屬參加，參與人數全年高達 1,900 總人次。其中，週年聚餐更是職員會活動的重頭戲，超過一半員工出席。席間員工組隊作精彩的才藝表演，管理層與員工打成一片，渡過了一個歡愉的晚上。

本會每年均會在週年大會頒發「長期服務獎」予緊守工作崗位多年的員工。本年度共有71位員工獲獎，當中包括10年獎33位、15年獎20位、20年獎15位、25年獎3位。



▲ 午間資訊站
Lunchtime Information Station



◀ 週年聚餐
Annual Dinner

Staff Engagement Activities

The Human Resources Department organises the annual 'Lunchtime Information Station' and 'Work-Life Balance Week' to build harmonious relationships among staff.

The Agency fully supports our Staff Association. Diverse activities were held during the year, including the 'Summer Local Tour', 'Taichi Training Course', and 'Digital Photography Course'. Moreover, the staff participated in basketball and football competitions to win the 'Social Worker Cup'. The staff's family members were also welcome to participate in some of the activities. The total attendants in the year had reached 1,900. Among all programmes, the Staff Annual Dinner is the signature event in which over half of total staff members participated. Talent shows provided entertainment during the Dinner, and our board members, senior management, and staff, all enjoyed a night of pleasure together.

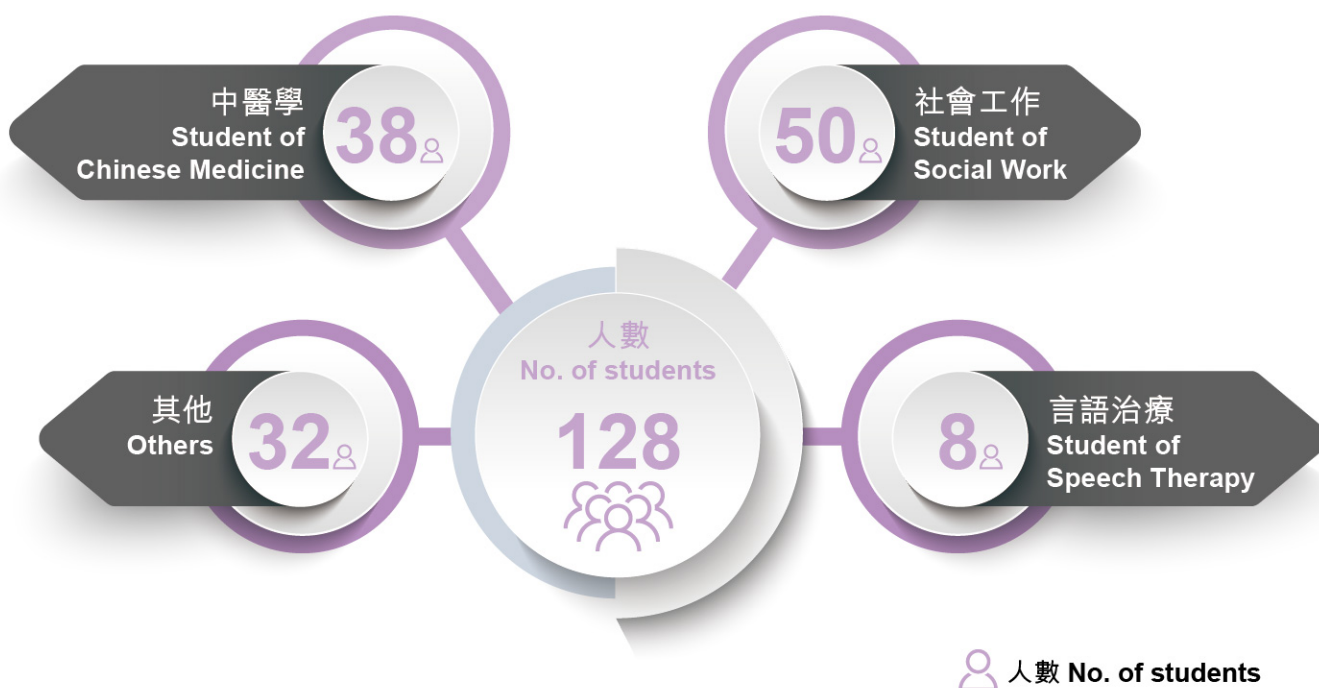
As an acknowledgement for the commitment and diligence of our staff, a 'Long Service Award' is now presented at each Annual General Meeting to recognise our staff for their contributions to the Agency. Of the total 71 members of staff receiving the award last year, 33, 20, 15, and 3 were recognised for 10, 15, 20, and 25 years of service, respectively.



▲ 職員會舉辦的「炎夏休閒樂逍遙」
'Summer Local Tour' organised by Staff Association

2017-2018培訓統計 (截至2018年3月31日) Training Statistics (as at 31st March, 2018)

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	334
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	470
本會舉辦之講座及研討會 Lectures and workshops organised by the Agency	2,978
其他 Others	1,316