

Staff Relations and Development



As we approach our 70th anniversary milestone, the staff members of CFSC are joining together to celebrate this remarkable occasion. To realise the long-term development goals of CFSC and create a bright future through a collaborative approach, we are committed to promoting staff relations, improving the quality of our talent, and optimising our staff welfare and development policies. In addition, we provide our staff with a good working environment and benefits, while strengthening our internal communication and teamwork in an effort to establish the spirit of collaboration. We spare no effort in driving our development as an organisation and the progress of our society.



For a detailed list of our staff, please refer to our website

Staff Development

To align with the development of CFSC, our Human Resources Department has arranged diversified staff-oriented activities and learning opportunities for our staff this year, in order to encourage them to continue learning, thereby allowing them to enhance their work skills and management capabilities, and to take better care of their own physical and mental health.



New Staff Orientation

Orientation activities not only help our new employees gain a better understanding of CFSC as an organisation and enable them to adapt and integrate more quickly, but also allow these employees to understand our expectations, become familiar with the relevant resources and enhance their knowledge. This, in turn, improves their work efficiency and the level of their contribution to the Agency.



During the new staff orientation, our new colleagues visited various service units in the CFSC building.

Mentoring Programme

Launched in 2021, our Mentoring Programme has nearly 50 new colleagues enrolled, and more than 20 colleagues will complete the programme during the year 2023-2024. The programme, which is well-received, provides the participants with valuable opportunities for mutual learning and support, and has a positive impact by helping the participants develop their vocational skills and knowledge.



A sharing session of the Mentoring Programme was held by our Human Resources Department, where new colleagues and mentors gathered together to share their experiences and establish connections.

CFSC Study Tour

Organised by the Human Resources Department, the aim of our “CFSC Study Tour” is to bring our management and professional colleagues out of their familiar working environment. By visiting different service units, our colleagues can develop a better understanding of our cross-service teams, which then facilitates more opportunities for cooperation. The cross-unit engagement also inspires our colleagues to roll out our comprehensive and innovative services in a collaborative manner.



During the CFSC Study Tour 2023, our colleagues visited the chocolate workshop of the Tsui Fung Co-production Centre, as well as Hoi Nga House, Diamond Hill Family Pharmacy and the Lively Elderly Day Training Centre.

Staff Relations

Committed to promoting staff relations, our Staff Association organised a number of activities this year, including sports and fitness classes and parent-child baking classes, etc. After being on hiatus since 2018, our annual dinner, which is a highly-anticipated event, resumed for the year 2023-2024 and was held in December. The theme of the dinner was “Rooted in the Past, Looking to the Future”. It was hoped that all service units and staff could gather together to enjoy a meal and have fun. The “CFSC King Maker” talent show and a lucky draw were also held during the event.



Our Board members, managers and staff gathered together for the annual dinner and the “CFSC King Maker” talent show in 2023.

Recruiting Talents

In order to align with the development of our services, our Human Resources Department has formulated a series of recruitment strategies to recruit talented individuals. This year, we actively participated in the recruitment activities organised by various tertiary institutions and external organisations. In addition, a CFSC recruitment day was held on 11th December 2023, which attracted more than a hundred applicants who participated in on-site interviews.



⏏ The CFSC Recruitment Day.



⏏ Employment Centre of the Labour Department (Residential Services Industry Job Fair).

Talent Development and Building Innovative Collaboration

Last year, CFSC successfully completed the “Growth Mind Power Programme”, which was aimed at promoting cross-service collaborations and innovation. By participating in the “Design Thinking” certificate course organised by the famous American organisation IDEO and a series of implementation workshops, we enhanced our creative confidence on service innovation and interdepartmental collaboration.

During the one-year programme, 29 managerial staff members from different service units formed six dynamic teams, each of which worked on creating new service ideas for various units and professional areas. This process not only helped improve their management insights, but also significantly expand their creative mindset. Finally, each team had to pass an interview attended by a panel of senior executives and external guests, who provided professional feedback and also selected the most promising ideas for implementation in the year 2024-2025.

The design of the “Growth Mind Power Programme” focused on our commitment to continuous learning and development. The programme demonstrated ways to structure talent development and seamlessly integrate such a development process with practical training. As a result, we will continue to foster creative collaboration and culture to a greater extent, in order to prepare the Agency for the challenges that lie ahead.



⏏ The most promising ideas are selected through panel interviews attended by our senior executives and external guests, and will be implemented in the year 2024-2025.



⏏ Graduates take a group photo with the Agency’s senior executives at the graduation ceremony.

Training Statistics 2023-2024 (as of 31st March 2024)

Internship Opportunities for Students of Tertiary Institutions



64
Social Work Students



5
Physiotherapy Students



39
Traditional Chinese Medicine Students



85
Nursing Students



51
Others

Staff Training Activities (Attendance)



1,033
Training courses, seminars and workshops organised by tertiary institutions and other social service organisations



264
Courses and workshops organised by hospitals, the Social Welfare Department and other government departments



1,436
Seminars and workshops organised by the Agency



1,497
Others