



企業社會責任

Corporate Social Responsibility



作為全港最具規模的慈善服務機構，東華三院除了為廣大市民提供適切的醫療衛生、教育及社會福利服務外，還積極承擔企業社會責任，推動環境保護及社會公益發展。在制訂政策及推行服務時，本院會充分考慮公眾利益，照顧大眾的需要，以及構建和諧社會的目標。

TWGHs is a well-established charitable organisation in Hong Kong, providing a wide range of medical and health, education and community services for the general public. The Group undertakes corporate social responsibility by promoting environmental protection and community welfare development, incorporating public interest in its policies and services, and fulfilling the diverse needs of the people of Hong Kong with a view to building a harmonious society.

綠色機構運動

Green Organisation Campaigns

● 綠色機構

Green Organisation

作為一間綠色機構，東華三院承諾全力履行企業社會責任，在醫療衛生、教育及社會服務各方面的運作上全面推行環境保護政策。東華三院於2009年成為環境及自然保育基金的首個非政府機構綠色伙伴，為業界樹立典範，令更多非政府機構加入綠色伙伴行列。

As a green organisation, TWGHs is committed to fulfilling its social responsibilities and pursuing full implementation of environmental protection policies in its medical and health, education and community services. TWGHs became the first non-governmental organisation (NGO) green partner in the Environment and Conservation Fund (ECF) in 2009. The recognition made TWGHs an exemplary role model in the field, which has since inspired more NGOs to enroll as green partners.

東華三院行政總部是本院的綠色典範，一直積極推行各項環保措施，因而榮獲由環境運動委員會、環境保護署及9間機構聯合頒授的「香港綠色機構認證」，表揚東華三院在綠色管理和推行環保措施上的卓越成就，以及在環保方面所作出的貢獻及承諾。此外，東華三院行政總部已於2015年獲取ISO 50001:2011能源管理體系證書，並於本年度成功將環境管理體系認證提升至ISO 14001:2015版。

ISO 14001:2015環境管理體系證書
ISO 14001:2015 Environmental
Management System Certificate

The Administration Headquarters, as the TWGHs' green role model, has been implementing comprehensive green initiatives for years. The Administration Headquarters was recognised with a "Hong Kong Green Organisation Certificate" issued by the Environmental Campaign Committee,



the Environmental Protection Department and 9 organisations for TWGHs' substantial achievements in green management and implementation of environmental practices on various fronts, as well as the Group's contributions and commitment to environmental protection. The Administration Headquarters obtained ISO 50001:2011 energy management system certificate in 2015. This year, the Administration Headquarters had successfully upgraded the environmental management system to ISO 14001:2015.

● 環境管理架構

Environmental Management Structure

東華三院分別成立環境督導委員會及環境工作小組，指導機構的環境保護工作，並監測和審核機構環保工作的成效，找出改善空間及制訂未來的環境目標和指標。此外，各科/處/辦公室已分別委派一位綠色代表，向其部門全體員工宣揚綠色信息。

An Environmental Steering Committee and an Environmental Working Group has been set up to steer TWGHs' efforts in environmental conservation, monitor and review the effectiveness of TWGHs' environmental performance, identify areas for improvement, and formulate future environmental objectives and indicators. In addition, a green representative has been appointed in each Division/Branch/Office to disseminate green messages to all staff members.

● 環境政策

Environmental Policy

環境督導委員會已通過東華三院的環境政策。東華三院承諾：

- 在醫療衛生、教育和社會服務各方面全面推行環保概念；
- 成為一個具環保意識和重視環境保育的非政府機構的先導者；
- 將環境保護納入東華三院的機構文化，並把機構的環境政策廣傳至工作人員、學生、服務受眾和業務合作伙伴；及
- 促進綠色生活，締造綠色香港。

The TWGHs' environmental policy was defined and endorsed by the Environmental Steering Committee. TWGHs is committed to:

- pursuing a holistic environmental protection concept in its medical and health, education and community services;
- becoming a pioneer among NGOs in environmental consciousness and conservation;
- incorporating environmental protection into its corporate culture and promoting the TWGHs' environmental policy to staff members, students, service users and business partners; and
- promoting green living and making a green Hong Kong.

● 環境策略

Green Strategies

東華三院制訂了7項環境策略，包括綠色管治、環保教育、綠色採購、採用綠色能源、資源保育、減少污染和環保建築，以貫徹保護環境的目標。

TWGHs has formulated 7 green strategies including green governance, green education, green procurement, go green on energy, conservation of resources, pollution reduction and green building so as to pursue its green objectives.



成功完成「東華三院邁向綠色機構」計劃

於2009年開展的「東華三院邁向綠色機構」計劃已成功完成，並於2018年12月取得環境及自然保育基金委員會的認可。在這計劃內，本院已完成超過100個綠色試點項目，涵蓋60多個東華三院服務單位，並且有超過3萬人參與不同的環保教育活動。

減少廢物

環境局有關按「污染者自付」原則推行的都市固體廢物收費建議，最快將於2020年底實施。為了在有關收費實施前做好準備，東華三院成功獲得環境及自然保育基金資助，於東華三院鑽石山殯儀館推行都市固體廢物收費試驗項目。

試驗項目於2018年1月至12月推行，本院透過簡介會及展板等推廣活動，向員工及顧客介紹都市固體廢物收費的資訊，並在殯儀館內設置一套回收箱，更安排黃大仙社區回收中心提供免費上門回收服務。此外，本院亦於2018年4月中至10月中在殯儀館試用指定垃圾袋，並進行量度廢物重量的測試，結果顯示每月平均廢物量較測試前減少約30%。員工均認同試驗有助加強他們對該收費的認識，並承諾會減少棄置廢物、實踐回收物分類和乾淨回收。

東華三院鑽石山殯儀館設置回收箱及張貼「三紙回收」和「廢膠回收膠樽優先」的海報，推廣乾淨回收。
A set of recycling bins was arranged for TWGHs Diamond Hill Funeral Parlour together with "Three Types of Paper" and "Priority Recovery of Plastic Bottles" posters displayed to promote clean recycling.

Successful Completion of the "TWGHs To Move Towards A Green Organisation" Programme

The "TWGHs To Move Towards A Green Organisation" Programme launched in 2009 was successfully completed this year, and recognised by the Environment and Conservation Fund Committee in December 2018. More than 100 green pilot projects at over 60 TWGHs service units were completed under the Programme, and some 30,000 participants were engaged in various green education programmes.

Waste Reduction

The Municipal Solid Waste (MSW) Charging Scheme based on the "polluter-pays" principle recommended by the Environment Bureau will be implemented by the end of 2020 at the earliest. To prepare for the implementation of MSW Charging Scheme, TWGHs successfully obtained funding from the Environment and Conservation Fund for the implementation of the MSW Charging Scheme Trial Programme at TWGHs Diamond Hill Funeral Parlour.

The Programme was conducted from January to December 2018, through various promotional activities including briefing sessions and display boards to introduce the MSW Charging Scheme to staff members and customers. A set of recycling bins was set up at the Parlour and free recyclables collection service was offered by Wong Tai Sin Community Recycling Centre. In addition, a trial period for using designated garbage bags and measuring the weight of waste



was conducted at the Parlour from mid-April to mid-October 2018. The average monthly quantity of waste disposal was reduced by about 30% than before. Staff members concurred that the Programme did help to increase their understanding of the MSW Charging Scheme and pledged that they would exercise waste reduction, recyclables categorisation and clean recycling.

環保建築

香港綠色建築議會有限公司及建築環保評估協會有限公司於2016年3月推出綠建環評既有建築2.0版自選評估計劃，提供更具彈性的評估方式去鼓勵香港現存樓宇參與評估，以進一步改善樓宇的能源效益及環境管理措施。東華三院行政總部黃鳳翎紀念大樓於該評估的「營運管理」、「場地」及「用水」範疇均獲卓越評級認證，成為首座取得該評估最高評級的慈善團體建築。



Green Building

The Hong Kong Green Building Council Limited and the BEAM Society Limited launched the BEAM Plus Existing Buildings V2.0 Selective Scheme in March 2016. V2.0 offers greater flexibility in the scope of assessment to encourage the participation of existing buildings in Hong Kong, so as to further improve energy efficiency and environmental management practices. TWGHs Wong Fung Ling Memorial Building, the Administration Headquarters of TWGHs, achieved Excellent grade in "Management", "Site Aspects" and "Water Use" aspects of the Assessment, and was the first charity organisation building to achieve the highest rating under the Assessment.



東華三院行政總部於綠建環評既有建築2.0版自選評估計劃中，在「營運管理」、「場地」及「用水」3個範疇獲得卓越評級。
The TWGHs Administration Headquarters achieved Excellent grade in "Management", "Site Aspects" and "Water Use" aspects of the BEAM Plus Existing Buildings V2.0 Selective Scheme.

溫室氣體減排

環保約章

東華三院積極推行環保措施，以減少碳足跡。本院屬下超過100個服務單位已簽署由環境局及機電工程署推行的「節能約章2018」，另有12個服務單位已簽署由環境局推出的「戶外燈光約章」及超過100個服務單位參加由世界自然基金會香港分會主辦的「地球一小時2018」。

環境局局長黃錦星GBS太平紳士（右）向東華三院代表頒發感謝證書，以肯定東華三院推動環保的努力。
The Hon. WONG Kam Sing, GBS, JP (right), Secretary for the Environment, presented the Appreciation Certificate to TWGHs representative to recognise the Group's effort in promoting environmental protection.

Greenhouse Gas Reduction

Green Charter



TWGHs actively pursues environmental protection measures so as to reduce carbon footprint. Over 100 service units signed the "Energy Saving Charter 2018" jointly organised by the Environment Bureau and the Electrical and Mechanical Services Department. Moreover, 12 service units signed the "Charter on External Lighting" launched by the Environment Bureau and over 100 service units participated in the "Earth Hour 2018" organised by the World Wide Fund for Nature Hong Kong.

碳審計

自2013/2014年度起，東華三院所有服務單位均進行年度碳審計，以監測和量化東華三院的環保表現。本院制定了一套適用於不同服務類別的碳排放計算範本，讓各單位可自行計算碳排放。透過年度碳審計，服務單位可以比較不同年份和相同服務類別單位的排放數據，如每樓面面積單位的碳排放量、員工的人均碳排放量等，然後找出可改善的地方。根據評估結果，本院於2016/2017年度的碳排放量與基準年相比，減少約10%。

本院物業科於2018年6月29日舉辦碳審計評估分享會，向參與的服務單位講解2016/2017年度的評估結果及分享減碳措施；另亦於2018年7月19日舉辦2017/2018年度碳排放計算範本簡介會，向服務單位講解如何填寫計算範本，以統一回覆格式，支援全院的碳審計工作。

透過碳審計評估分享會，向參與碳審計的服務單位代表講解評估結果及減碳措施。

A sharing session on evaluation of carbon audit was held to explain the evaluation results and the carbon reduction measures to representatives of participating service units.

Carbon Audit

In order to monitor and quantify the overall environmental performance of TWGHs, all service units have been required to conduct annual carbon audit since 2013/2014. A set of tailor-made carbon calculation templates have been developed for different categories of service units. Through an annual carbon audit exercise, service units can compare their greenhouse gas emissions of different years, and ratio indicators such as carbon emissions per unit floor area or per staff member with similar type of service units, so as to identify areas of improvement. According to the evaluation result, the net carbon emissions of the Group decreased by about 10% in 2016/2017 compared with the base year.

A sharing session was organised by the Property Division of the Group on 29 June 2018 to explain the carbon evaluation result for 2016/2017 and share carbon reduction measures. In addition, a briefing session on the carbon calculation templates



2017/2018 was held on 19 July 2018 to explain how to complete the standard templates to service units with an aim to standardise their return for the Group's carbon audit.

● 員工綠色運動

Green Campaigns for Staff Members

中華電力有限公司電力質量工場技術考察活動

為增進員工對電力質量技術的認識，本院物業科於2018年4月11日安排30名員工到中華電力有限公司電力質量工場進行技術考察。中華電力有限公司的代表示範如何處理電力系統故障，以及就提高設備遇上電壓驟降的過渡能力提供具成本效益的方法，並介紹諧波濾波器抑制諧波的功能。

此外，中華電力有限公司代表亦介紹能源審核服務、綠適樓宇基金及智能管理服務，以增加本院員工對能源效益和節能的認識。



Technical Visit to Quality Workshop of CLP Power Hong Kong Limited

To enrich staff members' technical knowledge on quality power provision, a technical visit to Quality Workshop of CLP Power Hong Kong Limited was arranged by the Property Division of the Group on 11 April 2018 for 30 staff members. Representatives of CLP Power Hong Kong Limited demonstrated how to clear a power system fault, provided cost-effective solutions to raise the ride-through capability of equipment during voltage dip and introduced the function of harmonic filter in mitigating the impact of harmonic distortions. Furthermore, representatives of CLP Power Hong Kong Limited also introduced their Energy Audit Service, Eco Building Fund and Smart Enterprise Service so as to enrich the understanding of energy efficiency and conservation among TWGHs staff members.

三十名員工參觀中華電力有限公司電力質量工場，增加對電壓驟降及諧波抑制最新解決方案的認識。

A total of 30 staff members visited the Quality Workshop of CLP Power Hong Kong Limited to enhance their understanding of the latest solutions to mitigate the impact of voltage dip and harmonic distortions.

有機農夫體驗活動

東華三院積極透過培訓及舉辦環保活動，以提高員工的環保意識和綠色生活概念。自2012年起，東華三院行政總部的綠化天台設有有機耕作園地，今年招募了41名員工成為有機農夫，一同參與有機耕作。透過這個平台，參加者可與同事、家人和朋友分享農作物，藉以推廣珍惜食物資源及綠色生活。此外，東華三院行政總部與東華三院吳祥川紀念中學合作推廣善用廚餘，由該校學生把廚餘製作成有機堆肥，然後交予東華三院行政總部的有機農夫進行有機耕作。



東華三院吳祥川紀念中學學生將有機堆肥交予東華三院行政總部，作有機耕作之用。

Students from TWGHs S. C. Gaw Memorial College shared the compost with the TWGHs Administration Headquarters for organic farming.

綠色生活體驗

為鼓勵員工於生活中實踐環保，本院人力資源處於2018年4月19日安排員工參觀綠匯學院，由導賞員帶領員工親手採摘香草、製作低碳素食、享用輕餐及處理廚餘，親身體驗低碳飲食。

員工參觀綠匯學院，認識低碳飲食文化及廚餘處理。
Staff members visited the Green Hub to gain knowledge on low-carbon diet and food waste management.

Organic Farmer Programme

TWGHs organised various green training and activities for staff members to enhance their environmental awareness and promote green living. The green roof of the TWGHs Administration Headquarters has been used for organic farming since 2012, along with the launch of the Organic Farmer Programme. A total of 41 staff members enrolled as organic farmers this year. Through this platform, they shared their crops with their colleagues, family members and friends to promote cherishing of food resources and green living. In addition, the TWGHs Administration Headquarters and TWGHs S. C. Gaw Memorial College joined hand to promote the use of food waste. Students used food waste to produce compost and then shared the compost with the organic farmers of the TWGHs Administration Headquarters for organic farming.

Experiencing Green Living

The Human Resources Branch of the Group organised a green tour to the Green Hub on 19 April 2018 to encourage staff members to embrace green living. Staff members were guided by the docents to harvest herbs, prepare low carbon vegetarian food, enjoy a light meal and process food waste with an aim to let them experience low carbon living.



東華醫院

東華醫院於年度內實施及舉辦不同的環保項目，包括於2018年9月舉行月餅盒回收計劃。年內，醫院亦參加世界自然基金會香港分會舉辦的「地球一小時2018」，並於2019年2月舉行利是封回收重用大行動。此外，醫院全年進行回收活動，收集廢紙、塑膠器皿、鋁罐及其他廢料循環再用。

廣華醫院及東華三院黃大仙醫院

廣華醫院及東華三院黃大仙醫院舉辦了多項環保活動，包括「安全、健康、環境及質素週」、賀年禮盒、玩具及舊毛冷回收活動；並參與各項社區環保活動，向員工推廣愛護環境

Tung Wah Hospital

Tung Wah Hospital implemented and organised various environmental projects during the year, including organisation of moon-cake boxes collection programme in September 2018 and participation in the "Earth Hour 2018" organised by the World Wide Fund for Nature Hong Kong. The Hospital also organised a campaign to collect used Lai See packets for recycling and reuse in February 2019. Throughout the year, the Hospital has continued to collect waste paper, plastic containers, aluminium cans and other wastes for recycling.

Kwong Wah Hospital and TWGHs Wong Tai Sin Hospital

Kwong Wah Hospital and TWGHs Wong Tai Sin Hospital organised several environmental events, including "Safety, Health, Environment and Quality Week", and collection of Lunar New Year gift boxes, toys and old yarn for recycling. The Hospitals also participated in different environmental activities in

● 醫院綠色運動 Green Campaigns in Hospitals

的訊息，提升他們對環保的關注。此外，廣華醫院及東華三院黃大仙醫院於本年度分別招募了320名及103名環保大使，協助推動醫院的環保工作。



the community to further promote the message of environmental protection among staff members and enhance their awareness on environmental protection. Furthermore, Kwong Wah Hospital and TWGHs Wong Tai Sin Hospital recruited 320 and 103 green ambassadors respectively this year, joining hands to help promote environmental protection in the Hospitals.

醫院舉辦玩具捐贈計劃，向員工宣揚惜物與分享的概念。
The Hospitals organised toy donation programme, proclaiming the concepts of treasuring and sharing among staff members.

東華東院

為支持節約能源及提高員工的環保意識，東華東院響應世界自然基金會香港分會的呼籲，參與「地球一小時2018」，在不影響日常運作下，將燈飾及外牆燈熄掉1小時。此外，醫院於每年12月均會進行「碳審計」，分析日常院務運作的碳排放對大氣層溫室效應的影響，以提供數據進行能源使用分析及作為長遠能源使用策略的藍本。

東華三院馮堯敬醫院

經過多年來一系列的推廣活動，東華三院馮堯敬醫院已經成功建立環保文化。醫院繼續落實各項節能措施及積極參與各項環保活動，如設立收集點妥善回收廢棄燈管、鋁罐、膠樽和廢紙等進行處理，設置環保告示板張貼「環保智慧小常識」等一系列資訊，並舉行一連串環保展覽。為提醒員工節約能源，醫院於各非必要照明及冷氣機的開關掣貼上節省能源告示。醫院又進行「碳審計」，並重新規劃多項環保推廣活動，以節約能源、節省用紙及低碳醫院等3大範疇為重點，制定短、中、長線的環保計劃。年內，醫院亦參加世界自然基金會香港分會舉辦的「地球一小時2018」及環保觸覺舉辦的「無冷氣夜」。

Tung Wah Eastern Hospital

Tung Wah Eastern Hospital joined the “Earth Hour 2018” organised by the World Wide Fund for Nature Hong Kong to support energy conservation and enhance staff members’ environmental awareness. All non-essential lighting and external lights were turned off for an hour without affecting the Hospital’s daily operation. The Hospital also conducts “Carbon Audit” every December to evaluate the greenhouse impact of carbon emissions from its day-to-day operations. The audit results provide a baseline for the Hospital to monitor its energy consumption and serve as a blueprint for developing long-term energy use strategies.

TWGHs Fung Yiu King Hospital

TWGHs Fung Yiu King Hospital had successfully cultivated a green culture through a series of environmental activities in the past few years. The Hospital continued to implement energy conservation initiatives and actively participate in various green programmes, such as setting up collection points for used fluorescent lamps, aluminium cans, plastic bottles and waste paper for recycling. In addition, a notice board for posting information on environmental protection was installed and roving exhibitions were organised. Labels for energy conservation were displayed on the switches of non-essential lightings and air-conditioners to raise awareness of the importance of energy conservation among staff members. In addition, a “Carbon Audit” was conducted, while a number of short-, medium- and long-term green initiatives were also revisited with a focus on saving energy, reducing paper consumption, and building a low-carbon hospital. The Hospital also participated in the “Earth Hour 2018” and the “No Air-con Night” organised by the World Wide Fund for Nature Hong Kong and Green Sense respectively.

● 環保成就及獎項

Green Accomplishments and Awards

東華三院多年來積極推行「綠色機構計劃」，於醫療衛生、教育及社會服務各環節的運作全面推行環境保護政策，是業界的綠色典範，年內更在多個環保範疇榮獲多個獎項，詳情請參閱「獎項及殊榮」一章。

TWGHs has become a green role model for NGOs since the implementation of the “Green Organisation Campaign” in the Group’s medical and health, education and community services, winning a string of awards during the year. Details are set out in the chapter of “Awards and Honours”.

推廣義工服務

Promotion of Voluntary Services

● 加強跨界別合作 推動企業義工

Strengthening Partnerships with Different Sectors and Promoting Corporate Volunteering

東華三院以「凝聚社會資本•服務社群」為宗旨，積極推動各政府部門、工商企業及專業團體參與義工服務。

To capitalise on community resources and serve the greater community, TWGHs actively promote volunteer services in government departments, corporations and professional bodies.

「商界展關懷」標誌 / 「同心展關懷」標誌 (2018/2019)

為感謝合作伙伴的支持，東華三院提名以下企業及專業團體參與並成功獲得香港社會服務聯會頒發的「商界展關懷」標誌 / 「同心展關懷」標誌 (2018/2019)。有關提名名單表列如下 (以英文名稱排序)：

“Caring Company” Logo / “Caring Organisation” Logo (2018/2019)

TWGHs has successfully nominated the following corporations and professional organisations for the “Caring Company” Logo and “Caring Organisation” Logo (2018/2019) of the Hong Kong Council of Social Service, in recognition of their long-term support to TWGHs. A list of nominees is as follows (in alphabetical order) :

- 精進建築有限公司
Aggressive Construction Company Limited
- Agnes b. HK Limited
- 無肉食
Ahimsa Buffet
- 利駿設計規劃有限公司
AL Design & Associates Limited
- 阿仙奴 (香港) 足球學校有限公司
Arsenal Soccer School (Hong Kong) Limited
- 亞洲保險有限公司
Asia Insurance Co., Ltd.
- 聯誼工程有限公司
Associated Engineers, Ltd.
- 中國銀行 (香港)
Bank of China (Hong Kong)
- 百麗國際控股有限公司
Belle International Holdings Limited
- 寶德隆企業服務 (香港) 有限公司
Boardroom Corporate Services (HK) Limited
- 佳能香港有限公司
Canon Hongkong Company Limited
- 佳飛有限公司
Carthy Limited
- 前茂企業
Cemma Enterprise Co. Ltd.
- 祥記馮祥建築有限公司
Cheung Kee Fung Cheung Construction Company Limited
- OK便利店有限公司
Circle K Convenience Stores (HK) Ltd.
- 花旗集團
Citi
- 土木工程拓展署
Civil Engineering and Development Department
- 長江和記實業有限公司
CK Hutchison Holdings Limited
- 香港老爺車會
Classic Car Club of Hong Kong (1989) Limited
- 中華電力有限公司
CLP Power Hong Kong Limited
- 建造業議會
Construction Industry Council
- 基智系統
D P SYSTEMS
- 大華皮革貿易有限公司
Dah Hwa Leather & Trading Company Limited
- 星展銀行 (香港) 有限公司
DBS Bank (Hong Kong) Limited
- 香港直銷協會
Direct Selling Association of Hong Kong Ltd.
- 第一線有限公司
Diyixian.com Limited
- 多威製衣有限公司
Dorway Garments Limited
- 生活易有限公司
Easy Living Limited
- 豐盛服務集團有限公司
FSE Services Group Limited
- 利童 (香港) 服務有限公司
Fung Kids (HK) Fashion Ltd.
- 金門建築有限公司
Gammon Construction Limited
- 結好金融集團有限公司
Get Nice Financial Group Limited
- 結好控股有限公司
Get Nice Holdings Limited
- 高銀金融 (集團) 有限公司
Goldin Financial Holdings Limited
- 高銀地產控股有限公司
Goldin Properties Holdings Limited
- 吉帝斯國際有限公司
Good Plus International Limited
- 恒益物業管理有限公司
(恒基兆業地產集團成員公司)
Hang Yick Properties Management Limited
(A Member of Henderson Land Group)
- 合豐園藝 (綠化) 有限公司
Hap Fung Landscape Company Limited
- 協興建築
Hip Hing Construction
- 香港電訊有限公司
HKT Limited
- 香港總商會
Hong Kong General Chamber of Commerce
- 陽明山莊管理有限公司
Hong Kong Parkview Management Services Limited
- 香港沙田凱悅酒店
Hyatt Regency Hong Kong, Sha Tin
- 入境事務處
Immigration Department
- 國際斯佳美容協會
International CICA Association of Esthetics
- 德昌電機工業製造廠有限公司
Johnson Electric Industrial Manufactory Ltd.
- 健和醫療保健有限公司
Kinwood Healthcare Limited
- 僑樂服務管理有限公司
Kiu Lok Service Management Company Limited
- 萊坊測量師行有限公司
Knight Frank Petty Limited
- 廣華醫院
Kwong Wah Hospital
- 六福金融服務有限公司
Luk Fook Financial Services Limited
- 瑪貝爾鑲飾有限公司
MaBelle Jewellery Company Limited
- 麥文記麵家
Mak Man Kee Noodle Shop
- 非常作有限公司
MAKE UP FOR EVER Academy
- 強制性公積金計劃管理局
Mandatory Provident Fund Schemes Authority
- 萬安美高食品有限公司
Million Gourmet Limited
- 維博心理醫學中心
Mind Pro Psychological Medicine Centre
- 港鐵公司
MTR Corporation
- 南旋集團有限公司
Nameson Group Limited
- 雀巢香港有限公司
Nestle Hong Kong Limited
- 新中國洗衣有限公司
New China Laundry Limited
- 農本方中醫藥診療中心有限公司
Nong's Chinese Medicine Clinic Centre Limited
- 奧的斯電梯 (香港) 有限公司
Otis Elevator Company (H.K.) Limited
- 電訊盈科有限公司
PCCW Limited
- 品誠梅森律師事務所
Pinsent Masons
- 先鋒電子 (香港) 有限公司
Pioneer (HK) Limited
- 中港混凝土有限公司
Redland Concrete Ltd.
- 君蘭酒業 (香港) 有限公司
Royal Orchid Wine (Hong Kong) Company Limited
- 聖安娜餅屋有限公司
Saint Honore Cake Shop Ltd.
- 沙皇實業有限公司
Sanda King Industries Limited
- 新韓銀行
Shinhan Bank
- 信德集團有限公司
Shun Tak Holdings Limited
- 信和集團
Sino Group

- 中石化(香港)有限公司
Sinopec (Hong Kong) Ltd
- 註冊財務策劃師協會
Society of Registered Financial Planners
- 實德金融集團有限公司
Success Finance Group Limited
- 新中物業管理有限公司
Sun Chung Property Management
Company Limited
- 鴻星集團
Super Star Group
- 大昌地產有限公司
Tai Cheung Properties Limited

- 鄧曹劉律師行
Tang Tso & Lau Solicitors
- 香港東電化有限公司
TDK Hongkong Company Limited
- 香港中華煤氣有限公司
The Hong Kong & China Gas Company Limited
- 香港嬰幼兒營養聯會
The Hong Kong Infant and Young Child
Nutrition Association
- 九龍巴士(一九三三)有限公司
The Kowloon Motor Bus Co. (1933) Ltd.
- 東華東院
Tung Wah Eastern Hospital

- 東華三院黃大仙醫院
TWGHs Wong Tai Sin Hospital
- 聯合航空公司
United Airlines
- 惠保(香港)有限公司
Vibro (H.K.) Limited
- 惠保建築有限公司
Vibro Construction Company Limited
- 王氏港建旅遊有限公司
WKK Travel Limited
- 王氏港建集團有限公司
Wong's Kong King Holdings Ltd.
- 艾希妮網絡公關有限公司
X Social Group Limited

2017年度最高服務時數獎

東華三院獲社會福利署頒發「2017年最高服務時數獎」(公眾團體)季軍, 義工登記人數達58,612人, 義工服務總時數超過190萬小時。「香港義工嘉許典禮」於2018年12月2日舉行, 邀得政務司司長暨義工總領袖張建宗大紫荊勳賢GBS太平紳士、勞工及福利局副局長徐英偉太平紳士及社會福利署署長葉文娟太平紳士主禮。

勞工及福利局副局長徐英偉太平紳士(右五)頒發「2017年最高服務時數獎」(公眾團體)季軍予本院。
Mr. TSUI Ying Wai, Caspar, JP (right 5), Under Secretary for Labour and Welfare, presented the 2nd Runner-up of the "Highest Service Hour Award 2017" (Public Organisations) to TWGHs.



The Highest Service Hour Award 2017

TWGHs was the 2nd Runner-up of the "Highest Service Hour Award 2017" (Public Organisations) organised by the Social Welfare Department. TWGHs has a total of 58,612 registered volunteers who served the community for over 1.9 million hours. The "Hong Kong Volunteer Award Presentation Ceremony" was held on 2 December 2018 with the Hon. CHEUNG Kin Chung, Matthew, GBM, GBS, JP, The Chief Secretary for Administration cum Volunteer-in-Chief, Mr. TSUI Ying Wai, Caspar, JP, Under Secretary for Labour and Welfare, and Ms. Carol YIP, JP, Director of Social Welfare, officiating.

東華三院企業伙伴合作嘉許典禮

為促進官、商、民三方面合作, 東華三院於2019年1月30日舉行「企業伙伴合作嘉許典禮」, 邀得勞工及福利局副局長徐英偉太平紳士主禮, 以嘉許與東華三院長期合作的企業伙伴, 表揚他們對社區的持續貢獻。

勞工及福利局副局長徐英偉太平紳士(右七)及王賢誌主席(右八)於「東華三院企業伙伴合作嘉許典禮」與企業伙伴代表合照
Group photo of Mr. TSUI Ying Wai, Caspar, JP (right 7), Under Secretary for Labour and Welfare, and Mr. Vinci WONG (right 8), the Chairman, with representatives of corporate partners at the "TWGHs Corporate Partnership Recognition Ceremony"

TWGHs Corporate Partnership Recognition Ceremony

To promote tripartite partnership of the business, civil and public sectors, the "Corporate Partnership Recognition Ceremony" honouring outstanding corporate partners of TWGHs for their ongoing contributions to the community was held on 30 January 2019, with Mr. TSUI Ying Wai, Caspar, JP, Under Secretary for Labour and Welfare, officiating.



香港義行日2019

由東華三院、和富社會企業及傑出生命計劃合辦的「香港義行日2019」於2019年1月19日舉行, 推廣「區區義事、全城護老」的訊息。典禮邀得社會福利署署長葉文娟太平紳士、安老事務委員會主席林正財醫生BBS太平紳士、社會服務委員會副主任委員韋浩文副主席、和富社會企業會長李宗德博士GBS, OStJ太平紳士, 以及傑出生命計劃創會會長梁美儀小姐主禮。「義行大使」葉文輝先生、王靖喬小姐、黃穎君小姐及邱芷薇小姐亦到場支持活動, 宣揚共融及關愛的訊息。

Hong Kong Givers Day 2019

To promote the message of "Volunteering and Caring for the Elderly", "Hong Kong Givers Day 2019", organised by TWGHs, Wofoo Social Enterprises and The Outstanding Givers, was held on 19 January 2019, with Ms. Carol YIP, JP, Director of Social Welfare, Dr. LAM Ching Choi, BBS, JP, Chairman of the Elderly Commission, Mr. WAI Ho Man, Herman, Vice-Chairman cum Vice-Chairman of the Community Services Committee, Dr. Joseph LEE, GBS, OStJ, JP, President of Wofoo Social Enterprises, and Ms. Gloria LEUNG, Founder and President of The Outstanding Givers, officiating. Ambassadors including Mr. Barry IP, Ms. Silian WONG, Ms. Burmie WONG and Ms. Chelfy YAU also attended the Event to spread the messages of inclusion and care.

嘉賓於「香港義行日2019」上合照
Group photo of guests at
"Hong Kong Givers Day 2019"



東華三院義工隊

為進一步深化員工服務社群的精神，鼓勵他們帶同家屬積極參與義工服務，人力資源委員會於2014年通過設立「員工義工服務獎勵計劃」，並設有4個獎項，分別為「最新『義』人獎」、「最高『義』數獎」、「最『義』家庭參與獎」及「最『義』推薦人獎」，以嘉許優秀的義工。今年，東華三院義工隊除了為本地南亞裔兒童提供義工服務外，更兩次造訪廣東省東莞市寮步鎮，義務為基層兒童舉辦主題學習活動，以及探訪基層家庭及獨居長者。

TWGHs Volunteer Team

To enhance staff members' spirit of care for the society and encourage them and their family members to actively participate in voluntary services, the Human Resources Committee approved the setting-up of the "Staff Voluntary Service Incentive Scheme" in 2014 with 4 award categories, namely, the "First-time Volunteer", "Staff with the Highest Service Hours", "Family with the Highest Service Hours" and "Most Effective Referrer" as a recognition to outstanding volunteers. This year, in addition to local community services to the South Asian children, TWGHs Volunteer Team also visited Liaobu Town, Dongguan City in Guangdong Province twice, and provided a variety of voluntary services, including thematic study programmes to rural youths and home visits to the deprived families and singleton elders.



東華三院義工隊探訪東莞市寮步鎮基層家庭及獨居長者。
TWGHs Volunteer Team visited deprived families and singleton elderly at Liaobu Town in Dongguan City.

東華三院文物館義工團隊

東華三院文物館義工團隊連續第8年獲社會福利署頒發「義務工作嘉許狀(小組)金狀」。義工團隊主要協助文物館把館藏照片、剪報和歷史檔案數碼化，為歷史檔案進行簡單的修復，及為東華義莊文獻進行登記。

Tung Wah Museum Voluntary Work Force

The Voluntary Work Force of Tung Wah Museum won the "Gold Award for Volunteer Service (Group)" from the Social Welfare Department in the 8th consecutive year. The Work Force mainly assisted in digitising photos, news clippings and historical records as well as carrying out simple restoration work for historic documents for the Museum, and performing data entry for Tung Wah Coffin Home.

東華三院文物館義工團隊榮獲「義務工作嘉許狀(小組)金狀」
Volunteer Work Force of Tung Wah Museum won the "Gold Award for Volunteer Service (Group)"



東華三院文物館義工團隊於東華三院何超濤檔案及文物中心內的「東風破數碼工作室」留影
Group photo of the Volunteer Work Force of Tung Wah Museum at "Merry-Go-Round Digital Studio" of TWGHs Maisy Ho Archives and Relics Centre

醫院義工服務

Hospital Voluntary Services

東華醫院 Tung Wah Hospital

暑期義工大學堂 — 學生健康大使訓練及服務計劃2018

東華醫院病人資源中心透過醫院管理局港島西醫院聯網舉辦的「暑期義工大學堂 — 學生健康大使訓練及服務計劃2018」，招募了25位暑期義工，提供了1,125小時的義工服務。學生參加者在提供服務前須先參加訓練工作坊，然後開展醫院及社區義工服務。參加者表示，計劃加深他們對義工服務、醫院服務及運作的認識，並提升他們對健康的關注。今年，本院檔案及歷史文化辦公室代表帶領暑期義工參觀東華醫院大堂，讓他們認識東華三院的歷史及文化。

Summer Volunteer Programme 2018

The Patient Resource Centre of Tung Wah Hospital recruited 25 student summer volunteers through the “Summer Volunteer Programme” organised by Hong Kong West Cluster of the Hospital Authority, and the student volunteers served around 1,125 hours in total. While the participants had to attend training workshops before providing volunteer services in the Hospital and community, they indicated that the Programme had deepened their knowledge on volunteer services, hospital services and operation, and also raised their health awareness. This year, student volunteers visited the Assembly Hall of Tung Wah Hospital under the guidance of the representative from the Records and Heritage Office of the Group and got familiarised with the history and culture of TWGHs.



眾嘉賓與暑期義工在畢業典禮上合照
Group photo of honourable guests and student volunteers at the graduation ceremony

廣華醫院及東華三院黃大仙醫院 Kwong Wah Hospital and TWGHs Wong Tai Sin Hospital

滋補靚湯獻關懷2018

廣華醫院及東華三院黃大仙醫院獲醫院管理局慈善基金計劃贊助，於2018年5月至7月舉辦「滋補靚湯獻關懷2018」，透過5次送湯活動，讓兩院的病人在住院期間品嚐滋補靚湯，感受職員及義工的關愛與支持。此外，東華三院黃大仙醫院更於2018年5月12日舉行「保健養生講座 — 四季湯水」，讓病友、親友及義工掌握選擇四季湯水調養身體的要訣。



Nourishing Soup Contributing Care 2018

With the funding from the Hospital Authority Charitable Foundation, Kwong Wah Hospital and TWGHs Wong Tai Sin Hospital organised the “Nourishing Soup Contributing Care 2018” from May to July 2018. A total of 5 soup delivery activities performed by hospital staff members and volunteers of the 2 Hospitals were held to deliver nourishing hot soup to inpatients, with the aim to show them our concern, love and support. A health care talk on seasonal soup selection and healthy living tips was also conducted at TWGHs Wong Tai Sin Hospital on 12 May 2018 for patients, carers and volunteers.

義工將熱湯送給病人，祝福他們早日康復。
Volunteers delivered nourishing hot soup to inpatients with the blessings of speedy recovery.

東華三院黃大仙醫院 TWGHs Wong Tai Sin Hospital

醫院暑期學生義工訓練及服務計劃2018

東華三院黃大仙醫院陳淨錦病人資源中心於2018年暑假舉辦「醫院暑期學生義工訓練及服務計劃2018」，招募及培訓有興趣參與醫院義務工作的學生義工。學生義工完成一系列的訓練、工

Summer Volunteers Training Programme 2018

TWGHs Wong Tai Sin Hospital Patient Resource Centre organised the “Summer Volunteers Training Programme 2018” during the summer vacation in 2018 to recruit and train up student volunteers who are interested in hospital volunteer services. Upon completion of a series of training, workshops, hospital department visits and sharing, student volunteers were eligible to join various kinds of hospital and community volunteer services, including ward visits and



東華三院黃大仙醫院學生義工參與一系列的義工訓練。
Student volunteers of TWGHs Wong Tai Sin Hospital participated in a series of volunteer training.

作坊、醫院部門參觀及交流後，即可參與多元化的醫院及社區義工服務，包括病房探訪及小組活動、園藝、美術及設計、醫院部門支援及文書工作、問卷調查、社區健康教育及關懷活動。

ward-based group programmes, gardening, handicraft and art work, department support services and clerical services, survey, community health education and care programmes.

東華三院馮堯敬醫院 TWGHs Fung Yiu King Hospital

愛老「耆」遇記 — 長者病友支援計劃2018

東華三院馮堯敬醫院長者健康資源中心與由香港大學及香港中文大學醫科學生組成的義工團「醫心」，於本年再度合辦「愛老『耆』遇記 — 長者病友支援計劃2018」，藉著一連串的活動，為長者病友及照顧者輸入正能量，促進及改善他們的身心靈健康。

「閃耀」長者藝術工作坊

東華三院馮堯敬醫院長者健康資源中心與「藝術在醫院」的義工，於2018年3月至5月舉辦10節「閃耀」長者藝術工作坊，共有50多位參加者出席。工作坊藉著藝術創作活動，鼓勵長者病友及照顧者以繪畫表達感受，抒發情緒。

暑期義工大學堂

東華三院馮堯敬醫院長者健康資源中心透過「暑期義工大學堂」計劃，招募了24位學生義工及義工領袖，並於暑假期間舉辦一連串以「生命部落格」為主題的暑期義工服務，服務總時數超過840小時。暑期義工除了參與探訪及醫院部門的支援服務外，亦會進行意念嶄新的義工服務，當中包括為醫院的長者病友製作「生命故事冊」，以文字和圖像活現他們獨一無二的人生歷程。

Community Partnership and Patient Support Project 2018

The Elderly Health Resource Centre of TWGHs Fung Yiu King Hospital co-organised the “Community Partnership and Patient Support Project 2018” again this year with the “Medical Outreachers Hong Kong” formed by volunteers among medical students of The University of Hong Kong and The Chinese University of Hong Kong. The Project imbued geriatric patients and their carers with positive energy to improve their physical, mental and spiritual well-being.

“Luminance” - Therapeutic Art Workshop for Elderly

The Elderly Health Resource Centre of TWGHs Fung Yiu King Hospital and Volunteers of “Art in Hospital” jointly organised 10 sessions of “Luminance” - Therapeutic Art Workshop for Elderly from March to May 2018 with over 50 participants attended. The Workshop encouraged elderly patients and carers to express their feelings and emotions through drawing.

Summer Volunteer Programme

The Elderly Health Resources Centre of TWGHs Fung Yiu King Hospital recruited 24 student volunteers and leaders through the “Summer Volunteer Programme”. A series of volunteer services was organised under the theme of “Life Blog” during the summer vacation, and over 840 hours of voluntary service were performed in total. On top of visits and support services to hospital departments, student volunteers also provided innovative services, including production of “Life Story Books” for the elderly inpatients to showcase their unique life journey through scripts and graphics.

協助弱勢社群

Social Inclusion for the Underprivileged

● 推動殘疾人士就業

Promoting the Employment of People with Disabilities

東華三院自2009年起制定推動殘疾人士就業的企業政策，鼓勵屬下各服務單位採取適當步驟，盡可能在招聘及採用外判服務時，優先考慮殘疾人士的申請及僱有殘疾人士的供應商。根據2018/2019年度的統計數字，東華三院轄下各服務單位（醫院除外）共聘用了183名殘疾人士，其中174名任職於社會服務單位，9名受聘於學校及其他服務單位，佔整體實職僱員人數2.14%。在可行的情況下，東華三院行政總部及轄下服務單位均致力把日常外判服務，例如訂購餐飲服務、蔬果及其他食物、製作紀念品和宣傳橫額、印刷和清潔服務等，交由僱有殘疾人士的企業承辦。

TWGHs has made it the Group's corporate policy to employ people with disabilities since 2009. All service units are encouraged to promote the employment of people with disabilities by implementing reasonable procedures to give higher consideration to their applications in the recruitment process, and engaging outsourcing operators which directly employ people with disabilities. A total of 183 disabled persons were employed by TWGHs (except hospitals) in 2018/2019, of which 174 served in community service centres and 9 worked for schools and other service centres. People with disabilities accounted for 2.14% of the Group's total number of substantive posts. For daily outsourced operations such as procuring catering services, ordering fruits, vegetables and other food supplies, producing souvenirs and promotion banners, printing and cleaning services, TWGHs Administration Headquarters and its service units strive to outsource, whenever practicable, to business operators that provide open employment for people with disabilities.

關愛社區

Caring for the Community

● 支持「母乳育嬰齊和應」和「器官捐贈推廣」運動 Supporting “Say Yes to Breastfeeding” and “Organ Donation Promotion” Campaigns

東華三院一直致力推行家庭友善措施，自2015年起除參與由聯合國兒童基金會香港委員會主辦的「母乳育嬰齊和應」運動及實施有利母乳餵哺政策外，本院今年繼續響應由衛生署、醫院管理局、愛嬰醫院香港協會和聯合國兒童基金會香港委員會合辦的「國際母乳哺育周2018」慶祝活動，與各支持機構攜手宣揚「母乳餵哺——生命的根基」的訊息，呼籲公眾支持母乳哺育。人力資源處更透過「東華·家」臉書專頁向員工宣傳相關訊息，推廣本院支持母乳餵哺。

此外，東華三院亦於2016年參加由食物及衛生局、衛生署、醫院管理局及器官捐贈推廣委員會合辦的「器官捐贈推廣運動」，並簽署推廣約章，成為其中一家支持機構。今年，大會更頒發嘉許狀予東華三院，以表揚本院在推廣器官捐贈上的卓越表現。本院期望透過不同的推廣活動，呼籲大眾及員工積極響應這個富有意義的計劃，為一眾病患者及其家人重燃希望。

Committed to promoting family-friendly policies, TWGHs signed up as one of the supporting organisations for the “Say Yes to Breastfeeding” Campaign organised by the Hong Kong Committee for UNICEF in 2015. This year, the Group furthered its support and inculcated a more positive attitude towards breastfeeding in Hong Kong by participating in the “World Breastfeeding Week 2018” Celebration Event co-organised by the Department of Health, the Hospital Authority, Baby Friendly Hospital Initiative Hong Kong Association and the Hong Kong Committee for UNICEF to spread the message of “BREASTFEEDING - Foundation of Life”. In addition, the Human Resources Branch placed promotional posts on the staff Facebook page “Tung Wah +” to promote the Group’s support on breastfeeding.

In response to the “Organ Donation Promotion Campaign” co-organised by the Food and Health Bureau, the Department of Health, the Hospital Authority and the Committee on Promotion of Organ Donation, TWGHs signed the Organ Donation Promotion Charter in 2016 to become one of the supporting organisations. This year, the Organiser presented a commendation certificate to TWGHs in recognition of its outstanding performance in promoting organ donation. Through various promotion initiatives, it is anticipated that active responses from the public and staff members of the Group to this meaningful campaign can light up hopes for patients and their family members.



本院響應「器官捐贈日2018」(左)及「國際母乳哺育周2018」慶祝活動。
TWGHs supported the celebration events of the “Organ Donation Day 2018” (left) and “World Breastfeeding Week 2018”.

為社會培育人才

Nurturing Talent for the Community

東華三院一向重視透過人才培育推動社會的可持續發展，更積極承擔社會企業責任，為多間大專院校的學生提供與其學科相關的職場實習機會，並由東華三院的職場主管從旁給予指導。本院於2018/2019年度提供合共6,032個學生實習名額，分佈於檔案及歷史文化辦公室、醫務科中醫部、中醫醫療服務單位、中學、小學、幼稚園、特殊學校、教育心理服務中心、長者日間護理中心、長者地區中心、安老院舍、護理安老院、護養安老院、長者社區支援服務中心、護養

TWGHs has been committed to sustainable development through the training and nurturing of talent, and has demonstrated its corporate social responsibilities by providing students of tertiary institutions with on-the-job training opportunities in related disciplines under the guidance of the on-site supervisors from TWGHs. In year 2018/2019, a total of 6,032 students were offered job placements in the Records and Heritage Office, Chinese Medicine Section of the Medical Division, Chinese medicine services centres, secondary schools, primary schools, kindergartens, special schools, educational psychology service centre, day care centre for the elderly, district elderly community centres, homes for the elderly, care and attention homes, residential care home for the

● 提供職場實習機會 Providing Practicum Places

院、社區復康中心、幼兒園、問題賭博輔導服務、戒煙輔導服務、專門輔導服務、綜合服務中心、工場暨宿舍、綜合職業復康服務中心暨宿舍、日間活動中心暨宿舍、視障人士護理安老院、嚴重殘疾人士護理院、社區精神健康服務及社會企業。

elderly, community support centre for the elderly, nursing home, community rehabilitation centre, nursery schools, counselling and treatment services for problem and pathological gamblers, smoking cessation counselling services, specialised counselling services, integrated services centre, sheltered workshop cum hostel, integrated vocational rehabilitation centre cum hostel, day activity centres cum hostels, care and attention homes for the aged blind, care and attention homes for severely disabled persons, integrated community centre for mental wellness as well as social enterprises.

● 東華三院辦公室實習生協作計劃 TWGHs Office Intern Support Scheme

本院自2014/2015年起持續支持東華學院的學生實習計劃，並每年制定協作計劃，為該學院有志於非政府機構工作的學生，提供配備師友指導的實習機會。在東華三院辦公室實習生協作計劃2018中，本院共聘任16名東華學院的學生為辦公室實習生，分別於8個科/處/辦公室工作，實習期由2018年6月至8月。每位完成實習計劃的學生均獲頒發證書，以示鼓勵。參與的學生感謝職場主管為他們提供多方面的工作機會，視他們為團隊成員，讓他們深入認識東華三院，並提升人際溝通技巧、分析及解難能力。

Since 2014/2015, TWGHs has been rendering support to the student internship programme of Tung Wah College (TWC). Each year, TWGHs devises a partnership programme in providing employment opportunities with mentorship scheme for TWC students who are interested in developing their career in non-governmental organisations. Under the TWGHs Office Intern Support Scheme 2018, TWGHs employed a total of 16 TWC students as office interns under 8 Divisions/Branches/Office from June to August 2018. Upon completion of the internship, students were awarded certificates for their accomplishment. The participating students showed their great appreciation to their on-site supervisors for providing a variety of job exposures and recognising them as team members. The internship enhanced students' understanding of TWGHs as well as their interpersonal, analytical and problem solving skills.

● 市場學大專生實習計劃 Marketing Internship Programme

本院自2010年起參與香港浸會大學市場學系的大專生實習計劃，為該學系的學生提供不同的實習機會。本院十分重視這個平台，藉此積極與年輕新一代分享東華三院的服務精神，並為社會培育人才。本院於2017/2018學年編配9名來自香港浸會大學的實習生到醫務科、教育科、社會服務科、籌務科及人力資源處實習，為期2至3個月，每位完成實習的學生均獲本院頒發獎狀以示表揚。為鼓勵實習學生，本院由2016/2017學年起，給予每位完成實習計劃，並於本院工作不少於120小時的實習學生實習津貼。

Since 2010, TWGHs has participated in the Internship Programme organised by the Department of Marketing of The Hong Kong Baptist University. TWGHs valued the programme as a platform for sharing its corporate spirit with the younger generation and nurturing the talent for community. For the academic year 2017/2018, 9 students from The Hong Kong Baptist University were allocated and posted to the Medical Division, the Education Division, the Community Services Division, the Fund-raising Division and the Human Resources Branch for an internship of 2 to 3 months. Upon completion of the internship, each student was awarded a certificate for his/her accomplishment. As an encouragement to these student interns, an internship allowance was provided starting from the academic year 2016/2017, to each student who had completed the above internship programme by fulfilling no less than 120 working hours at TWGHs.

● 青年護理服務啟航計劃 Navigation Scheme for Young Persons in Care Services

自2016/2017年至今，東華三院已連續第3年推行「青年護理服務啟航計劃」，為有志投身社福界護理工作的年輕人提供就業及培訓機會。本院於2018/2019年透過計劃聘用了20名員工，並派駐屬下安老及復康服務單位工作，為期24個月，期間須兼讀指定課程，而本院亦提供師友輔導和就業指導。部份於2018/2019年完成計劃的首批學員更獲本院延續聘任，讓他們在護理專業界作長遠的事業發展。

Since 2016/2017, TWGHs has been implementing the Navigation Scheme for Young Persons in Care Services for 3 consecutive years. The Scheme aims to provide job opportunities and training for young people aspiring to undertake health care related work in the welfare sector. For the year of 2018/2019, TWGHs employed a total of 20 staff members under the Scheme, deploying them to elderly and rehabilitation services centres for an employment period of 24 months. Apart from taking a designated part-time course, the staff members concerned were also offered mentorship and guidance from supervisors. Some of the staff members from the first batch of the Scheme who completed the training in 2018/2019, have their employment contracts extended by TWGHs, allowing them to continue their long-term career development in the health care profession.