

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、社會及公共服務外，還積極履行企業社會責任，推動環境保護及社會公益發展。在制訂政策及推行服務時，本院亦會充分考慮公眾利益，照顧大眾所需，以達致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, community and traditional services for the general public. The Group undertakes its 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

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、社會及公共服務各方面的運作上全面推行環境政策。東華三院於2009年成為環境及自然保育基金（環保基金）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。

東華三院行政總部是本院的綠色典範，一向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實施ISO 14001:2015環境管理體系，並成功將能源管理體系認證提升至ISO 50001:2018版，以實踐對環境保護的承諾及持續改進。

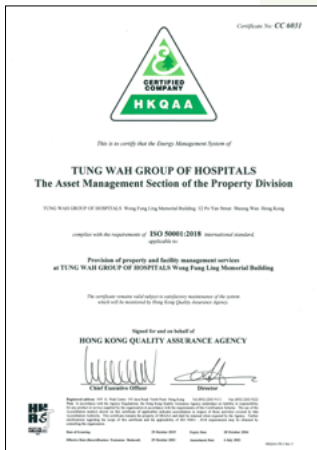
Green Organisation

As a green organisation, TWGHs is committed to fulfilling its social responsibilities and pursuing full implementation of environmental policy in its medical and health, education, community and traditional 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.

The TWGHs 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 Certification" 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 contribution and commitment of environmental protection. In addition, to put into practice the commitment of environmental protection and strive for ongoing improvement in environmental initiatives, the TWGHs Administration Headquarters has been implementing the ISO 14001:2015 environmental management system, and has successfully upgraded the energy management system to ISO 50001:2018 to carry out our commitment to environmental protection and improve our green initiatives on a sustainable basis.

東華三院行政總部獲頒「ISO 50001:2018能源管理體系證書」

"ISO 50001:2018 Energy Management Certificate" awarded to the TWGHs Administration Headquarters



環境管理架構

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，查找改善空間，以及制訂未來的環境目標和指標。此外，各科/辦公室/部均設有一名綠色代表，負責向其部門全體員工宣揚綠色訊息。

環境政策

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、社會和公共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。

環境策略

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。

綠色摘要

採用綠色能源

機電工程署於2019年3月推出為期5年的「採電學社」：學校及非政府福利機構太陽能支援計劃」（「採電學社」）。「採電學社」向合資格學校和非政府福利機構提供資助及相關的一站式服務，協助在其處所安裝小型太陽能光伏系統，並參加電力公司推行的「上網電價」計劃。東華三院作為一家綠色機構，其轄下服務單位積極參與此項計劃，以支持政府的綠色政策。本院共有39個服務單位/社會服務大樓已向機電工程署提交「採電學社」申請，其中22所學校及6幢社會服務大樓已獲批准安裝發電容量約10千瓦的小型太陽能光伏系統。九間學校及2幢社會服務大樓的安裝工程已經完成，並參加了電力公司的「可再生能源上網電價」計劃，而系統亦已成功接駁至電力公司電網。



Environmental Management Structure

An Environmental Steering Committee and an Environmental Working Group have 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 nominated in each Division/Office/Section to disseminate green messages to all staff members.

Environmental Policy

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

- pursuing a holistic environmental protection concept in its medical and health, education, community and traditional 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.

Green Strategies

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.

Green Highlights

Go Green on Energy

The Electrical and Mechanical Services Department (EMSD) launched a 5-year “Solar Harvest – Solar Energy Support Scheme for Schools and Welfare Non-Governmental Organisations (NGOs)” (Solar Harvest) in March 2019. The Solar Harvest will provide subsidy and one-stop service to help eligible schools and welfare NGOs install small-scale solar photovoltaic systems and submit Feed-in Tariff (FIT) applications to power companies. As a green organisation, TWGHs service units have proactively participated in the Scheme in support of the Government’s green policy. A total of 39 TWGHs service units/community service buildings submitted applications for Solar Harvest to EMSD, among which 22 schools and 6 community service buildings were approved for the installation of solar photovoltaic systems with a capacity of around 10 kW each. Site works at 9 schools and 2 community service buildings were completed, after which they joined the power company’s “Renewable Energy FIT Scheme”. The System had also been successfully connected to the power company's grid.

東華三院李東海小學、東華三院賽馬會復康中心及東華三院黃祖棠社會服務大樓均已安裝不同設計的小型太陽能光伏系統。

Small-scale solar photovoltaic systems with different design were installed at TWGHs Leo Tung-hai LEE Primary School, TWGHs Jockey Club Rehabilitation Complex and TWGHs Wong Cho Tong Social Service Building.

節能與環保建築

根據東華三院的碳審計分析數據，主要的溫室氣體排放來源是由購買的能源間接產生，而最有效的減少碳排放方法就是將舊電器更換成節能型。政府推行為期5年（2020/2021至2024/2025年度）的「綠色校園2.0 - 智能慳電」計劃，由機電工程署透過向合資格的中小學校提供資助和一站式服務，協助在其處所進行節能項目。本院合共15間學校參加了「綠色校園2.0」。節能工程包括將現有的冷氣機替換為變頻式冷氣機、將現有照明轉換為發光二極管燈及安裝實時能源監察系統。三間學校的節能工程已經完成。

除了透過硬件來減少碳足跡外，向下一代灌輸綠色建築的概念同樣十分重要，可使環境保護理念得以持續。本院合共有17間學校參加了「賽馬會綠建環評學校計劃」。計劃由商界環保協會聯同建築環保評估協會及香港綠色建築議會舉辦，內容包括更換節能設備、提供綠色教育工作坊和參加綠建環評相關認證。大部分更換工程已經完成。

減少廢物

《2018年廢物處置（都市固體廢物收費）（修訂）條例草案》已於2021年8月26日獲立法會通過。條例草案通過後以18個月的「準備期」為基本安排，讓政府和市民大眾為落實都市固體廢物收費做好準備。環保基金自2015年起，資助非牟利機構及團體在不同類別的處所舉辦社區參與項目，在實際環境下試行廢物收費。自環保基金推出資助計劃以來，本院共有18個服務單位完成都市固體廢物收費試驗項目。

今年，東華三院成功獲得環保基金撥款，於6個服務單位推行都市固體廢物收費試驗項目，包括東華三院黃笏南中學、東華三院張明添中學、東華三院周演森小學、東華三院鄧肇堅小學、東華三院賽馬會松朗安老綜合中心及灣仔洪聖廟。項目於2021年7月展開，預計於2022年6月完成。而6個服務單位於2021年9月至2022年2月進行為期6個月的試驗行動，其中包括使用指定垃圾袋及量度廢物的重量。

本院根據各類服務單位的參與對象，定制試驗項目方案，有效地向參與服務單位推廣都市固體廢物收費、減廢和回收。學校的試驗項目方案着重於互動活動和增強綠色思維。一系列的教育及宣傳活動已經完成，包括講座、環保攤位、環保工作坊及參觀智能回收車。此外，在學校舉辦了各種比賽，包括班際回收比賽、口號比賽和填色比賽。為了提升學生對回收的興趣及改善環境衛生，於測試期租用了智能回收箱，每班派發一張智能卡，並將回收數據上傳到互聯網。在社會服務大樓方面，主要試用不同尺寸的指定垃圾袋，以選擇合適尺寸的指定垃圾袋，為將來實施都市固體廢物收費作準備。在廟宇方面，本院展示了都市固體廢物收費計劃和清潔回收的宣傳資料，向善信及參觀者推廣綠色訊息。

Energy Saving and Green Building

According to the carbon audit of TWGHs, indirect emissions from the generation of purchased energy were the major contributor of greenhouse gas emissions. Retrofitting old electrical appliances with energy saving type appliances is the most effective way to reduce carbon emissions. The Government has launched the “Green Schools 2.0 – Energy Smart” which will last for 5 financial years from 2020/21 to 2024/25. The Electrical and Mechanical Services Department will provide subsidy and one-stop services for primary and secondary schools to implement the energy saving projects in their premises. A total of 15 TWGHs schools joined the Green Schools 2.0. The scope of works included replacement of existing air-conditioners with variable-speed air-conditioners, conversion of existing florescent lighting into LED lighting and installation of real time energy monitoring systems. Site works at 3 schools were completed.

In addition to reducing carbon footprint by means of hardware, it is equally important to instill the concept of green building into the next generation so as to sustain environmental protection mindsets. A total of 17 TWGHs schools participated in the “Jockey Club BEAM Plus in Schools Project” which was organised by Business Environment Council Limited, together with BEAM Society Limited and Hong Kong Green Building Council Limited. Various retrofitting works, green education workshops and BEAM Plus certification would be conducted under the Project. Most of the retrofitting works were completed.

Waste Reduction

The Waste Disposal (Charging for Municipal Solid Waste) (Amendment) Bill 2018 was passed by the Legislative Council on 26 August 2021. After the passage of the Bill, there was a preparatory period of 18 months as a basic arrangement for the Government and members of the public to prepare for the implementation of municipal solid waste (MSW) charging. The ECF set up a funding scheme for non-profit organisations in 2015 to carry out Community Involvement Projects (CIPs) on different types of premises as a pilot scheme of MSW charging and to prepare for implementation of quantity-based MSW charging in Hong Kong. A total of 18 TWGHs service units had completed the Programme since the launch of the funding scheme under ECF.

This year, TWGHs successfully obtained funding from ECF for implementation of the Trial Programme on MSW Charging at 6 service units including TWGHs Wong Fut Nam College, TWGHs Chang Ming Thien College, TWGHs Chow Yin Sum Primary School, TWGHs Tang Shiu Kin Primary School, TWGHs Jockey Club Sunshine Complex for the Elderly and Hung Shing Temple, Wanchai. The Programme was commenced in July 2021 and targeted to be completed in June 2022. A 6-month trial exercise was taken place at 6 service units from September 2021 to February 2022 for using designated garbage bags together with measuring the weight of waste.

In order to promote municipal solid waste charging scheme, waste reduction and recycling to the participating service units effectively, the Programme was tailor-made for each type of service unit in accordance with the target participants. For schools, the Programme was focused on interactive activities and enhancement of green mindset. Talks, green booths, eco-workshops and visit smart recycling vehicle were conducted. Various competitions were organised including interclass recycling competition, slogan competition and colouring competition. In order to make recycling more interesting and improve environmental hygiene, smart recycling bins were used during the trial period; smart card was provided for each class and recycling data was uploaded to the internet. For community service building, different sizes of designated garbage bags were tried so as to select suitable size of designated garbage bags for future implementation of MSW charging. For temple, publicity materials for MSW charging scheme and clean recycling were displayed at the temple to promote green message to worshippers and visitors.



本院於東華三院賽馬會松朗安老綜合中心（左）及灣仔洪聖廟（右）舉辦簡介會，向員工講解都市固體廢物收費計劃及使用指定垃圾袋指引。

Briefing sessions on the municipal solid waste charging scheme and the guideline on using designated garbage bags were delivered to staff members of TWGHs Jockey Club Sunshine Complex for the Elderly (left) and Hung Shing Temple, Wanchai (right).



本院於4間學校舉辦環保講座，向學生講解《香港資源循環藍圖2035》及都市固體廢物收費試驗項目。

Green talks on “Waste Blueprint for Hong Kong 2035” and Municipal Solid Waste Charging Trial Programme were delivered to 4 schools.



本院於4間參與學校設立環保攤位，向學生傳達清潔回收訊息。

Green booths were set up at 4 participating schools to deliver clean recycling message to students.



每間參與學校均設置兩個智能回收箱，並用作班際回收比賽。

Two smart recycling bins were set up at each of the participating schools for interclass recycling competition.





本院邀請社區智能回收車到訪東華三院鄧肇堅小學，推廣智能回收系統，讓學生體驗系統操作。

A Community Smart Recycling Vehicle was invited to station at TWGHs Tang Shiu Kin Primary School to promote Smart Recycling System, and let students experience the system operation.



本院於東華三院黃笏南中學及東華三院張明添中學舉辦環保工作坊，推廣使用天然材料。

Eco-workshops were conducted at TWGHs Wong Fut Nam College and TWGHs Chang Ming Thien College for promotion of using natural materials.



即棄塑膠餐具

政府於2021年10月8日公布《香港氣候行動藍圖2050》，減廢是該藍圖下減碳策略。環境保護署於今年7月發表諮詢文件，建議推行「管制即棄塑膠餐具計劃」，從源頭減少使用即棄塑膠餐具，諮詢文件已轉達予東華三院的員工。此外，可持續發展委員會於2021年9月啟動「管制即棄塑膠」公眾參與，而東華三院同意成為可持續發展委員會管制即棄塑膠公眾參與的支持機構。公眾參與文件亦已發放予東華三院的員工工作推廣。



Disposable Plastic Tableware and Single-use Plastics

The Government announced the "Hong Kong's Climate Action Plan 2050" on 8 October 2021, in which waste reduction was one of the decarbonisation strategies. The Environmental Protection Department launched a consultation paper on the "Scheme on Regulation of Disposable Plastic Tableware" in July 2021, with the aim to reduce the use of disposable plastic tableware at source. A copy of that paper was conveyed to staff members of TWGHs. Meanwhile, the Council of Sustainable Development launched the "Public Engagement on Control of Single-use Plastic" in September 2021. TWGHs agreed to be a supporting organisation of public engagement on the control of single-use plastics. The public engagement document was also disseminated to staff members of TWGHs.

在備茶室入口處張貼「管制即棄塑膠餐具計劃」海報。外賣走塑行動已實施多年。A poster for "Regulation of Disposable Plastic Tableware" is on display at the entrance of the pantry. Plastic-Free Takeaway action has been in place for years.

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80個服務單位已簽署由環境局及機電工程署推行的「節約章2021」，另有約80個服務單位參加由世界自然基金會主辦的「地球一小時2021」。

Greenhouse Gas Reduction

Green Charter

TWGHs actively pursues environmental protection measures to reduce carbon footprint. Over 80 service units signed the "Energy Saving Charter 2021" jointly organised by the Environment Bureau and the Electrical and Mechanical Services Department. Moreover, about 80 service units participated in the "Earth Hour 2021" organised by the World Wide Fund for Nature.

碳審計

自2013/2014年度起，東華三院已於屬下所有服務單位進行年度碳審計，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，服務單位可與不同年份及與相同服務類別單位的碳排放數據相互比較，如每樓面面積單位的碳排放量或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2019/2020年度的每樓面面積淨碳排放量與基準年相比，減少約11%。為使參與單位了解碳審計的評估結果及分享減碳措施，物業科於2021年6月21日舉辦了2019/2020年度碳審計評估網上分享會。而2020/2021年度全院碳審計已於2021年6月展開，並於2021年7月7日舉辦碳排放計算範本網上簡介會，介紹碳審計及如何使用碳排放計算範本。

員工綠色運動

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，並舉辦有機農夫體驗活動。本年度招募了39名員工成為有機農夫，一同參與有機耕作。活動結束後，參加者記錄其耕作心得及時令蔬果種植期的建議，並結集成《有機耕作經驗分享摘錄》，與新參加者分享有機耕作的知識。透過這個平台，參加者可與同事、家人和朋友分享農作物，推廣珍惜食物資源及綠色生活。



有機農夫揀選了扁蒲為「今年最大的收穫」。
Bottle gourd was selected as the "Greatest Harvest of The Year" by organic farmers.

醫院綠色運動

東華醫院

東華醫院於2021年9月20日至10月8日舉行月餅盒回收計劃，並全年回收廚餘、廢紙、塑膠器皿、鋁罐及其他廢料循環再用。醫院亦於院內宣傳「無塑膠飲管辦公室」，以及停售院內自動售賣機的塑膠樽裝水，以減少不必要的塑膠廢物。醫院於2021年第二季亦進行「碳審計」評估，量度醫院溫室氣體排放對環境造成的影響。

Carbon Audit

In order to monitor and quantify the overall environmental performance of TWGHs, all TWGHs service units have been required to conduct an annual carbon audit since 2013/2014. A set of tailor-made carbon calculation templates have been developed for different categories of service units. Through the 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 types of service units, so as to identify any areas of improvement. According to the evaluation results, the net carbon emissions per floor area of TWGHs decreased by about 11% in 2019/2020 compared with the base year. An online sharing session on the carbon evaluation results for 2019/2020 was organised by the Property Division on 21 June 2021 for participating service units to explain the evaluation results of the carbon audit and share carbon reduction measures. The carbon audit for 2020/2021 was launched in June 2021 and an online briefing session on carbon audit and how to use the carbon calculation templates was held on 7 July 2021.

Green Campaigns for Staff Members

Organic Farmer Programme

TWGHs organised various green trainings 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 39 staff members enrolled as organic farmers in 2021/2022. Upon the end of the Programme, participants compiled an Organic Farming Experience Sharing to record and share with new joiners their farming tips and suggestions on planting crops according to seasons. Through this platform, they were able to share their crops with their colleagues, family members and friends to promote cherishing of food resources and green living.

Green Campaigns in Hospitals

Tung Wah Hospital

Tung Wah Hospital organised the moon-cake box collection programme from 20 September to 8 October 2021, and collected food waste, paper waste, plastic containers, aluminum cans and other wastes for recycling throughout the year. The Hospital also promoted “NO Straw at offices” and stopped selling water in plastic bottles at all vending machines at the Hospital to reduce on unnecessary plastic waste. The Hospital also conducted “Carbon Audit” in the 2nd quarter of 2021 to evaluate the environmental impact of greenhouse gas emission from the Hospital.

廣華醫院

廣華醫院致力宣揚環保理念，推廣可持續發展。於2021年，醫院透過不同宣傳活動，在院內推動環保文化，例如網上問答遊戲，並先後籌辦「廚餘紮染工作坊」及「天然磨砂膏工作坊」，善用廚餘製成手工藝品及護膚品。醫院為響應環保及節約能源，於2021年10月8日參加「無冷氣日」，鼓勵大家善用空調，為紓緩全球暖化出一分力。



員工參與「廚餘紮染工作坊」及「天然磨砂膏工作坊」。

Staff members participated in the "Food Waste for Dyeing" and "Natural Body Scrub" Workshop.

東華東院

東華東院於2021年12月進行每年一度的「碳審計」，分析日常院務運作的排碳對溫室效應的影響，以提供數據作能源使用分析，供院方評估能源效益及制定長遠的能源管理策略。

東華三院黃大仙醫院

東華三院黃大仙醫院於2021年參與多項環保活動，例如「無冷氣夜」及「地球一小時」。醫院亦十分支持各項社區環保活動，希望藉此與員工分享愛護環境的訊息，並且提升員工對環保的關注。

東華三院馮堯敬醫院

透過多年的推廣活動，東華三院馮堯敬醫院已成功建立環保文化。今年，醫院繼續落實各項節省能源措施及積極參與各項環境保護活動，如設置收集點妥善處理廢棄燈管、鋁罐、膠樽和廢紙等。醫院亦設置環保告示板張貼「環保智慧小常識」，並於各非必要的電燈及冷氣機的開關制貼上節省能源告示，以加強員工的節約能源意識。醫院於2021年9月進行「碳審計」評估，以量度醫院過去3年日常運作的溫室氣體排放量。另外，醫院亦再次參與「無冷氣夜」及「地球一小時」，以減少使用冷氣為出發點，加強員工的環保意識。醫院已重新規劃多項環保推廣活動，為節約能源、節省用紙及低碳醫院制定中、短、長線環保計劃，以達至長遠環保目標。

環保成就及獎項

東華三院多年來積極推行「綠色機構計劃」，於醫療衛生、教育、社會及公共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。

Kwong Wah Hospital

Kwong Wah Hospital is dedicated to promoting green ideas and sustainable development. In 2021, the Hospital organised a variety of activities to promote a green culture, including an online quiz, workshops on "Food Waste for Dyeing" and "Natural Body Scrub" which made use of food waste to produce handcrafts and skin care products. Striving for environmental protection and energy conservation, the Hospital participated in the "No Air Con Night" on 8 October 2021. It encouraged better utilisation of air-conditioners as a contribution to relieving global warming.

Tung Wah Eastern Hospital

Tung Wah Eastern Hospital conducted the annual "Carbon Audit" in December 2021 to evaluate the impact caused by the greenhouse effect of carbon emission during daily operation. The audit result provided a baseline for the Hospital to evaluate its energy efficiency and served as a blueprint for developing future energy management strategies.

TWGHs Wong Tai Sin Hospital

In 2021, TWGHs Wong Tai Sin Hospital participated in various environmental conservation events, including the "No Air Con Night" and "Earth Hour". The Hospital also pledged full supports to various green initiatives in the community, aiming at sharing the message of environment protection and raising such awareness among staff members.

TWGHs Fung Yiu King Hospital

Through a series of programmes over the past years, a green culture has been successfully cultivated at TWGHs Fung Yiu King Hospital. This year, the Hospital continued to implement energy conservation initiatives and actively participated in various green programmes, such as setting up collection points for fluorescent lamps, aluminum cans, plastic bottles and waste papers for recycling, etc. The Hospital also installed a notice board for posting information about environmental protection, and placed energy saving labels on the switches of non-essential lightings and air-conditioners to raise the awareness of staff members of environmental conservation. In September 2021, the Hospital conducted the "Carbon Audit" to evaluate the level of greenhouse gas released during operations in the last 3 years. In addition, the Hospital participated again in the "No Air Con Night" and "Earth Hour", strengthening the awareness of environmental protection among staff members through reducing the reliance on air conditioning. The Hospital revisited a number of green initiatives and drew up short-, medium- and long-term plans for energy consumption, reduction of paper waste and being a carbon less hospital.

Green Accomplishments and Awards

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, community and traditional services, winning a string of awards during the year. Details are set out in the chapter of "Awards and Honours".

加強跨界別合作推動企業義工

「商界展關懷」及「同心展關懷」2021/2022

Strengthening Partnerships with Different Sectors and Promoting Corporate Volunteering

“Caring Company” and “Caring Organisation” 2021/2022

TWGHs successfully nominated the following corporations and professional organisations in clinching the “Caring Company” Logo and “Caring Organisation” Logo (2021/2022) conferred by 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):

中華電力有限公司	CLP Power Hong Kong Limited
建造業議會	Construction Industry Council
金寶慈善基金有限公司	Contempo Charity Foundation Limited
金寶洋行有限公司	Contempo Limited
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 Limited
第一線有限公司	Diyixian.com Limited
旭日物業管理有限公司	E. Lite Property Management Limited
英皇酒店管理有限公司	Emperor Hotel Management Limited
豐盛機電工程集團有限公司	FSE Engineering Group Limited
豐盛生活服務有限公司	FSE Lifestyle Services Limited
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
高盛 (亞洲) 有限責任公司	Goldman Sachs (Asia) L.L.C.
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)
協興建築	Hip Hing Construction
協興工程有限公司	Hip Hing Engineering Company Limited
香港電訊有限公司	HKT Limited
香港總商會	Hong Kong General Chamber of Commerce

香島園藝有限公司	Hong Kong Island Landscape Company Limited
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
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 Limited
嘉華國際集團有限公司	K. Wah International Holdings Limited
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
李錦記健康產品集團有限公司	LKK Health Products Group Limited
李錦記有限公司	Lee Kum Kee Company Limited
動學人生有限公司	Life Learn Limited
義生洋行有限公司	Lorence & Company Limited
聯興行建築材料有限公司	Luen Hing Hong Building Materials Limited
六福金融服務有限公司	Luk Fook Financial Services Limited
盧森堡大藥廠有限公司	Luxembourg Medicine Company Limited
瑪貝爾鑽飾有限公司	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
萬興行地產有限公司	Man Hing Hong Properties Company Limited
宏利人壽保險(國際)有限公司	Manulife (International) Limited
Marvintage H.K	Marvintage H.K
維博心理醫學中心	Mind Pro Psychological Medicine Centre
南旋集團有限公司	Nameson Group Limited
南洋商業銀行有限公司	Nanyang Commercial Bank Limited
雀巢香港有限公司	Nestle Hong Kong Limited
Omni Beauty Retailing Limited	Omni Beauty Retailing Limited

柏茵音樂有限公司	Parkland Music 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 Limited
順豐速運(香港)有限公司	S.F. Express (Hong Kong) Limited
聖安娜餅屋有限公司	Saint Honore Cake Shop Limited
沙皇實業有限公司	Sanda King Industries Limited
順昌電器工程有限公司	Shun Cheong Electrical Engineering Company Limited
順昌貿易發展有限公司	Shun Cheong Trade and Development Company Limited
信德集團有限公司	Shun Tak Holdings Limited
信和集團	Sino Group
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
鄧曹劉律師行	Tang Tso & Lau Solicitors
香港東電化有限公司	TDK Hongkong Company Limited
The Hong Kong Association of Financial Advisors Limited	The Hong Kong Association of Financial Advisors Limited
香港中華煤氣有限公司	The Hong Kong and China Gas Company Limited
九龍巴士(一九三三)有限公司	The Kowloon Motor Bus Company (1933) Limited
東華東院	Tung Wah Eastern Hospital
東華三院黃大仙醫院	TWGHs Wong Tai Sin Hospital
惠保建築有限公司	Vibro Construction Company Limited
惠保(香港)有限公司	Vibro (H.K.) Limited
位元堂藥廠有限公司	Wai Yuen Tong Medicine Company Limited
威高冷氣工程有限公司	Westco Airconditioning Limited
威高建業有限公司	Westco Chinney Limited
威萊(香港)有限公司	Whealthfields (Hong Kong) 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 Limited

東華三院義工服務

東華三院積極推動各政府部門、工商企業及專業團體參與義工服務，共建守望相助及關愛的社會。本年度，義工登記人數達26,928人，義工服務總時數超過44萬小時。

東華三院義工隊

為進一步培養員工服務社群的關愛文化，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」，以嘉許表現優秀的義工。每年，東華三院義工隊會安排造訪內地省市，

Tung Wah Voluntary Services

TWGHs actively promotes volunteer services in government departments, corporations and professional bodies to build a caring and mutual helping society. With 26,928 registered volunteers, TWGHs served the community for over 440,000 hours during the year.

TWGHs Volunteer Team

To foster the caring culture of serving the community and to encourage more staff members and their family members to actively participate in voluntary work, the Human Resources Committee approved the setting-up of the "Staff Voluntary Service Incentive Scheme" in 2014 with 4 award categories, namely "First-time Volunteer", "Staff with the Highest Service Hours", "Family with the Highest Service Hours" and "Most Effective Referrer" as a recognition of outstanding volunteers. Every year, TWGHs Volunteer Team pays courtesy visits to deprived families and elderly singletons in provinces and cities in Mainland China. Although the visit to Mainland China had to be suspended

探訪基層家庭及獨居長者。由於2019冠狀病毒病疫情的影響，雖然內地造訪活動暫停，但東華三院義工團隊組織了在家義工服務，製作押花匙扣、心意咭等手工藝品，於節日送給長者及有需要人士，為他們送上關懷及祝福。本院人力資源科員工關係組亦特意向各義工送上小禮物，以資鼓勵。



due to the COVID-19 pandemic, TWGHs Volunteer Team organised home-based volunteer services to make handicrafts, including floral keychains and heartfelt cards, for the elderly and the needy to show our care and blessings at festive occasions. Meanwhile, the Staff Relations Unit of the Human Resources Division of TWGHs presented small gifts to the volunteers as a token of encouragement.

疫情期間，東華三院義工隊隊員及其家人在家中製作手工藝品，向長者表達關懷。

During the pandemic, members of TWGHs volunteer team and their family made handicrafts to express their care and concern to the elderly.

東華三院文物館義工團隊

東華三院文物館義工團隊獲社會福利署頒發「義務工作嘉許狀(小組)銅狀」。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。

東華三院文物館義工團隊榮獲「義務工作嘉許狀 (小組) 銅狀」

Volunteer Work Force of Tung Wah Museum won the "Bronze Award for Volunteer Service (Group)"



Tung Wah Museum Voluntary Work Force

The Voluntary Work Force of Tung Wah Museum won the “Bronze Award for Volunteer Service (Group)” from the Social Welfare Department. The Work Force mainly assisted in digitising photos, news clippings and historical records as well as carrying out simple restoration of historical documents for the Museum, and performing data entry for archives of Tung Wah Coffin Home.



醫院義工服務

廣華醫院

頒發嘉許狀予獲獎義工

廣華醫院健康促進中心致力實踐全人照顧、倡導健康生活、強化醫療資訊及匯聚社區意見，共創康健社群。中心多年來統籌院內各病人互助小組及不同部門的義工服務，亦舉辦義工核心課程。義工提供多元化服務，包括探訪及慰問病人、陪伴病友覆診、藥物包裝及文書協助等。每年，中心均舉辦義工嘉許禮，但鑑於2019冠狀病毒病疫情，今年的嘉許禮被逼取消。然而，為了感謝義工們的貢獻，中心向獲獎的126位義工頒發嘉許狀及禮券，以答謝他們付出。

住院病人視像探訪服務

因應2019冠狀病毒病疫情，家屬未能親身到醫院探望病人（恩恤探訪除外）。廣華醫院健康促進中心於2020年3月中起，利用手提電話在病床旁邊協助病人與其家屬進行視像探訪，讓病人與家屬保持聯繫，感受到鼓勵和安慰。截至2021年10月，中心完成約1,811次視像探訪服務。



Hospital Voluntary Services

Kwong Wah Hospital

Certificate Presentation to Awarded Volunteers

Kwong Wah Hospital Health Promotion Centre aims at actualising holistic patient care, advocating healthy life style, enhancing health information sharing and collecting community opinions to enhance public health. The Centre is responsible for coordinating voluntary services among patient support groups and various departments in the Hospital, as well as organising training courses for volunteers. The volunteers offered a wide range of services, including concern visits and escort service for patients, drug packaging, and clerical support. Each year, the Centre organises the annual Volunteer Recognition Award Ceremony in recognition of the volunteers' contributions, which was cancelled this year unfortunately due to the COVID-19 pandemic. However, to express the gratitude to the volunteers, the Centre presented a total of 126 appreciation certificates and gift coupons in appreciation of their contributions.

Video Phone Visits for Inpatients

In view of the COVID-19 pandemic, family members were not able to visit the inpatients in person (except for compassionate visits). Since mid-March 2020, Kwong Wah Hospital Health Promotion Centre has been facilitating video visits by having patients meet their family members online with a mobile phone at the bedside, so that the patients can keep in touch with their family members and feeling encouraged and comforted. As at October 2021, the Centre facilitated about 1,811 video visits.

廣華醫院健康促進中心職員協助病人與其家屬進行視像探訪

Staff of the Kwong Wah Hospital Health Promotion Centre assisted patients to conduct video visits with their family members

「『疫』不……可擋」活動

承蒙醫院管理局慈善基金的贊助及廣華醫院管理層的支持，廣華醫院健康促進中心於2021年8月中至9月中舉辦「『疫』不……可擋」活動，由醫務社工把抗疫包，包括口罩、消毒濕紙巾、護手霜及自我照顧小貼士單張，親自送給正接受臨床腫瘤科或舒緩治療的病人，鼓勵他們在疫情中積極面對自身的疾病。



“Power To Fight Against the Virus” Activity

With the sponsorship of the Hospital Authority Charitable Foundation and support from senior management of Kwong Wah Hospital, the Kwong Wah Hospital Health Promotion Centre organised the “Power To Fight Against the Virus” Activity from mid-August to mid-September in 2021, during which medical social workers personally delivered anti-epidemic kits containing surgical masks, alcohol wipes, hand cream and self-care pamphlets to patients undergoing Clinical Oncology or Palliative Care, as an encouragement to them in facing illnesses positively during the pandemic.

病人感謝醫務社工的關懷及禮物。

A patient thanked the medical social worker for the care and gift.

東華東院

「心靈關顧體驗：和諧粉彩」工作坊

東華東院病人資源中心為義工舉辦網上「心靈關顧體驗：和諧粉彩」工作坊，並委託醫院職員於中秋佳節把製成品贈送給住院病人，以表達對住院病人的關懷，讓他們在康復過程中得到關懷和溫暖。

東華三院黃大仙醫院

「弦途有愛」豎琴演奏網上分享會

東華三院黃大仙醫院陳淨錦病人資源中心在醫院管理局慈善基金計劃贊助下，自2020年7月17日開始，每兩週的星期五為舒緩治療科病人舉辦網上豎琴演奏「弦途有愛」分享會。2021年4月起，中心更邀請胸肺科病人一同參與。病友們表示，音樂演奏能使心靈平靜，達致療癒及舒緩情緒的效果。

手工製作將溫暖和祝福送給病人

東華三院黃大仙醫院陳淨錦病人資源中心的義工於家中編織近千件頸巾和冷帽，再交由中心職員於農曆新年時贈送予病人，在佳節送上溫暖和祝福。此外，義工更發揮其藝術及創作能力，用膠珠串製成八達通咭套，並設計多款精美圖畫作以點綴。中心職員於2021年的聖誕佳節將八達通咭套贈予病人，為他們送上聖誕祝福。

東華三院馮堯敬醫院

「療」愉樂相伴義工探訪服務

為增強院內療養病房院友於心理社交方面獲得的支援，並藉著各類型多元感官活動為他們的生活帶來更多趣味，東華三院馮堯敬醫院長者健康資源中心於2021年5月起以視像互動方式，恢復義工探訪服務。義工使用多元化的彩色圖像卡、不同的音效、「石頭、剪刀、布」遊戲等，為院友帶來歡樂。本年度5月至10月期間，中心共舉辦了6次活動，當中有3位義工定期支援。院友們一致認為此項服務非常有趣兼饒富意義，故樂於接受義工的探訪，並且積極參與。

Tung Wah Eastern Hospital

Workshop on “Spiritual Care: Pastel Nagomi Art Workshops”

Tung Wah Eastern Hospital Patient Resources Centre organised an online workshop called “Spiritual Care: Pastel Nagomi Art” for volunteers to express their care for inpatients by giving them their finished Nagomi artworks through the hospital staff at the Mid-Autumn Festival. The Workshop was a great way to give care and warmth to patients during their recovery.

TWGHs Wong Tai Sin Hospital

“Harp Performance” Online Sharing Session

With the sponsorship of the Hospital Authority Charitable Foundation, TWGHs Wong Tai Sin Hospital Patient Resources Centre has been holding the “Harp Performance” Online Sharing Session for patients in the Palliative Care Ward on alternate Fridays since 17 July 2020. From April 2021 onwards, patients from the Tuberculosis Ward were also invited. The Sharing Session was well-received, as patients opined that music was indeed therapeutic and effective in soothing their emotions.

Sending Warmth and Blessing to Patients with Unique Handicrafts

Volunteers from TWGHs Wong Tai Sin Hospital Patient Resource Centre knitted at home nearly 1,000 scarves and cold caps. This winter clothing, carrying warmth and blessings, was given to patients as gifts via centre staff during Chinese New Year. Meanwhile, the volunteers also made some practical Octopus cardholders with their artistic and creative skills by stringing plastic beads, and decorated them with a variety of beautiful graphics. The cardholders were presented to the patients on Christmas Day 2021 via centre staff.

TWGHs Fung Yiu King Hospital

E-visiting Service to Infirmary Patients by Volunteers

In order to enhance the psychosocial support to the long-stay patients in infirmary wards and to bring more fun to their lives through various multi-sensory activities, the Elderly Health Resource Centre of Tung Wah Group of Hospital Fung Yiu King Hospital resumed its volunteer visiting services in May 2021 through online interactive visuals. The volunteers used a variety of colourful picture cards, sound recognising exercises as well as the “paper-scissors-stone” game to bring fun to the patients. During the year, 6 activities were held from May to October 2021 and 3 of the volunteers provided regular support. Patients were keenly in the service, as they found it meaningful. That's why they were so excited by the volunteers' visits and eager to join in.

為社會培育人才

Nurturing Talent for the Community

提供職場實習機會

東華三院一向重視透過人才培育推動社會的可持續發展，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2021/2022年度提供合共3,579個學生實習名額，分佈於檔案及歷史文化辦公室、屬下5間醫院、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、長者鄰舍中心、護養院、幼兒園、專門輔導服務、危機及介入中心、兒童及青少年綜合服務中心、工場暨宿舍、社區復康中心、綜合職業復康服務中心暨宿舍、日間活動中心暨宿舍、中度智障人士宿舍、社區支援中心、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，及餵菜包送遞服務。

東華三院辦公室見習生協作計劃

自2014/2015年起，本院一直支持東華學院的學生實習計劃，故設立「東華三院辦公室見習生協作計劃」，為該學院參與工作體驗學習計劃的學位課程學生提供配合職場指導的在職實習機會。由2019/2020年起，計劃延展至高級文憑（心理學）學生，並於2020/2021學年聘任合共22位學生，包括21位學士學位學生及1位高級文憑學生，分別派駐6個科/辦公室，實習期由2021年6月至8月。為表揚完成實習的東華學院學生，每位學生均獲本院頒發獎狀。參與的學生感謝職場主管提供在職培訓及多方面的工作機會。「東華三院辦公室見習生協作計劃」為有志投身非政府機構工作的學生提供寶貴的工作體驗，有助本院向年青一代推廣機構的僱主形象。

Providing Practicum Places

TWGHs has been committed to promoting sustainable development through the training and nurturing of talents. The Group demonstrates its corporate social responsibilities by providing students of tertiary institutions with on-the-job training opportunities in related disciplines under the guidance of on-site supervisors from TWGHs. In year 2021/2022, a total of 3,579 students were offered job placements in the Records and Heritage Office, 5 affiliated hospitals, Chinese medicine services units, 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, neighbourhood elderly centre, nursing home, nursery schools, specialised counselling services, crisis intervention and support centre, children and youth integrated services centres, workshop cum hostel, community rehabilitation centre, integrated vocational rehabilitation centre cum hostel, day activity centres cum hostels, hostels for moderately mentally handicapped persons, community support centre, care and attention homes for aged blind, care and attention homes for severely disabled persons, community centre for mental wellness as well as food packs delivering service.

TWGHs Office Intern Support Scheme

Since 2014/2015, TWGHs has been supporting the internship programme of Tung Wah College (TWC) by launching the "Tung Wah Office Intern Support Scheme" to provide job opportunities with on-site mentorship to students from degree programmes under the Work-integrated Learning Programme (WILP) of the College. Starting from 2019/2020, an internship programme was extended to students of the Higher Diploma in Psychology ("HDP") of TWC. For the academic year 2020/2021, TWGHs hired 22 TWC students as office interns, including 21 students under the WILP and 1 student under the HDP in 6 Divisions/Office from June to August 2021. In recognition of the completion of the internship, each student was presented with a certificate of appreciation by the Group. The participating students expressed great appreciation to their on-site supervisors for providing valuable on-the-job training and various work opportunities. The "TWGHs Office Intern Support Scheme" provides valuable work experience for students who aspire to pursue a career in the non-governmental sector, and also helps the Group to promote its image as an employer to the younger generation.



譚鎮國主席（左五）及蘇祐安行政總監（左四）與其中4位辦公室實習生（左二、三及右二及三）合照

Photo of Mr. TAM Chun Kwok, Kazaf (left 5), the Chairman, and Mr. SU Yau On, Albert (left 4), Chief Executive, with 4 student interns (left 2, 3 and right 2, 3)

香港浸會大學大專生實習計劃

自2010年起，本院持續支持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。本院於2020/2021學年撥款資助該學系新推出的學生實習項目，進行公眾教育推廣責任能源消費。六位參與該項目的學生表示，他們能透過此計劃連繫社區，並獲得推廣本港綠色文化的寶貴經驗。另外，由2020/2021學年開始，為支持香港浸會大學管理學系的實習計劃，本院增設「人力資源行政事務實習生計劃」，為主修人力資源管理的學士課程學生提供實習機會。本院於2021/2022年合共聘任4位該系學生為人力資源行政事務實習生，於2022年2月至4月期間在人力資源科進行實習。每位完成實習計劃的學生均獲本院頒發獎狀，以資鼓勵。

青年護理服務啟航計劃

自2016/2017年至今，東華三院已連續第6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2021/2022年透過計劃聘用了16名員工，並派駐屬下安老及復康服務單位工作，為期24個月。受聘員工除獲安排兼讀指定課程外，亦獲本院提供在職培訓及指導。於2021/2022年完成兩年訓練計劃而獲選拔的學員，更獲本院延續聘任，長遠發展護理專業。

增設福祉科技助理、社區健康諮詢師及幼兒藝術導師職位，推動青年就業

本院自2020/2021年起，獲社會福利署額外撥款增設福祉科技助理職位，並參加香港賽馬會慈善基金資助的「專業創未來計劃」，增設社區健康諮詢師及幼兒藝術導師職位，為年青人提供多方面的就職機會。福祉科技助理職位為中五或以上學歷年青人而設，而社區健康諮詢師及幼兒藝術導師的目標則是首次求職的大專畢業生，為他們提供具健康護理專業培訓的就業機會。本院於2021/2022年再分別開設及完成招聘79個福祉科技助理、31個社區健康諮詢師及3個幼兒藝術導師職位。

Internship Programme with Hong Kong Baptist University

Since 2010, TWGHs has provided internship placements for the programme organised by the Department of Marketing of Hong Kong Baptist University (HKBU), by offering various internship opportunities to students of the Department. In the academic year of 2020/2021, TWGHs granted a sponsorship to the Department of Marketing for delivering a student pilot project to promote responsible energy consumption in the community. The 6 students participating in the Project claimed that they welcomed the opportunity to connect with the community and gain valuable experience in promoting green culture in Hong Kong. In addition, starting from the academic year 2020/2021, TWGHs supported the internship programme of the Department of Management of the HKBU by setting up the "Human Resources Executive Trainee (HRET) Programme" to provide internship places to students engaging in human resources related degree programmes. In the academic year 2021/2022, TWGHs employed 4 HKBU students as HRETs, who were deployed to the Human Resources Division from February to April 2022. Upon completion of their HRET programme, each student was awarded a certificate of accomplishment from TWGHs.

Navigation Scheme for Young Persons in Care Services

Since 2016/2017, TWGHs has been operating the Navigation Scheme for Young Persons in Care Services (NSYPCS) for 6 consecutive years. The Scheme aims to provide job opportunities and training for young people aspiring to undertake healthcare related work in the welfare sector. In the year of 2021/2022, TWGHs employed 16 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 on-the-job training and guidance. Selected staff members who had completed the 2-year training of the Scheme in 2021/2022 were offered further employment to develop their nursing profession in the long term.

Creation of the Posts of Welfare Technology Assistant, Community Care Practitioner and Associate Artist for Early Childhood Education to Promote Youth Employment

Since 2020/2021, TWGHs has been creating various job opportunities for young people, including the post of Welfare Technology Assistant (WTA) under the additional funding support of the Social Welfare Department, and the posts of Community Care Practitioner (CCP) and Associate Artist for Early Childhood Education (AAECE) under the "PROcruit C" Programme subsidised by the Hong Kong Jockey Club Charities Trust. The post of WTA was designed to recruit young people with Secondary 5 education or above, while the posts of CCP and AAECE targeted at fresh graduates of tertiary level, offering them employment opportunities with professional training in the healthcare sector. In the year of 2021/2022, TWGHs created 79 posts for WTA, 31 posts for CCP and 3 posts for AAECE, and completed the concerned staff recruitment.