



員工關係及發展

Employee Relations and Development



人力資源管理策略

Strategies of Human Resources Management

培養關愛的機構文化

東華三院的人力資源管理策略以員工為本，致力培養關顧員工及其家庭的機構文化。作為一間廣受大眾認同的慈善機構，東華三院所得的非凡成就及卓越聲譽，實為員工團結一致和努力不懈的成果。本院竭力滿足員工的個別發展需求，以關愛將員工與機構緊緊相連。在董事局及高級管理層的參與及關懷下，員工將這份關愛推而廣之，造福服務受眾。

東華三院致力為員工帶來「家」的感覺，營造愉快的工作環境，全年舉辦各類型的員工訓練及福利活動，例如員工聖誕聯歡會、主題樂園兩天遊、興趣班、員工周年聯歡晚會及行政人員聚餐等，以增強員工對機構的歸屬感和熱誠，並推動跨部門的合作與共融。

營造良好的溝通環境

為鼓勵員工向管理層積極表達意見和促進相互交流，東華三院設有一套完善的員工諮詢機制，包括員工諮詢委員會、員工福利委員會及員工退休計劃管理委員會，務求優化各項內部措施。除諮詢機制外，員工亦可透過意見收集箱及其他正式或非正式的分享會表達意見，並在他們所屬的專業領域上提出寶貴建議。

社交媒體的發展瞬息萬變，本院積極開拓及善用多元化的溝通渠道，透過不同的社交平台發放

Nurturing a Caring Corporate Culture

TWGHs adopts a staff-oriented strategy in human resources management and is committed to nurturing a caring and loving corporate culture which cares for its employees and their families. As a well-recognised charitable organisation in Hong Kong, the Group owes its success and reputation to the solidarity and endeavour of the staff members. TWGHs strives to be more agile and adept in addressing individual staff development needs and engaging them to work with passion and feel a profound connection to the organisation. With the care and involvement of the Board and senior management, staff members will spread the love to the public and embrace the needy.

TWGHs strives to create a sense of being “home” and a happy work environment for its staff members. A wide variety of staff training and welfare activities were organised throughout the year, such as Staff Christmas Party, 2-day theme park tour, interest classes, Staff Annual Dinner, Executive Lunch-and-Learn Gatherings, etc. to strengthen their sense of belonging and enthusiasm, and to promote cross-departmental collaboration and integration.

Providing an Enabling Environment for Communication

In order to encourage staff members to express their opinions and maintain an interactive bonding with the management, TWGHs has developed a well-established staff consultative mechanism, including the Staff Consultative Committee, the Staff Welfare Committee and the Staff Retirement Schemes Management Committee, to improve internal policies. Apart from these Committees, staff members can express their views and voice their concerns in their field of expertise through opinion boxes and other formal or casual sharing sessions.

With the rapid development of social media, TWGHs has proactively explored and applied diversified communication channels to disseminate the updated

東華三院的最新資訊，包括設立「東華·家」員工臉書專頁，與同事分享最新的員工關係及福利活動、節慶祝賀、生活小貼士及員工活動相片和花絮等資訊。另外，亦設立「東華·家」YouTube頻道，分享人力資源最新動態的短片，以增加凝聚力。

以加強員工的凝聚力為目標，東華三院自2011年起定期發布員工電子通訊《東華·家》，讓員工回顧活動的精彩時刻和掌握人力資源資訊，內容涵蓋機構成就、人事動向、培訓及發展計劃、員工關係及福利活動。

本院今年亦藉著「員工敬業度意見調查」，收集員工對敬業度、家庭友善工作環境、人事管理、員工關係及福利活動或計劃的意見，以便制訂適切的員工福利及服務。本院因應員工編制增長，於本年度再次檢討及修訂長期服務旅遊評選獎勵計劃，資助更多得獎員工與親友同遊；連同一系列的長期服務獎、榮譽退休獎及員工榮休旅遊獎，合共頒發超過1,950個獎項，以表揚長期服務及工作表現良好的員工。



「東華·家」員工面書專頁
Staff Facebook Page "Tung Wah +"



員工敬業度意見調查
Staff Survey on Employee Engagement

information of TWGHs, including social media platforms. For instance, the Staff Facebook Page "Tung Wah +" was set up to share latest intelligence on staff relations and welfare activities, festival greetings, useful life tips and recap of staff activities. In addition, the "Tung Wah +" YouTube Channel was also created to share TWGHs' latest human resources related videos in order to enhance the bonding amongst staff members.

With an aim at enhancing staff engagement, a staff e-Newsletter titled *Tung Wah +* has been disseminated to staff members on a regular basis since 2011 so as to share activity highlights and keep them posted on the latest human resources information such as corporate achievements, personnel issues, training and development programmes, staff relations and welfare activities.

A "Staff Survey on Employee Engagement" was conducted this year to gauge the staff's views on employee engagement, family friendly working environment, human resources management and capture their feedback on staff relations and welfare activities or schemes, so that the management can develop appropriate benefits and services based on the findings. In consideration of the increase in staff establishment, the Long Service Travel Panel Award Scheme was reviewed this year again to sponsor more staff members to travel with family members or friends. Together with a series of Long Service Awards, Retirement Awards and Travel Award for Staff on Retirement, over 1,950 awards were granted in appreciation of the loyalty and commendable service of a group of outstanding staff at TWGHs.



王賢誌主席（前排左四）於行政人員下午茶聚活動中，與百多名行政人員分享其工作及生活點滴。
Mr. Vinci WONG (front row, left 4), the Chairman, shared his work and daily life with over 100 executives of the Group at the Executive Tea Gathering.

員工培訓及發展計劃 Staff Training and Development Plans

員工心繫東華三院，以成為其中一份子而深感自豪，在工作中找到熱誠和意義，自能成為關愛文化的倡導者，與機構同步成長，向著共同目標邁進。作為關愛僱主，東華三院致力成為員工的第二個家，照顧員工在不同人生階段的需要。同時，本院以東華精神鼓勵員工推己及人，對待服務受眾猶如至親，提供優質貼心服務。

To create strong bonding and instil a sense of pride into each TWGHs staff member, helping them to discover the meaning and passion at work will transform their mindset into one that advocates the caring culture and thus shares the same goal with TWGHs. TWGHs is a caring and loving employer that acts as the second home, and takes care of employees' unique development needs in their different stages of life. Staff members are nurtured with Tung Wah Spirit, which encourages them to provide quality service by treating service users like their next of kin – effectively putting themselves into others' shoes.

「凝聚·東華·新力量」

東華三院致力實踐為新一代提供機會及發展潛能的承諾，繼去年推出了「凝聚·東華·新力量」系列的首部曲—「衝出·新夢想」後，今年再推出「資訊科技篇」，由兩名來自資訊科技處的「80後」員工分享他們於東華三院工作的體會，並感謝本院給予他們一個發展事業的平台。

承先啟後 繼往開來

為鞏固東華精神，人力資源處的員工訓練組於2019年1月7日舉辦參觀東華義莊活動，由檔案及歷史文化辦公室代表帶領導賞，讓員工了解香港歷史與東華三院歷史的聯繫，從而推廣企業文化及增加員工對工作的投入感和使命感。



透過參觀東華義莊，讓員工對東華精神有更深入的了解。

A cultural visit to Tung Wah Coffin Home was organised to deepen staff members' understanding of the Tung Wah Spirit.

創造跨部門團隊協作體驗

東華三院不僅致力推動員工在個人服務崗位上盡展所長，精益求精，同時亦盡心盡力提升他們的人際及溝通技巧。年內，人力資源處的員工訓練組為文職人員、秘書及前線員工舉辦了一個團隊訓練工作坊，透過圓圈繪畫及地壺比賽，讓員工領略尊重和互信對團隊合作的重要性。同時，為強化行政人員及主管級員工的演說技巧，員工訓練組邀請了資深傳媒顧問李燦榮先生於2018年8月6日，為30位來自行政總部的行政人員、校長及服務單位主管舉行研討會，分享更有效傳遞訊息的演說要訣。

本院不斷因應機遇和挑戰而改進，以便在競爭激烈的營商環境下保持競爭力，各科／處／辦公室亦經常攜手協作制定培訓需求，檢討員工培訓及發展政策，以邁向成為一個利於團隊學習和跨部門協作的學習型機構。東華三院全年舉行多項多元化的課程及活動，以發展員工的專業和管理能力、強化員工的服務技巧，提升個人及團隊的工作效益、促進員工的心理健康和在工作生活平衡，以及提高員工的環保意識。

YouTh PoWer

To show TWGHs' commitment to providing the new generation with opportunities and nurturing young talents, following the first video under *YouTh PoWer* series – "Paddle for Dream" launched last year, a new video featuring 2 "Post-80s" staff members from the Information Technology Branch was launched this year, in which they shared their unique work experiences at TWGHs and expressed their gratitude to the Group for giving them a platform for career development.

Inheriting the Past and Creating the Future

In a bid to reinforce Tung Wah Spirit among the staff members, a visit to Tung Wah Coffin Home was organised on 7 January 2019 by the Staff Training Unit of the Human Resources Branch with guided tour led by representative of the Records and Heritage Office. The Visit enhanced the staff members' understanding of the connections between the history of TWGHs and that of Hong Kong, which in turn promoted the corporate culture and strengthened their sense of engagement and ownership towards the Group.



Creating Cross-departmental Teambuilding Experience

TWGHs is dedicated to nurturing staff members to excel, not only at work, but also in interpersonal and communication skills. During the year, the Staff Training Unit of the Human Resources Branch organised a team building training workshop for clerical, secretarial and frontline staff. Through circle painting and curling competition, the participants realised the importance of respect and trust for building a cooperative team. To uplift the ability of our executives and supervisory staff in delivering clear messages, a public speaking workshop facilitated by veteran media consultant Mr. LI Chan Wing was conducted on 6 August 2018 for 30 executives of the Administration Headquarters, principals and supervisors of service centres to share the key to delivering messages in a clear and effective way.

The Group continuously transforms itself in anticipation of opportunities and challenges to remain competitive in the business environment. Divisions/Branches/Office have made concerted efforts to identify staff training needs and review staff training and development policies, to become a learning organisation that facilitates team learning and cross-departmental synergy. Throughout the year, various training programmes have been organised for staff members to develop their professional and managerial competencies, strengthen service skills, enhance personal and team effectiveness, improve their psychological wellness and work-life balance, as well as enhance their awareness of the importance of environmental protection.





文職人員、秘書及前線員工透過圓圈繪畫及地壺活動進行團隊訓練，領略尊重和互信對建立團隊合作的重要性。
Through circle painting and curling activities in the team-building workshop, clerical, secretarial and frontline staff realised the importance of respect and trust for building a cooperative team.



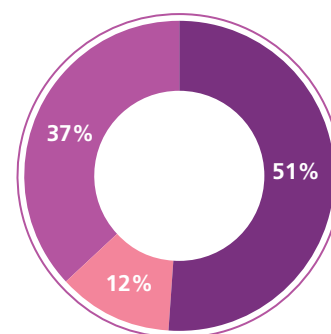
資深傳媒顧問李燦榮先生（前排左五）於「演說技巧工作坊」，與行政人員及主管級員工分享有效地傳遞訊息的要訣。
A workshop on Public Speaking facilitated by veteran media consultant Mr. Li Chan Wing (front row, left 5) was conducted for executives and supervisory staff to share the key to delivering messages in a clear and effective way.

非醫院員工學習及發展機會

Learning and Development Opportunities for Non-hospital Staff

管理／專業人員培訓 Managerial / professional level training	10,870
適用於各職級人員培訓 Suitable for all levels training	7,788
一般／前線人員培訓 General / frontline level training	2,580

出席人次 Staff Attendance 21,238

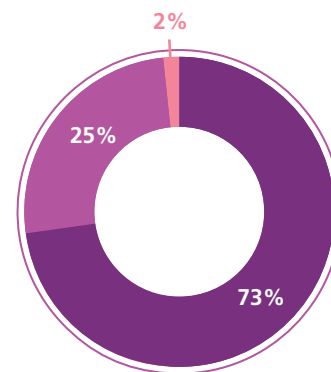


非醫院員工培訓及發展支出

Training and Development Expenditure for Non-hospital Staff

內部培訓 Internal training	\$9,609,900
外部培訓 External training	\$3,334,800
正規課程／專業團體會員考試 Formal courses / membership examination of professional bodies	\$212,500

合共 Total \$13,157,200



於2018/2019年度完成的員工培訓及發展計劃

Staff Training and Development Programmes Completed in 2018/2019

- 非醫院員工培訓及發展項目概要：附錄ER1
Highlights of Non-hospital Staff Training and Development Programmes : Appendix ER1
- 醫院員工發展及研究（由東華三院董事局資助）：附錄ER2
Hospital Staff Development and Research Programmes (Sponsored by the TWGHs Board of Directors) : Appendix ER2
- 教師培訓及發展項目概要：附錄ER3
Highlights of Teaching Staff Training and Development Programmes : Appendix ER3
- 社會服務科員工培訓及發展項目概要：附錄ER4
Highlights of Staff Training and Development Programmes for the Community Services Division : Appendix ER4

建立健康及安全工作間 ● ● ● Building a Healthy and Safe Workplace

東華三院致力改善及提高工作環境的安全管理水平，從而保障寶貴的人力資源。因此，人力資源處提名員工參加由職業安全健康局舉辦的工作坊，提高他們對職業安全及健康的認識，如基本急救知識、《職業安全健康條例》、辦公室僱員職業安全與健康、壓力管理、預防肌肉勞損方法等。針對個別科/處/辦公室在不同崗位上的特定需要，東華三院亦撥款資助各部門舉辦內部培訓活動，務求裝備員工以應付日常工作所需。

優化工傷個案管理

東華三院就處理社會服務單位的工傷個案設立工作小組，以優化工傷個案的管理。工作小組定期舉行會議，檢視工傷個案的進度。另外，本院亦已聘請一家復康管理公司，為受傷員工提供適切及優質的復康服務。

提升及鞏固員工職業安全知識

東華三院為員工裝備急救知識及技巧，以在活動舉行期間或辦公室內一旦遇上意外，可即時提供協助。本院員工訓練組與香港聖約翰救護機構不時合辦急救訓練及急救訓練重溫課程，以提高員工的危機意識和應對技能。

TWGHs treasures its valuable workforce and strives to ensure a safe and healthy work environment for all staff members. Staff members were nominated to attend workshops organised by the Occupational Safety and Health (OSH) Council in order to enhance their awareness on the relevant OSH issues such as first-aid knowledge, *OSH Ordinance*, OSH for office workers, stress management as well as preventive measures of muscle strain. Based on the needs of individual Divisions/Branches/Office, staff training sponsorships were also granted for organising in-house training programmes to equip staff members with relevant knowledge and skills to address issues that might arise in daily operation.

Enhancing Work Injury Management

TWGHs has set up a task force on work injury management for community service centres to enhance the management of work injury cases. The task force convened regular meetings to review the progress of work injury cases. Meanwhile, a rehabilitation management company has been appointed to provide proper and quality rehabilitation services for the injured staff members.

Enhancing Work Safety Knowledge

TWGHs offered first-aid training to equip staff members with knowledge and skills to cope with accidents in office or during events. On a regular basis, the Staff Training Unit jointly organised in-house first-aid training course and refresher course with the Hong Kong St. John Ambulance to strengthen staff members' emergency awareness and coping skills.



理論與實踐並重的急救培訓課程。
First-aid training course combined theory with practice.

關懷員工 ● ● ● Caring about Employees

東華三院深信充滿活力及敬業樂業的員工可全心全意投入工作，並能從中體會服務社會的意義。在「以員工為本」的原則下，本院致力培養關愛的機構文化及推廣生活與工作平衡。管理層抱著營造愉快工作間的理念，提升員工的快樂指數和歸屬感，不但有助提高機構的生產力，亦有助機構實踐社會責任。為此，東華三院竭力發展成為員工的第二個家，令員工樂意長期服務。

TWGHs believes that an energetic and engaged workforce will devote themselves to and take pleasure in the meaningful mission of serving the community. The Group has taken the "staff-oriented" approach and aspires to cultivate a caring corporate culture as well as promote work-life balance in the workplace. The management is committed to maintaining a pleasant working environment that creates happiness and a sense of belonging, thus enhancing the organisation's productivity and exemplifying its commitment to the corporate social responsibility. To this end, TWGHs endeavours to grow into a second home where employees are willing to serve with ceaseless dedication.

與東華三院共建快樂大家庭

東華三院積極建設「開心工作間」，致力向員工推廣生活與工作平衡的重要性。本院今年繼續響應社商賢匯，於2018年10月舉辦「生活與工作平衡月」，以「擁抱生活·樂在東華」為主題，內容包括舉辦「午後揀揀Zone按摩」工作坊、派發「東華·家」旅行充氣頸枕、發放健康生活小貼士、鼓勵同事準時下班及舉行便服月。此外，本院亦安排

Building a Happy Family with TWGHs

Committed to creating a "happy workplace" and promoting the importance of work-life balance to our staff members, TWGHs continued to support the Community Business in organising a "Work-life Balance Month" throughout October 2018. Our theme this year, "Embrace your Life, Rejoice in Tung Wah", advocated a balance of work and life. The series of initiatives included "Neck and Shoulder Massage Workshops", distribution of "Tung Wah +" travel neck pillows, dissemination of e-tips on healthy lifestyle, the "Lights off on Time" campaign and a casual wear month. A number of work-life balance workshops on ceramics,

十多場工作坊，包括「陶冶性情」陶藝工作坊、「照亮心靈」霓虹燈工作坊及「靜心・紓壓」禪繞繪畫工作坊，員工反應熱烈。另外，本年度的「員工同樂雪糕大放送」於東華三院行政總部及東華三院船灣安老綜合服務中心舉行，由王賢誌主席、人力資源委員會主任委員文穎怡副主席及高級職員親自為同事烤製棉花糖雪糕及分發不同種類的小食，在炎夏中與眾同樂。



王賢誌主席（右七）、人力資源委員會主任委員文穎怡副主席（右六）以及一眾高級職員在行政總部參與「雪糕日」活動。

Mr. Vinci WONG (right 7), the Chairman, Ms. Ginny MAN (right 6), Vice-Chairman cum Chairman of the Human Resources Committee, participated in the "Ice-cream Day" event with senior staff at the Administration Headquarters.

員工是東華三院的重要資產，因此本院推出多項計劃保障他們的身心健康，包括免費流感疫苗注射計劃，以減少員工感染流感及降低流感傳播的機會。此外，本院連續第6年委託富達盟信顧問有限公司提供名為「精明人生促進計劃」的員工支援服務，提供包括面談、24小時個人諮詢及輔導服務熱線，以及工作生活平衡指導服務等，由資深社工、輔導員和臨床心理學家為非醫院員工提供情緒支援。東華三院又透過關懷咭，為住院員工送上慰問和祝福，並以電郵定期向員工發放生活與工作平衡資訊，以及面對人生轉變和突發事件的小貼士，陪伴員工走過人生的不同階段，提升他們的抗逆力。作為家庭友善僱主，東華三院積極響應衛生署的「母乳餵哺政策」及加入聯合國兒童基金會的「母乳育嬰齊和應」運動，並修訂機構內部有利母乳餵哺的措施，為正在餵哺母乳的員工提供一個合適及友善的環境，藉以表達對在職媽媽的關懷，支持她們於產後返回工作崗位後繼續授乳。

員工福利 ● ● ● Staff Welfare and Benefits

東華三院關心員工的生活，致力優化5個範疇的員工福利，包括醫療與牙科服務、服務獎勵、福利津貼與貸款、購物優惠及文娛康樂活動。

鼓勵團隊運動 促進健康人生

為鼓勵員工積極參與本院舉辦的球賽和其他公開隊際賽事，本年度繼續舉辦多種球類比賽及「員工自行參與隊際運動比賽資助計劃」，讓同事從中建立團隊精神，鍛鍊強健體魄。

neon lights making and Zentangle were organised with overwhelming feedback. The "Ice-cream Day" was held at TWGHs Administration Headquarters and TWGHs Shuen Wan Complex for the Elderly this year. Mr. Vinci WONG, the Chairman, Ms. Ginny MAN, Vice-Chairman cum Chairman of the Human Resources Committee, and the senior staff served grilled marshmallow ice-cream and distributed various snacks to staff members, allowing them to enjoy refreshing desserts together in the hot summer.



東華三院生活與工作平衡月2018董事局宣傳短片
Promotional video featuring Board of Directors for the Work-Life Balance Month 2018

Staff members are valuable assets and various programmes were launched to take good care of their physical and mental well-being, including an Influenza Vaccination Programme to protect staff members from seasonal influenza and reduce the risk of workplace influenza transmission. Four Dimensions Consulting Limited was commissioned to organise "The Love Life, Live Smart" employee assistance programme for the 6th consecutive year. The Programme provided emotional support for all non-hospital staff members including professional face-to-face counselling sessions, a round-the-clock telephone hotline service and Work-Life Balance coaching service by experienced social workers, counsellors as well as clinical psychologists. Caring cards were sent to hospitalised staff members to express the Group's sympathy and blessings, while e-tips on work-life balance, advices on life events and self-care measures during emergencies and traumatic incidents were regularly disseminated to staff members to help them ride out the storms of life. As a family-friendly employer, TWGHs proactively applies the "Breastfeeding Policy" published by the Department of Health and joins "Say Yes to Breastfeeding" Campaign organised by UNICEF. To show our care and support to our breastfeeding staff members, measures have been updated to provide a better breastfeeding-friendly workplace, so that the staff members can continue breastfeeding their babies after returning to work.

TWGHs cares about its staff members and strives to optimise their fringe benefits in 5 major areas, including medical and dental benefits, service awards, grants and loans, preferential discounts as well as social and recreational activities.

Promoting Healthy Lifestyle and Team Spirit

TWGHs continued to launch a series of sports tournaments as well as the "Sponsorship for Self-arranged Sports Programme" this year to encourage staff members to actively participate in sports activities organised by the Group as well as external team events. The wide variety of sports activities aims to build team spirit and strengthen staff members' physical fitness.

鼓勵員工與家人共享愉快時光

為鼓勵員工在工餘時間與家人享受天倫之樂及紓緩工作壓力，本年度繼續舉辦兩天遊活動，讓員工與親友暢遊不同的主題樂園及景點，享受親子時光，同時達到生活與工作平衡。

搜羅多元化優惠 讓員工盡享生活樂趣

東華三院為員工搜羅不同折扣優惠，讓員工可於本院及外間商號享有多元化折扣，優惠種類涵蓋保健醫療、餐飲禮遇、旅遊消閒、時尚生活、電器科技及理財保險。員工可透過通告和優惠快訊掌握最新情報。

與東華三院共創愉快難忘經歷

東華三院是一個充滿活力與動感的機構，為帶領員工走進生活與工作平衡的健康模式，本院全年舉辦多項不同類型的文娛康樂活動，例如體育競賽、聚餐、聯歡會、消閒活動、興趣班等。

由董事局成員、員工及親友、學生、院友及會員組成的東華三院馬拉松隊，一起參與在2019年2月17日舉行的「渣打香港馬拉松2019」賽事，充份展現東華三院的堅持與毅力。而東華三院龍舟隊則於沙田龍舟競賽及長洲全港龍舟邀請大賽等賽事勇奪3項亞軍、2項季軍、3項殿軍及3項優異獎的殊榮。東華三院員工足球隊今年參加了「工商機構運動會2018 — 11人足球比賽」及由中國銀行（香港）及香港中國企業協會青年委員會合辦的「中銀香港盃中企青委第二屆足球賽」，並與香港海洋公園及香港迪士尼樂園進行友誼賽，透過切磋球技擴闊社交圈子，彰顯團隊精神。

Encouraging Quality Time with Family Members

TWGHs continued to organise 2-day tours to different local theme parks and scenic spots so as to encourage staff members to spend quality time with family and relieve work stress in spare time through sightseeing with family members, treasuring the precious moments with parents and children, and achieving work-life balance.

Exploring a Wide Variety of Preferential Discounts for Staff Members' Diverse Needs

TWGHs actively explores opportunities for diversified preferential staff discounts. Staff members can enjoy various offers provided by TWGHs as well as external department stores and companies, covering healthcare and medical products, dining, travelling and leisure activities, fashion and lifestyle, electronic technology, as well as financial and insurance services. Staff members are regularly kept informed of updates on preferential discounts via circulars and newsletters.

Creating Joyful and Memorable Experiences with TWGHs

As a vibrant and energetic organisation, TWGHs endeavours to help staff members maintain a healthy work-life balance by organising various social and recreational activities such as sports competitions, social gatherings, parties, leisure activities as well as interest classes.

The TWGHs Marathon Team composed of Board Members, staff members with their families and friends, students as well as members from service centres, took part in the "Standard Chartered Hong Kong Marathon 2019" held on 17 February 2019, fully demonstrating the Group's team spirit and perseverance. The TWGHs Dragon Boat Team also won 3 first runner-ups, 2 second runner-ups, 3 third runner-ups and 3 merits in various competitions including the Sha Tin Dragon Boat Race and Hong Kong Dragon Boat Race at Cheung Chau. This year, the TWGHs Staff Football Team gained invaluable experiences by participating in the "11-a-side Soccer Competition of Corporate Games 2018" and the 2nd "11-a-side Soccer Competition" co-organised by the Bank of China (Hong Kong) and the Youth Committee of the Hong Kong Chinese Enterprises Association as well as various friendly matches with Ocean Park Hong Kong and Hong Kong Disneyland Resort to broaden the team members' social network and build up team spirit through the matches.



董事局成員為員工小型足球比賽參加者打氣。
Board Members supported the participants of the Staff Mini-football Tournament.



東華三院龍舟隊在本年度勇奪11項大獎。
TWGHs Dragon Boat Team won 11 awards in the year.



董事局成員、嘉賓及員工一同享受打保齡球的樂趣。
Board Members, guests and staff members enjoyed the fun of bowling.



員工於歌唱比賽中一展歌藝。
Staff members showed their talents in the "Staff Singing Competition".

活動 Activity	舉辦日期 Date
員工足球隊比賽與相關活動 Staff Football Team Competitions and Related Activities	4/2018-3/2019
低碳體驗工作坊 Green Tour 2018	19/4/2018
龍舟競賽與相關活動 Dragon Boat Race and Related Activities	5-9/2018
母親節特色咖啡拉花工作坊 Mother's Day Latte Art Class	5 & 27/5/2018
父親節粽子製作工作坊 Father's Day Rice Dumpling Class	2/6/2018
員工保齡球比賽 Staff Bowling Tournament	23/6/2018
感謝日 Thankful Day	26/6/2018
員工共聚天倫下午茶自助聚餐 Staff Tea Buffet Gathering	21/7/2018
員工歌唱比賽 Staff Singing Competition	4/8/2018
員工同樂雪糕大放送 Staff Ice-cream Day	22 & 31/8/2018
員工羽毛球比賽 Staff Badminton Tournament	25/8/2018
生活與工作平衡月 Work-life Balance Month	10/2018
香港迪士尼萬聖節兩天團 Hong Kong Disneyland Halloween 2-day Tour	6-7/10/2018
員工小型足球比賽 Staff Mini-Football Tournament	28/10 & 3/11/2018
員工聯歡自助聚餐 Staff Buffet Gathering	21/11/2018
聖誕聯歡會 Christmas Party	19/12/2018
新春蝴蝶酥工作坊 Chinese New Year Cooking Class	19 & 20/1/2019
元氣日 Cheer Day	24/1/2019
手工藝班 Handcraft Interest Class	16/2/2019
渣打香港馬拉松 2019 Standard Chartered Hong Kong Marathon 2019	17/2/2019
新春康樂遊 Chinese New Year Outing	2/3/2019
員工周年聯歡晚會 Staff Annual Dinner	15/3/2019
員工聯歡聚餐 Staff Cuisine Gathering	22/3/2019

舉辦員工康樂及福利活動：超過30項
Staff recreational and welfare activities organised: Over 30

參與員工及家屬人次：超過20,000人次
Staff member and family attendances: Over 20,000

批核員工福利計劃及津貼申請：約6,800個
Staff welfare schemes and grants applications processed: About 6,800 applications

員工福利費用：約11,032,000元
Provision for staff welfare: About \$11,032,000

個人諮詢及輔導服務用量：約1,000次
Usage of professional personal consultation and counselling services: About 1,000 times

員工福利支出 Staff Welfare Expenses

康樂活動 Recreational Activities	\$5,280,000
服務獎勵 / 福利津貼 Awards / Grants	\$5,010,000
牙科保健 Dental Benefits	\$742,000

