# 員工關係及發展
# Employee Relations And Development





## 人力資源管理策略

### 支援大埔宏福苑事故的特別人力資源措施

因應大埔宏福苑事故，本院對受影響員工及其家屬給予適切支援與深切的慰問。顧問局及現屆董事局成員特別向受事故影響的醫院、非醫院員工和東華學院員工及學生發放援助基金，解決燃眉之急。本院又實施多項特別人力資源措施，包括為受事故直接影響的非醫院、非學校及幼稚園員工提供「特別恩恤假」和靈活的病假安排，協助他們處理善後工作及調整情緒。同時，本院亦為支援事故的員工提供額外補假及逾時工作津貼。

### 培養關愛機構文化

東華三院致力培養關愛機構文化，採取以員工為本的人力資源管理策略，關懷僱員及其家屬。有賴員工團結一心，本院成為廣為大眾認識、成就和聲譽屢獲肯定的慈善機構。本院同時靈活配合員工的個別發展需求，提升員工的工作熱誠之餘，更與本院建立深厚的連繫。董事局及高級管理層積極投入院務工作，關顧員工，感染員工將這份關愛推而廣之，用心服務受眾。本院亦致力為員工帶來「家」的感覺，提倡愉快工作環境，於年內舉辦各類型的員工福利活動，以加強員工對機構的歸屬感，並推動跨部門合作與共融。

### 營造良好的溝通環境

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，鼓勵員工向管理層積極表達意見及提出建議，務求優化各項現行措施。員工亦可透過意見收集箱及其他正式或非正式的分享會，在他們所屬的專業領域表達意見。

## Strategies of Human Resources Management

### Special Human Resources Initiatives in Support of the Incident of Wang Fuk Court in Tai Po

Arising from the incident of Wang Fuk Court in Tai Po, TWGHs extended the Group's condolences to all the affected staff members and their families, as well as reaffirming its commitment in providing the necessary assistance. Members of the Advisory Board and the Board have generously offered cash relief for affected staff, including hospital & non-hospital staff and staff/student under Tung Wah College, to support their imminent needs. Special measures have been implemented for staff members directly affected by the Incident, including the offer of "Special Compassionate Leaves" and flexible sick leave arrangements to non-hospital, non-school and kindergarten staff members, for dealing with the aftermath of the Incident. In addition, compensation leaves and overtime allowances have been granted to staff members engaged in providing support to those affected.

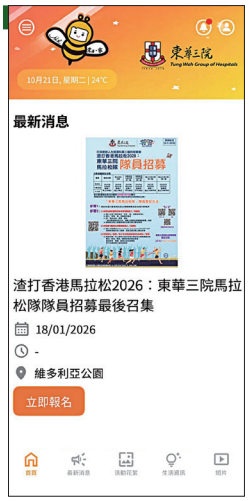
### Nurturing a Caring Corporate Culture

Committed to nurturing a caring and loving corporate culture, TWGHs adopts a staff-oriented approach in human resources management, and cares about its employees and their family members. Thanks to the solidarity of staff members, the Group has become a well-recognised, reputable and successful charitable organisation. The Group also addresses the developmental needs of individual staff with flexibility, encouraging them to maintain a passion for work while fostering a strong connection with the organisation. Additionally, the caring attitude and proactive involvement of the Board and senior management have inspired staff members to spread this caring spirit, motivating staff to serve the community wholeheartedly. TWGHs also endeavours to create a feeling of "being at home" to enhance the level of happiness at work. A variety of staff welfare activities were organised throughout the year, to strengthen their sense of belonging to the Group, and to promote cross-departmental integration and cooperation.

### Providing an Enabling Environment for Communication

TWGHs has a well-established staff consultative mechanism, comprising the Staff Consultative Committee, the Staff Welfare Committee, and the Staff Retirement Schemes Management Committee. These bodies are designed to encourage staff members to voice their opinions and make suggestions for optimising existing measures. Staff members can also express their opinions relating to their fields of expertise through suggestion boxes, as well as through other formal or informal sharing sessions.

本院善用多元化的溝通渠道，透過不同的社交平台發放本院的最新資訊，包括設立「東華・家」員工 Facebook 專頁，與同事分享最新的員工關係及福利活動、生活小貼士及員工活動花絮等資訊，另設立「東華・家」YouTube 頻道，上載與人力資源相關的短片，增加員工之間的凝聚力。此外，「東華・家」員工流動應用程式更可讓員工能隨時隨地獲得員工訓練及福利的資訊，透過程式報名參與員工活動，以及使用電子員工證享用購物優惠。為加強員工的歸屬感，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、人事管理、培訓及發展計劃、員工關係及福利活動。




「東華・家」員工流動應用程式 Staff Mobile App "*Tung Wah +*"

本院因應員工編制增長及慶祝本院成立 155 周年，於本年度大幅度修訂「長期服務旅遊評選獎勵計劃」的得獎名額，以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，本院合共頒發超過 2,200 個獎項，以表揚長期服務及工作表現良好的員工。此外，為提升獎勵計劃的靈活性，本院把「長期服務旅遊評選獎勵計劃」獎項兌換現金設為常置選項，得獎員工可選擇將旅遊津貼以折扣價一筆過兌換成現金。

TWGHs is maximising the use of diversified communication channels, including social media platforms, to disseminate the latest information and announcements of TWGHs. For instance, the Staff Facebook Page "*Tung Wah +*" was created to share up-to-date information about staff relations and welfare activities, as well as useful tips on healthy lifestyle and well-being. In addition, the "*Tung Wah +*" YouTube Channel was launched to share videos related to TWGHs' human resources, aiming to strengthen the bonds among staff members. TWGHs staff can now access training and welfare information without spatial or temporal limitations through the Staff Mobile App "*Tung Wah +*". Additionally, they can also enrol in staff activities via the mobile app and enjoy preferential discounts with their electronic staff card. To enhance staff members' sense of belonging, the "*Tung Wah +*" staff e-newsletter has been published on a regular basis since 2011. The e-Newsletter shares activity highlights and keeps staff informed about the latest human resources updates, including corporate achievements, personnel management, training and development programmes, staff relations, and welfare activities.




「東華・家」員工 Facebook 專頁 Staff Facebook Page "*Tung Wah +*"

In consideration of the ongoing increase in staff establishment and in celebration of the Group's 155th Anniversary, the "Long Service Travel Panel Award Scheme" was reviewed and revised this year again to sponsor trips for more staff members with their family members or friends. Together with a series of Long Service Awards, Retirement Awards and Travel Award for Staff on Retirement, over 2,200 awards were granted to staff members in appreciation of their loyalty and outstanding performance. To enhance the flexibility of the "Long Service Travel Panel Awards Scheme", the measure of granting a cash option has been regularised, allowing the awardees to redeem the award at a discounted lump sum.

## 員工培訓及發展計劃

員工心繫東華三院，在工作中找到熱誠和意義，自能成為關愛文化的倡導者，與機構邁向共同目標。作為關愛僱主，本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，提供優質貼心的服務。

### 成立東華培訓中心 提供完善員工培訓框架

東華培訓中心於 2026 年分階段投入服務，旨在為員工提供基礎和可持續的培訓課程，從而加強東華三院的機構學習文化。中心將定期開展關於國家事務、維護國家安全條例和溝通及管理技巧等教育項目，以及各種講座包括防貪、防騙、勞工法例和反歧視條例。

## Staff Training and Development Programmes

To foster a strong sense of belonging among staff, TWGHs is committed to exploring ways to help staff discover passion and purpose at work. This shared goal promotes a caring culture within the Group. As a caring and loving employer that creates a second home for its employees, TWGHs dedicates itself to supporting employees' individual developmental needs at various life stages. Staff members are also nurtured with "Tung Wah Spirit", as they are encouraged to provide service users with quality services as if they were their next of kin.

### Establishment of Tung Wah Training Centre for a Comprehensive Training Framework

Tung Wah Training Centre will be launched in phases in 2026 to offer fundamental and sustainable training courses aimed at strengthening the learning culture within the Group. The Centre will regularly organise educational programmes on national affairs, Safeguarding National Security Ordinance, and communication and supervisory skills, as well as various talks on anti-corruption, anti-fraud, labour law and anti-discrimination ordinances.

## 創造跨部門團隊學習體驗

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。員工訓練組本年度舉辦了「微表情解碼」工作坊，並首次推出「星級導師課程」，以提升員工的洞察力，建立員工的自信心。此外，為促進跨部門團隊溝通，加強員工之間的凝聚力，深入了解本院的服務，員工訓練組還舉辦了兩次「東華三院社企遊」。本院各科及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，致力成為學習型機構。東華三院全年舉行多元化的課程及活動，發展員工的專業和管理能力、加強員工的服務技巧、提升個人及團隊的工作效益、促進員工的心理健康和工作生活平衡，以及提高員工的環保意識。

## Creating Cross-departmental Learning Experience

TWGHs is dedicated to nurturing staff members' capabilities, not only in fulfilling their duties, but also in enhancing their interpersonal and communication skills. The Staff Training Unit organised a workshop titled "Decoding Micro-expressions", and launched the "Masterclass by Elite Instructor" for the first time, aiming to enhance staff members' insightfulness and to build their self-confidence. Additionally, 2 guided tours to TWGHs Social Enterprises were organised, designed to enhance team communication, foster cohesion among staff members from different Divisions and Offices, and deepen their understanding of our services. As a learning organisation, all Divisions and Offices persist in making concerted efforts to identify staff training needs, and regularly review training and development policies. A wide spectrum of training programmes and activities were also conducted for staff members to develop their professional and managerial competencies, strengthen service skills, enhance personal and team effectiveness, improve psychological wellness and work-life balance, and enhance their awareness of the importance of environmental protection.



東華三院前顧問局成員暨戊戌年主席王賢誌先生 BBS（前排左三）於「星級導師課程」與同事分享成為一名專業司儀的關鍵技巧，並與行政總監蘇祐安先生（前排左二）及參與課程的同事大合照。

Mr. Vinci WONG, BBS (front row, left 3), TWGHs Former Advisory Board Member cum Chairman 2018/2019, shared valuable skills on how to become a professional MC at the Masterclass and took a group photo with Mr. SU Yau On, Albert (front row, left 2), Chief Executive of TWGHs and all the participated staff.

## 中國人民抗日戰爭暨世界反法西斯戰爭勝利 80 周年紀念活動

為紀念中國人民抗日戰爭暨世界反法西斯戰爭勝利 80 周年，人力資源科籌辦了多項紀念活動，包括在 2025 年 9 月 3 日，東華三院行政總監蘇祐安先生帶領高級職員及一眾總部同事觀看閱兵直播。在 9 月中旬，於行政總部展出了「東華三院紀念抗戰勝利 80 周年歷史展覽 — 抗日戰爭與香港淪陷歲月」，深入探討國家的抗日歷程，並回顧東華三院在抗戰中的角色和貢獻。最後，於 9 月底至 10 月中旬安排了共五場於香港歷史博物館和香港抗戰及海防博物館的抗戰主題展覽導賞活動，讓同事們了解抗戰勝利對民族的重大意義。

## Commemorating the 80th Anniversary of the Victory in the Chinese People's War of Resistance Against Japanese Aggression and the World Anti-Fascist War

To commemorate the 80th Anniversary of the Victory of the Chinese People's War of Resistance Against Japanese Aggression and the World Anti-Fascist War, a series of commemorative activities were organised by the HRD. On 3 September 2025, Mr. SU Yau On, Albert, Chief Executive of TWGHs, led senior staff and staff members of the Administrative Headquarters (HQs) to watch the live broadcast of the military parade. In mid-September, an exhibition titled "TWGHs Commemorates the 80th Anniversary of the Victory in the War of Resistance — The War of Resistance against Japanese Aggression and the Fall of Hong Kong" was hosted at the HQs, providing an in-depth exploration of the history of the War of Resistance against Japanese Aggression, and reviewed the role and contributions of TWGHs during the war. In addition, 5 guided tours to the themed exhibition at the Hong Kong Museum of History and Hong Kong Museum of the War of Resistance and Coastal Defence were held from late September until mid-October 2025.




本院主席何猷啟先生 ( 右九 ) 聯同董事局成員及行政總監蘇祐安先生 ( 右一 ) 參觀於行政總部設立的展覽。
Mr. HO Yau Kai, Orlando (right 9), the Chairman, along with Board Members, and Mr. SU Yau On, Albert (right 1), Chief Executive of TWGHs, visited the Exhibition at the HQs.




參與抗戰主題展覽導賞活動的員工大合照
Group photo of staff participating in the guided tours

## 沉浸式體驗中華文化：參觀《中國王朝風雲館》

為加深員工對中國歷史文化的了解，人力資源科於 2025 年 9 月 12 日安排員工參觀《中國王朝風雲館》。活動更特設專題講座，讓員工從中國歷史的智慧與啟迪中，反思職場與人生，開拓視野，獲益良多。

## Immersive Experience of Chinese Culture: Visit the "Fengyun Pavilion of Chinese Dynasty"

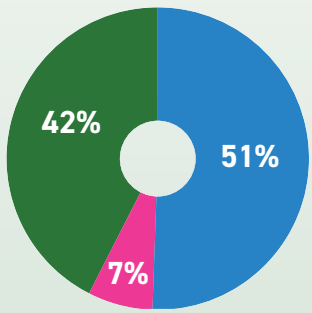
To deepen employees' understanding of Chinese historical culture, the HRD arranged a visit to the "Fengyun Pavilion of Chinese Dynasty" on 12 September 2025. The event also featured a special lecture, encouraging employees to reflect on workplace and life insights drawn from the wisdom and inspiration of Chinese history, thereby broadening their horizons and gaining valuable benefits.




學員們展開沉浸式體驗前大合照
Group photo taken before the start of the immersive experience

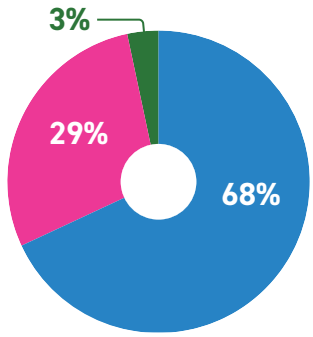
## 非醫院員工學習及發展機會
## Learning and Development Opportunities for Non-hospital Staff

| | |
|---|---|
| 管理/專業人員培訓 Managerial/professional staff training | 12,125 |
| 一般/前線人員培訓 General/frontline staff training | 1,664 |
| 適用於各職級人員培訓 Suitable for all staff training | 10,166 |
| **出席人次 Staff Attendance:** | **23,955** |



## 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 | $11,314,100 |
| 外部培訓 External training | $4,772,400 |
| 正規課程/專業團隊會員考試 Formal courses/membership examination of professional bodies | $524,400 |
| **合共 Total:** | **$16,610,900** |




## 於 2025/2026 年度完成的員工培訓及發展計劃
## Staff Training and Development Programmes Completed in 2025/2026

- 非醫院員工培訓及發展項目概要 : 附錄 ER1
- 醫院員工發展及研究計劃 ( 由東華三院董事局資助 ) : 附錄 ER2
- 教師培訓及發展項目概要 : 附錄 ER3
- 社會服務科員工培訓及發展項目概要 : 附錄 ER4
- 公共服務辦公室員工培訓及發展項目概要 : 附錄 ER5
- Highlights of Non-hospital Staff Training and Development Programmes: Appendix ER1
- Hospital Staff Development and Research Programmes (Sponsored by the TWGHs Board of Directors): Appendix ER2
- Highlights of Teaching Staff Training and Development Programmes: Appendix ER3
- Highlights of Staff Training and Development Programmes of the Community Services Division: Appendix ER4
- Highlights of Staff Training and Development Programmes of the Traditional Services Office: Appendix ER5

# 建立健康及安全工作間

## 提升及鞏固員工職業安全知識

東華三院為員工提供急救知識及技巧培訓，以便他們一旦於工作間遇到意外，可即時提供協助。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能力。

# Building a Healthy and Safe Workplace

## Enhancing and Reinforcing Staff Members' Knowledge on Work Safety

TWGHs offered first-aid training to equip staff members with knowledge and skills necessary to handle workplace accidents. The Staff Training Unit, in collaboration with the Hong Kong St. John Ambulance, regularly organised in-house first-aid training courses and refresher courses to strengthen staff members' emergency awareness and response capabilities.

# 關懷員工

秉持「以員工為本」的原則，本院致力培養關愛機構文化、推廣生活與工作平衡，以及發展成為員工的第二個家。管理層抱持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，而且利於機構實踐社會責任。

## 關懷員工身心靈健康

本院素來珍視員工，因此推出多項計劃，保障他們的身心健康，包括免費流感疫苗注射計劃，以及連續 13 年為員工提供「精明人生促進計劃」24 小時個人諮詢及輔導支援服務；又透過關懷咭，為住院員工送上祝福，並以電郵及「東華 • 家」活動應用程式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，陪伴員工走過人生不同階段。

# Caring about Employees

By adopting the "staff-oriented" approach, the Group is devoted to cultivating a caring corporate culture, promoting work-life balance, and becoming a "home away from home" for employees. The management also embraces the concept of maintaining a pleasant workplace that boosts staff happiness and fosters a strong sense of belonging, which in turn helps the Group to enhance productivity and fulfil its social responsibilities.

## Caring about Employees' Physical and Mental Health

TWGHs treasures each and every member of staff. During the year, a diverse range of programmes were launched to take good care of their physical and mental well-being. These programmes included the "Free Influenza Vaccination Programme", and "The Love Life, Live Smart" employee assistance programme, which has been held consecutively for the 13th year, offering round-the-clock personnel consultation and counselling services. Meanwhile, caring cards were sent to hospitalised staff members to convey the Group's best wishes for their speedy recovery. Additionally, e-tips on work-life balance, advice on life events, and self-care measures during emergencies and traumatic incidents were regularly shared with staff to help them ride out their storms of life.

## 與東華三院共建快樂大家庭

本院關顧員工的身心健康，一直響應社商賢匯的號召，連續 11 年把「生活與工作平衡周」延展至「生活與工作平衡月」(「平衡月」)。本年度，東華三院主席何猷啟先生、副主席暨人力資源委員會主任委員蔡加怡女士、總理暨人力資源委員會副主任委員鄭婉玉小姐及行政總監蘇祐安先生主持「平衡月」開展儀式，參與製作和派發糖蔥餅、咖啡及茶予行政總部員工，為「平衡月」揭開序幕。此外，本院主席何猷啟先生亦與一眾董事局成員及行政總監蘇祐安先生拍攝宣傳短片，短片已上載到「東華・家」員工 Facebook 專頁及員工流動應用程式。

本年度的「平衡月」以「活出平衡」為主題，除了舉辦不同的輕鬆減壓活動，包括「鼠尾草淨化及精油製作」、「品茶」工作坊和「超慢跑」工作坊外，亦透過不同渠道發放健康生活小貼士，藉以宣傳平衡「身心靈」健康的重要性。同時，為員工送上特別設計的「東華・家」超慢跑墊、防蚊貼及杯墊，鼓勵各位多做運動，共同「分享快樂無界限」的理念。

## Building a Happy Family with TWGHs

With a firm commitment to taking good care of staff members' mental and physical health, TWGHs has been supporting community businesses and extending the "Work-life Balance Week" to "Work-life Balance Month" for 11 consecutive years. This year, Mr. HO Yau Kai, Orlando, Chairman of TWGHs, Ms. CHOI Ka Yee, Crystal, Vice-Chairman cum Chairman of the Human Resources Committee, Miss ZHENG Wanyu, Anastasia, Director cum Vice-Chairman of the Human Resources Committee, and Mr. SU Yau On, Albert, Chief Executive of TWGHs, jointly officiated at the "Work-life Balance Month" Opening Ceremony. During the event, they distributed traditional candy and coconut wrap, coffee and tea to colleagues at the Administration Headquarters. Meanwhile, videos highlighting the promotion of work-life balance by Mr. HO Yau Kai, Orlando, the Chairman, Board Members and Mr. SU Yau On, Albert, Chief Executive of TWGHs, have been posted on the "*Tung Wah* +" Facebook Page and Mobile App.

"Find Balance, Live Well" was the theme of "Work-life Balance Month", featuring various stress relief workshops, including "Sage Smudging and Skincare Essence Oil", "Tea Tasting" and "Slow Jogging". E-tips on healthy lifestyle were also shared with staff through different channels to promote the importance of balancing the "Body, Mind and Soul". To continue TWGHs' sharing and caring culture, specially designed slow jogging mats, mosquito repellent patches, and coasters were distributed to staff of TWGHs, with everyone encouraged to exercise more.




「生活與工作平衡月 2025」開展儀式
Kick-off Ceremony of "Work-life Balance Month 2025"




本院主席何猷啟先生聯同一眾董事局成員及行政總監蘇祐安先生拍攝一系列推廣「生活與工作平衡月」的宣傳短片。
Mr. HO Yau Kai, Orlando, the Chairman, accompanied by Board Members, and Mr. SU Yau On, Albert, Chief Executive of TWGHs, participated in the production of in-house videos promoting "Work-life Balance Month".



「品茶」工作坊
Tea Tasting Workshop



「超慢跑」工作坊
Slow Jogging Workshop

## 修訂喪假及慰問金政策

自 2013 年 6 月，本院為合資格非學校及幼稚園員工增設喪假福利，並於 2024 年 4 月將適用的家庭成員範圍由直系親屬擴展至祖父母、外祖父母及配偶的父母。為加強機構關愛文化及關顧員工的家庭需要，本院由 2025 年 12 月 16 日起，進一步擴展喪假適用的家庭成員覆蓋範圍，包括領養父母和繼父母、領養子女和繼子女、女婿/媳婦、孫/外孫及兄弟姊妹。同時，免除有關子女的年齡和婚姻狀況限制，及放寬喪假日數，合資格員工可就每位親屬離世而放取不多於三天的喪假。另外，本院亦將慰問金的家庭成員覆蓋範圍擴展至與喪假相同。本院將繼續致力探討各項可行的措施，貫徹提倡關愛文化的宗旨。

## Amendment to Funeral Leave and Death Condolences Policies

TWGHs has introduced funeral leave for eligible non-school and kindergarten staff since June 2013, and has extended the coverage of family members from dependants to include grandparents and parents-in-law from April 2024. With a view to reinforcing the corporate caring culture and better supporting staff members' family needs, starting from 16 December 2025, TWGHs further relaxed the eligibility criteria to cover adoptive and step-parents, adopted and step-children, children-in-law, grandchildren and siblings, while the requirements of age and marital status of children have also been uplifted. In addition, the granting of funeral leave to eligible staff has been enhanced to a maximum of 3 days for each deceased family member. The coverage of deceased family members eligible for Death Condolences has also extended to the same scope as funeral leave. TWGHs will continue to explore practical measures to strengthen the promotion of a caring organisation culture.

# 員工福利

東華三院關心員工的生活，致力優化五個範疇的員工福利，包括醫療與牙科服務、服務獎勵、福利津貼與借貸、購物優惠，以及文娛康樂活動。為慶祝東華三院 155 周年，本院舉辦了不同活動，與員工和親友齊齊分享喜悅，其中包括保齡球賽、乒乓球賽、員工聚餐、雪糕日、歌唱比賽及主題樂園 Staycations。此外，本院亦於本年度增加了員工結婚、生育及添孫之喜的賀儀金額。

## 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，本年舉辦不同的球類比賽及「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。

## 鼓勵員工與家人共享愉快時光

為鼓勵員工與家人享受天倫之樂，同時紓緩工作壓力，本院分別舉辦本地主題樂園及內地兩天遊活動，達至生活與工作平衡。

# Staff Welfare and Benefits

TWGHs cares about its staff members and strives to optimise their fringe benefits in 5 major areas: medical and dental benefits, service awards, grants and loans, preferential discounts, and social and recreational activities. In celebration of the 155th Anniversary of the Group, TWGHs organised a variety of activities for staff and their family members and friends to enjoy together, including a Bowling Tournament, Table Tennis Tournament, Staff Cuisine Gathering, Ice-cream Day, Singing Contest, and theme park Staycations. In addition, gratuities for marriage, childbirth, and the birth of grandchildren were also increased this year.

## Promoting Healthy Lifestyle and Team Spirit

TWGHs launched various sport tournaments and the "Sponsorship for Self-arranged Sports Programme" in 2025/2026, as part of its drive to encourage staff members to proactively participate in in-house sports activities and external team matches. All these initiatives were aimed at building team spirit among staff members, while strengthening their physical fitness.

## Encouraging Quality Time with Family Members

To achieve work-life balance, TWGHs organised 2-day tours to a local theme park and scenic spots in the Chinese Mainland for staff members to spend quality time with their families and to relieve work stress.





為員工及其親友舉辦兩天遊活動，讓他們共享悠閒歡樂時光。
2-day tours were organised for staff members to enjoy a relaxing and joyful vacation with their families and friends.

## 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的服務及產品折扣。員工可參閱通告和優惠快訊掌握最新情報。

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

TWGHs actively seeks opportunities to offer a broad spectrum of preferential staff discounts. Staff members can enjoy various discounts provided by TWGHs and other shops on services and products. Regular updates on these preferential offers are communicated to staff through circulars and newsletters.

## 與東華三院共創愉快難忘經歷

本院是一個充滿活力與動感的機構，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，帶領員工達至生活與工作平衡的健康模式。此外，由董事局成員、員工和親友、學生及服務使用者組成的東華三院馬拉松隊，參與在 2026 年 1 月 18 日舉行的「渣打香港馬拉松」賽事，充分實踐「運動無界限」。

## Creating Joyful and Memorable Experiences with TWGHs

As a vibrant and energetic organisation, TWGHs strives to help staff members to maintain a healthy work-life balance by organising a variety of social and recreational activities, including sports competitions, social gatherings, parties, leisure activities, and interest classes. In addition, the TWGHs Marathon team comprising Board Members, staff members, their families and friends, students and service users of the Group took part in the "Standard Chartered Hong Kong Marathon" on 18 January 2026, where everyone fully demonstrated their perseverance.



員工乒乓球賽參賽者全情投入，為觀眾帶來精彩刺激的賽事。
Participants of the Staff Table Tennis Tournament went all out in the matches, thrilling audiences with their exciting performances.



員工於歌唱比賽中一展歌藝。
Staff members showcased their talents during the Staff Singing Contest.

## 員工康樂及福利活動
## Staff Recreation and Welfare Activities

| 活動 Activity | 舉辦日期 Date |
|---|---|
| 員工足球隊訓練與相關活動 Staff Football Team Practice Sessions and Related Activities | 4/2025-3/2026 |
| 員工龍舟隊訓練與相關活動 Staff Dragon Boat Practice Sessions and Related Activities | 4-12/2025 |
| 員工香港海洋公園 Staycation (2025/2026) Staff Hong Kong Ocean Park Staycation (2025/2026) | 5-6/4/2025 |
| 母親節押花首飾盒興趣班 Mother's Day Pressed Flower Jewellery Box Class | 10/5/2025 |
| 感謝日 Thankful Day | 14/5/2025 |
| 長洲全港龍舟邀請大賽 Hong Kong Dragon Boat Invitational Race in Cheung Chau | 18/5/2025 |
| 東華三院 155 周年—「我最喜愛的東華三院歷史建築物」投票活動 TWGHs 155th Anniversary "My Favourite Historical Building of TWGHs" Voting Campaign | 19/5-18/6/2025 |
| 沙田龍舟競渡 Shatin Dragon Boat Race | 31/5/2025 |
| 法律專業盃龍舟邀請賽 2025 Legal Professional Cup Dragon Boat Race 2025 | 7/6/2025 |
| 父親節親子天然植物染興趣班 Father's Day Natural Dye Class | 7/6/2025 |
| 東華三院 155 周年員工保齡球挑戰賽 TWGHs 155th Anniversary Staff Bowling Challenge Tournament | 21/6/2025 |
| 155 周年員工聯歡自助聚餐 155 Staff Cuisine Gathering | 8/7/2025 |
| 東華三院 155 周年員工乒乓球挑戰賽 TWGHs 155th Anniversary Staff Table Tennis Challenge Tournament | 19/7/2025 |
| 中秋月餅展銷會 Moon Cake Discount Sale | 26/8/2025 |
| 員工龍舟隊及足球隊周年聚餐 Staff Dragon Boat and Football Team Annual Luncheon | 30/8/2025 |
| 155 周年歡樂無界限 Staycation TWGHs 155th Anniversary Staff Ocean Park Staycation | 6-7/9/2025 |
| 155 雪糕日 155 Ice-cream Day | 19/9/2025 |
| 中秋節月餅製作興趣班 Mooncake-making Class | 27/9/2025 |
| 生活與工作平衡月 2025 Work-life Balance Month 2025 | 1-31/10/2025 |
| 「生活與工作平衡月 2025」開展儀式 Kick-off Ceremony of "Work-life Balance Month 2025" | 3/10/2025 |
| 155 東華好聲音 TWGHs 155th Anniversary Staff Singing Contest | 11/10/2025 |
| 「主題樂園萬聖節」入場券優惠 Hong Kong Disneyland Halloween Fun Day | 11/10/2025 |
| 「鼠尾草淨化及精油製作」工作坊 Sage Smudging and Skincare Essence Oil Workshop | 18&27/10/2025 |
| 愉景灣龍舟匯 2025 Discovery Bay Dragon Boat Gala 2025 | 26/10/2025 |
| 「超慢跑」工作坊 Slow Jogging Workshop | 28/10/2025 |
| 「品茶」工作坊 Tea Tasting Workshop | 28/10/2025 |
| 員工龍舟隊集訓開展儀式 Kick-off Ceremony of Practice Session for the Staff Dragon Boat Team | 8/11/2025 |
| 155 主題樂園聖誕 Staycation 155th Anniversary Staff Hong Kong Disneyland Christmas Staycation | 6-7/12/2025 |
| 「聖誕節杯子蛋糕製作」興趣班 Christmas Cupcake Workshop | 6/12/2025 |
| 渣打香港馬拉松 2026 Standard Chartered Hong Kong Marathon 2026 | 18/1/2026 |
| 東華三院 155 周年佛山順德純玩美食兩天遊 (2025/2026) TWGHs 155th Anniversary Foshan Shunde 2-day Tour (2025/2026) | 24-25/1/2026 |
| 新春賀年食品興趣班 CNY Food Making Class | 31/1/2026 |
| 同心同行大抽獎 Staff Appreciation Lucky Draw | 9/2/2026 |
| 元氣日 Cheer Day | 10/2/2026 |
| 155 主題樂園門票優惠 155th Anniversary Theme Park Discounted Ticket | 1/3-30/6/2026 |
| 員工周年聯歡晚會 Staff Annual Dinner | 6/3/2026 |

舉辦員工康樂及福利活動：38 項
Staff recreational and welfare activities organised: 38 items

參與員工及家屬人次：超過 21,000 人次
Staff member and family attendances: Over 21,000 attendances

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 21,638,900 元
Provision for staff welfare: About $21,638,900

個人諮詢及輔導服務用量：約 617 次
Usage of professional personal consultation and counselling services: About 617 times

## 員工福利支出
## Staff Welfare Expense

| | |
|---|---|
| 康樂活動 Recreational activities | $10,254,900 |
| 服務獎勵 / 福利津貼 Awards/Grants | $10,554,600 |
| 牙科保健 Dental Benefits | $829,400 |
| **員工福利支出總額 Total Staff Welfare Expenses :** | **$21,638,900** |

