



香港老年學會

Hong Kong Association of Gerontology



2019-2020  
年報 ANNUAL REPORT

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# 香港老年學會簡介

## Brief Introduction to Hong Kong Association of Gerontology

### 關於香港老年學會

香港老年學會於1986年成立，由一群熱心老年學的专业人士，包括：老年科醫生、護士、社會工作者、物理治療師、職業治療師、臨床心理學家、學術界人士等組成。本會目的旨在提倡老年學和提升香港安老服務的質素。每年經選舉誕生執行委員會，並由委員推選會長領導會務。

### About HKAG

Hong Kong Association of Gerontology was founded in 1986 by a group of professionals including geriatricians, nurses, social workers, physiotherapists, occupational therapists, clinical psychologists, and academics, etc. The aims of the Association are to promote the discipline of gerontology and to improve the quality of age care services in Hong Kong. The President is the official head of the standing Council, which is elected annually.

### 遠景：

香港是亞洲區最能關懷耆老的社會。

### Vision:

Hong Kong is the most caring society for the Golden Age in Asia.

### 使命：

促進社區人士關注香港的長者醫療、衛生、社會福利、長期照顧等服務、及提升本港老年學研究和教育的水準。

### Mission:

To promote the advancement of health care, social services and long-term care for older people in Hong Kong; and the furtherance of studies and education in gerontology.

### 價值：

- 全球性聯繫
- 社區伙伴關係
- 效果和效率
- 就本港長者各方面的需要的回應
- 積極進取精神
- 跨專業協作
- 持續質素改善

### Values:

- Global Link
- Community partnership
- Effective and efficient
- Responsive to the various needs of older people in Hong Kong
- Proactive
- Multi-disciplinary collaboration
- Continuous quality improvement

**目標：**

- 聯繫各地老年學機構與組織，增進彼此的了解與合作；
- 推動社會各界關注安老服務；
- 帶領及參與發展香港的安老服務，以提高長者的生活質素；
- 支持老年學的研究；
- 提供老年學的培訓及教學。

**Objectives:**

- To establish links with gerontology organizations outside Hong Kong in order to promote mutual understanding and cooperation;
- To arouse concern on age care services through cooperation with related sectors in Hong Kong;
- To spearhead and involve in the development of age care services in Hong Kong for improving the quality of life of older people;
- To encourage research in gerontology;
- To provide training and education in gerontology



# 委員會名單

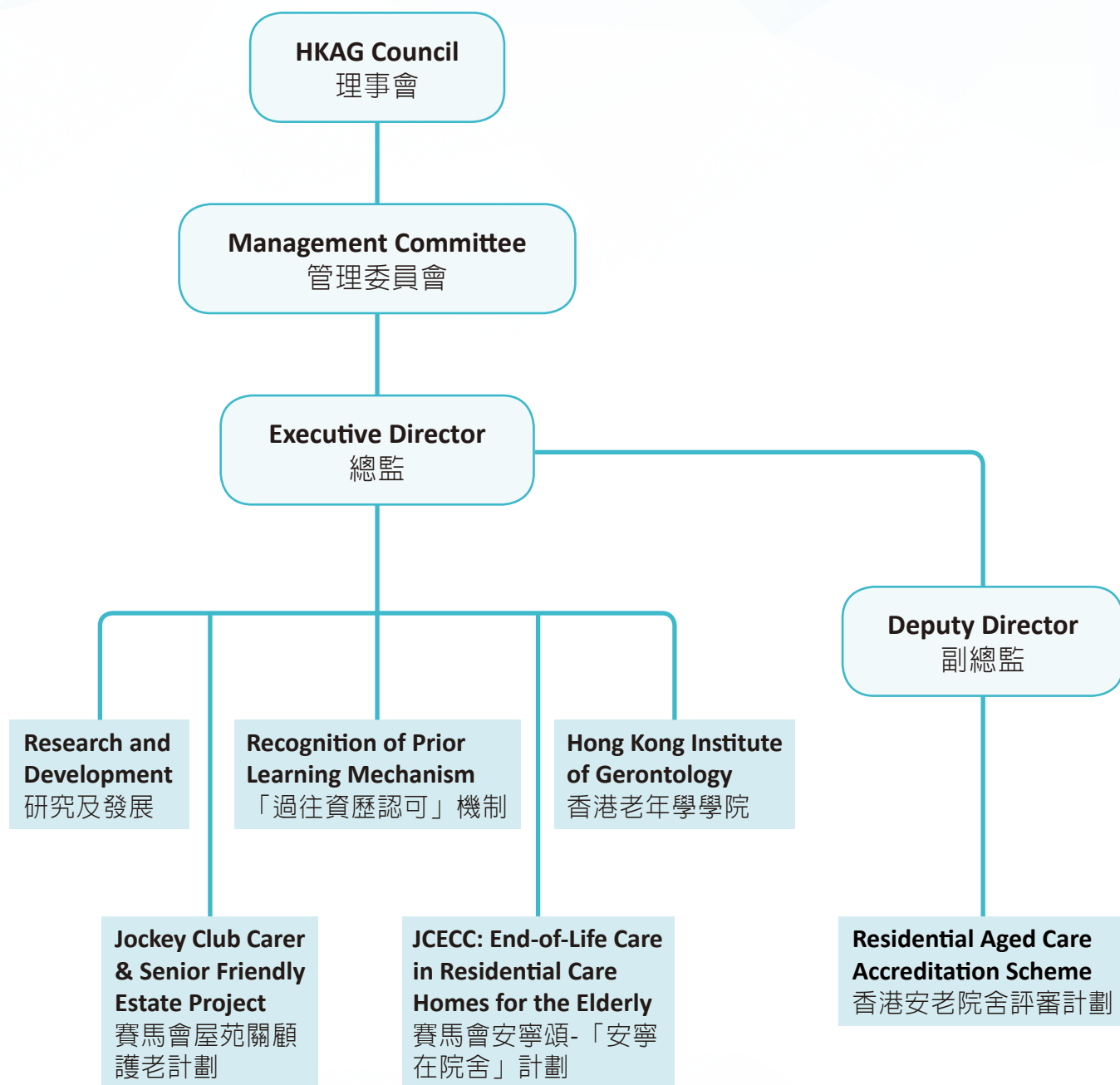
## List of Committees' member

理事會 HKAG Council			
職位	Position	姓名	Name
會長	President	梁萬福醫生	Dr. Leung Man-fuk, Edward
副會長	Vice-President	翟冬青女士	Ms. Chak Tung-ching
義務司庫	Honorary Treasurer	陳慧敏女士	Ms. Chan Wai-man, Yvonne
義務秘書	Honorary Secretary	鄭寶寶女士	Ms. Cheng Po-po, Peggy
委員	Council Members	陳金德先生	Mr. Chan Kam-tak, Wilson
		陳裕麗教授	Prof. Chan Yue-lai, Helen
		方乃權博士	Dr. N.K. Fong, Kenneth
		馮玉娟教授	Prof. Y.K. Fung, Sylvia
		關偉森先生	Mr. Kwan Wai-sum
		關耀祖博士	Dr. Kwan Yiu-cho, Rick
		黎永亮教授	Prof. Lai Wing-leung, Daniel
		梁綺雯博士	Dr. Leung Yee-man, Angela
		雷永昌醫生	Dr. Lui Wing-cheong, Victor
		麥煥章先生	Mr. Mak Wun-cheung, Max
		伍梁敏玲女士	Mrs. Ng Leung Mun-ling, Miranda
		樓瑋群博士	Dr. W.Q. Lou, Vivian
		沈南珠醫生	Dr. Shum Nam-chu
		湯秉忠醫生	Dr. Tong Bing-chung
		湯啓宇教授	Prof. Raymond Tong
		甄秋慧博士	Dr. Yan Chau-wai, Elsie
增補委員	Co-opted Member	顏文雄教授	Prof. Ngan Man-hung, Raymond

管理委員會 HKAG Management Committee			
職位	Position	姓名	Name
主席	Chairperson	梁萬福醫生	Dr. Leung Man-fuk, Edward
委員	Members	翟冬青女士	Ms. Chak Tung-ching
		陳慧敏女士	Ms. Chan Wai-man, Yvonne
		鄭寶寶女士	Ms. Cheng Po-po, Peggy
		湯秉忠醫生	Dr. Tong Bing-chung

# 組織架構

## Organization Chart



# 會長的話

## President's Address

### 不尋常的一年：新的挑戰與機遇

去年七月一日從外地回港，用完午餐之後回家時感受到不一樣七月一日的氣氛，也有一些不太吉祥的感覺。自七月一日之後在香港所發生的事情，不同的人有著不同的解讀，但具體是給我們在不同的工作及服務方面產生挑戰。踏入2020年的一月更迎來新型冠狀病毒的第一、第二、第三波的襲港；對各行各業做成天翻地覆的衝擊。面對著全球的染病個案的持續上升，我們也不可能知道疫症會在什麼時候可以離去。這個年頭可能是我們的會員及朋友在過往數十年來未嘗遇過同樣的重大挑戰，也可能是一些永久的改變。這些挑戰對香港老年學會的工作亦產生著不同的衝擊，我們誠心希望能更積極面對，與各會員及社會各界在安老服務的各方面創做新的環境，推動社會在安老服務的各個環節方面持續發展。

香港老年學學院的培訓工作在過往一年是著實受到重大的衝擊，去年有不少的月份因道路情況的急劇轉變而不能如期上課。新冠肺炎的疫情發展更令多月不能進行任何面授課程及臨床實習。不過在各方面的慈善基金的支持下，學院提升了防疫的設施及上網授課的儀器。我們更能機動地針對不同機構、專業人士、前線

### An Extraordinary Year: New Challenges and Opportunity

Starting from 1<sup>st</sup> July 2019 we have witnessed a tremendous scale in changes in way of life and politics in Hong Kong. Different people have different interpretations and adjustment to the social challenges since then. However it has certainly place many challenges to the work of people and organizations from the time onwards. More serious challenges came as the Covid-19 strike China and then spreading across the World. The First, Second and Third Waves of Covid-19 in Hong Kong up to June 2020 have placed huge impact to way of life and economic well being in Hong Kong. Facing the unstopped and ever-rising Covid-19 cases reported across the World we are not able to tell when will the disease be stopped in the World. To many of us who are born after 1950s the past year should be the most challenging year over our past life and some changes to our ways of life may definitely becomes permanent. Facing the challenges ahead, the Hong Kong Association of Gerontology would stand together with members, elderly and medical services organizations in Hong Kong and other countries to explore the new ways in tackling the challenges and adapt to the new ways of life and enable sustainable Aged Care in Hong Kong.

The Hong Kong Institute of Gerontology, the training arm of Hong Kong Association of Gerontology, faced the tremendous impact during the past year. With the everchanging traffic situation around Tsimshatsui area in the second half of last year many training programmes need to be cancelled in short notice and affecting enrollment to training courses. The threat of Covid-19 in Hong Kong in the first half of 2020 has put many of the face to face training and



工作人員提供線上學習的平台。除了能夠減少社交接觸以防疫外，也更能方便各學員因減少舟車時間而更容易參與培訓課程。以上可以是在疫情的挑戰底下創做了新的機遇，讓我們更能有效地滿足安老服務各界員工的培訓需要。隨著社會經濟環境及服務行業進入寒冬，迎來不少中年轉業的需求，我們也寄望學院能更針對這一羣急需轉業人士推出轉職培訓及就業輔導，讓他們可以盡快填補多年來香港安老服務行業人手不足的問題。香港老年學學院將會與各社會服務機構及私營安老服務機構合作推動人手的配對及訓練，也會透過本會的免費安老服務及醫療求職網去推動失業人士的轉業資訊與機遇。

practical sessions of the training courses to a standstill for a few months. It has certainly created the tremendous financial impact to the Association. We are however fortunate to have received financial and material support from various charitable funds to enable us to face the challenge on funding, sterilizing materials, web based education platforms. With the addition of the above facilities we are able to introduce new courses on the web based manner to cater for the rising needs of education and training in the later months of the first half of 2020. The new courses introduced with web based delivery are better adapted to busy professionals and frontline staff in Aged Care and reduced their need to travel to the training venue. With the changes in the Economic Environment of Hong Kong and increasing unemployment rate in Hong Kong, there will be increasing number of middle aged workforce with a need to new employment opportunities. The Hong Kong Institute of Gerontology will work out on new ways to connect with employers in NGOs and private aged care organizations to train, recruit and support new workforce in Aged Care to fill the long needed vacancies in Aged Care Sector in Hong Kong. The Hong Kong Association of Gerontology free employment web will be further enriched to enable job positions of Aged Sector to match with new Jobseekers.

新冠肺炎疫情底下帶來各種醫療設施及安老院舍的限探令，這也對我們香港賽馬會「安寧在院舍」及「香港安老院舍評審計劃」在院舍探訪方面有所限制。不過因為醫院禁止探病，反而令很多患上末期疾病的院友及家屬不希望將親人送到醫院，因為他們可能不知道何時會是離別的時刻；這更讓安寧在院舍發揮著積極的作用，使末期病患院友減少出入醫院及在院舍渡過他們的人生最後一程，可能未來有更多院友及家屬會選取院舍離世作為選擇。隨著食物衛生局去年十二月

Covid-19 in Hong Kong has stopped the visiting arrangements in hospitals and aged homes in Hong Kong. It has placed an impact on the JCECC End of Life in RCHES and also the Residential Aged Care Accreditation Scheme as it restricted our regular visiting to Aged Homes in Hong Kong. However, with the restrictions in visiting policy of hospitals, the request for not admitting to hospitals from terminal residents in RCHES has increased instead. It placed the opportunity for the JCECC End of Life in RCHES project able to recruit more new cases to benefit from our service. With the completion of the Consultation Exercise of the Food and Health Bureau on Advance Direction and



完成的有關「預設醫療指示及居所離世」的諮詢文件完成的報告，顯示政府將會修改死因庭的要求，讓居住院舍的院友可以由到診醫生在院舍合法証實死亡，將會進一步完善在安老院舍推動安寧照顧的條件。香港老年學會賽馬會安寧頌之「安寧在院舍」專業團隊將於未來兩年持續優化院舍晚晴照顧的模式；推行更廣泛的專業及前線培訓課程，讓業界更能好好於各院舍提供安寧照顧與晚期疾病院友。

新冠肺炎的第三波引發起不同的院舍疫情的爆發，更導致不少院友身故的結果，使社會各界更關注安老院舍的空間、人手、質素、防感染的安排及能力。香港老年學會持續關注及推動長者服務質素。自2005年開始在香港首先推出「香港安老院舍評審計劃」多年來屢獲國際及香港的認可。今年正值社會福利署開始全額資助私營安老院參與評審，本會評審部將積極推動業界參與質素評審，在確保完善的質素管理的系統，也可以減低感染風險。為更能推動院舍之質素管理，香港老年學會得到香港賽馬會慈善信托基金贊助，啟動一個為期三年的「護老易學習計劃」；透過這計劃將為各安老院舍提供員工的改善質素訓練，冀能更有效提高香港安老院舍的服務質素。針對新冠疫情的挑戰；本會將研究推展安老院舍預防及控制感染培訓的課程。

Dying in Place in end of last year, we witness the future opportunities of enabling Dying in RCHes to become realistic in few years time with amendment of the Coroner Ordinance. Our Expert Team from JCECC EOL in RCHes will work hard in the coming two years to enable the new practice model to be able to be introduced in two to three years time by Social Welfare Department and new training programmes will be introduced to fulfill the training needs of experienced professionals in Aged Care Settings to take the lead in End of Life Care in individual aged homes.

We witness the outbreak Covid-19 in Residential Care Homes in Hong Kong during the third wave this June and it has also caused higher number of deaths in the frail elderly residents. This lead to the public concern on the spatial requirement, manpower, quality and infection control measures in RCHes in Hong Kong. The Hong Kong Association of Gerontology has long been concern on the quality of Aged Care in Hong Kong. We have launched the Residential Aged Care Accreditation Scheme (RACAS) since 2005 to provide quality accreditation for RCHes in Hong Kong. The system enables RCHes to improve their quality through a set of quality standards with internal and external audits. The RACAS has attained accreditation of our standards and service by local accreditation body and international organization. This year we welcome the introduction of the Subsidy scheme from Social Welfare Department to encourage private RCHes to participate in quality accreditation. Through participating in quality accreditation of RACAS RCHes will be able to improve the standard of their care and practice and more importantly the standards of Infection Control. To further enable RCHes to improve their standards and practice for staff, the Hong Kong Association of Gerontology has obtained funding subsidy from Hong Kong Jockey Club Charities Trust to introduce a three year training project 'Jockey Club Learning So Easy in Elderly Sector Project' which will make use of information

technology and web-based material to help front line and professional staff to attain the knowledge and skills in improving their care in the RCHES.

我們雖然在過往一年面對著前所未有的挑戰，不過在透過去年委任陳靜宜女士為本會總監後；在陳總監領導各部門的主管於管理及服務流程的改善下，本會各項服務的成效得到大幅的改善，財政狀況更健康地發展。本會在各位同事共同努力下；參與了香港社會服務聯會的「2019社聯最具成效中小型非政府資助社會服務機構獎」計劃並獲頒「最具成效機構」獎，可說是對香港老年學會過往三十四年來的工作之認可。

Although we have been facing the tremendous challenges last year, we are fortunate we have appointed Ms. Susan Chan as the Executive Director in last August. Through her leadership and enhanced team work of various project leaders and staff, we have been able to improve the management and workflow of the Association. We have witnessed improvement in the effectiveness within the Organization and the financial performance of the Association also improved during this year also. Through the collective work of all level of staff we have participated in the HKCSS Most Impactful Small and Medium-sized Non-subsidized NGOs award of 2019 and we are awarded the Most Impactful NGO award. The award is a recognition of the achievements we have made in the past 34 years.

去年在經過多年的努力修改會章底下，本會在上屆周年大會引入增加執行委員會的人數由過往十人增加到二十人，讓我們可以吸納更多安老服務及老年學的專才參與、領導及推動本會在老年學的發展。本人亦很高興在此預告明年將會是香港老年學會的三十五周年，本會將會推動一連串的活動去推廣香港的各項有關老年學的研究及發展領域。明年更將啓用本會於港島利東邨的新中心，希望在新的中心可以更好地提升各項工作。

The Hong Kong Association of Gerontology has updated the Articles of the Association since last year and we are able to recruit increased number of experts and academics to join as Council Members of the Association to lead and improve the work of the Association. We will be seeing the 35<sup>th</sup> Anniversary of the Association in 2021, The Association will organize a series of activities throughout next year to promote further the concept of Gerontology and its related knowledge to the Aged Care Sector and public. In addition, our new centre in Lei Tung Estate will be the added venue to further develop and deliver our services to the society.

在這一個具挑戰的一年，本人謹代表本會同寅感謝各方面的大力支持，向我們的工作人員、義工、導師和香港老年學會全體會員表示感謝。再者，本人衷心感激香港安老事務委員會、香港特別行政區政府商務及經濟發展

We would like to extend our appreciation to the Council Members, volunteers, trainers, and all members of HKAG who have been contributing great commitment, wisdom, passion and time during this year. Additionally, I would like to express my deepest gratitude to advice and support given by the Elderly Commission,



局、香港特別行政區政府勞工及福利局、香港特別行政區政府社會福利署、僱員再培訓局、香港學術及職業資歷評審局、澳門特區政府社會福利局、內地各省市福利部門、香港賽馬會慈善信託基金、香港房屋協會、和富社會企業、香港社會服務聯會、利希慎基金、仇景、傅少芳伉儷慈善基金及李國賢基金等等機構之建議及和支援。本人亦十分感謝很多非政府福利組織、受資助和私營安老院舍以及相關協會、學術和培訓機構、醫療衛生組織、藥物公司、其他單位與個人等的協助、支持及捐助。本人堅信藉著大家的付出和努力，我們一定能夠迎接挑戰，為香港之長者、照顧者及安老服務同業提供更優質的服務。

HKSAR Government Commerce and Economic Development Bureau, HKSARG Labour and Welfare Bureau, HKSARG Social Welfare Department, Employees Retraining Board, Macao SAR Government Social Welfare Bureau, welfare departments and bureau of various provinces and cities in Mainland China, Hong Kong Jockey Club Charities Trust, Hong Kong Housing Society, Wofoo Social Enterprises, Hong Kong Council of Social Service, Lee Hysan Foundation, Chou King, Fu Siu Fong Charity Fund, Simon KY Lee Foundation etc. Equally important, I am grateful to numerous non-government welfare organizations, subsidized and private aged care homes and related associations, academic and training institutes, medical and health organizations, pharmaceutical companies, many other bodies and individuals for their altruistic assistance, support and donations. I firmly believe that with the endeavors and efforts of all your good selves, we would be able to meet the challenges and develop a prominent and quality services for older people in Hong Kong.



會長梁萬福醫生  
President Dr. Leung Man-fuk, Edward

# 總監報告

## Executive Director's Report

### 高山低谷同走過

在社會衝突和疫情蔓延的風雨飄搖中，渡過我在老年學會的首年工作；過去一年謹以謙卑之心學習，感恩得到業界友好、同工及理事支持，共同跨過高山低谷，在建立、承傳、創新、發揮方面獲得良好成果。

### 建立和承傳

過去一年，學會著力完善各種制度和系統，增加工作的效能和效率。人力資源方面，大力重組架構，清晰分工，透過委任同事擔任部門主管，承擔責任。重組後建立了核心團隊，達到經驗承傳的理想，共同為學會打拼。財務及行政方面，簡化了工作流程，免除繁瑣，但由於學會仍未全面電腦化，仍有甚大提升空間，寄望來年本會南區中心啓用時有突破發展。

### 創新和發揮

新冠肺炎疫情，令眾多家庭及長者受到很大負面影響。本會見到需要，構思不少創新服務項目以支援社會上有需要人士。獲賽馬會資助的「共疫情·同抗逆」行動，於爆疫屋村派發近萬份家居防疫清潔用品予長者和有需要者。獲利希慎基金及仇景、傅少芳伉儷慈善基金資助的「孤島移除」計劃，支援居於中小型私

### Walking through low valleys and mounains

My first year spent in the Hong Kong Association of Gerontology was filled with precariousness. I am humble to learn under the fluctuating situation caused by recent social events and Coronavirus pandemic. It is grateful to have supports extended from friends in the industry, colleagues and council members during the hard times. With your supports the association has attained a satisfactory result in establishment, inheritance innovation and utilization.

### Establishment and Inheritance

Last year the association focused on optimizing various systems to improve its effectiveness and efficiency. Concerning human resources, we vigorously reorganized and clarified the structure and division of labour. Responsibilities were assumed by appointing colleagues as department heads. A core team was established to achieve the ideal transmission of experiences by working together for the association. The work flow for financial management and administration have been streamlined to eliminate cumbersome. There is still much room for improvement since the association has not yet fully computerized. It is expected that the system would be advanced in the coming year as the new center is in use.

### Innovation and Utilization

We had initiated a number of services to support elderly persons and families affected by the COVID 19 pandemic. The association had received funding from "The Jockey Club COVID-19 Emergency Fund" to deliver protective supplies and household cleansing products to elders and vulnerable persons in need of help. The Lee Hysan Foundation and the Chou King, Fu Siu Fong Charity Fund had also granted us a "Stay Connected: RCHE Residents and the



院長者透過最新科技設備與家人「見面」，冀望可以減低孤獨抑鬱情緒。獲李國賢基金資助購買設施提升學會課室防疫水平，更看到中年基層人士在疫情下線上學習的數碼鴻溝，著力支援他們運用最新資訊科技作線上學習。馬會社區持續抗逆基金資助的「安老服務業能力提升計劃」，提供進修課程予失業人士，加入護理行業。短短幾個月，學會努力回應社會需要，發揮影響力，在此感謝各基金之支持和同工的努力！

老年學會的理念是打造香港成為亞洲區最關懷耆老的社會，十五年來我們堅持安老院舍評審計劃，推動院舍透過考取「Q 嘜」來提升服務質素，造福弱者。至2019年底終能成功影響政府政策，社署推出全港私院參與考評的資助計劃。所以去年共有近百間院舍參加學會的院舍評審，同事在忙碌中感受倡議成功的欣喜！

澳門特別行政區社會工作局委托本會進行的「澳門長者生活狀況及長期照顧服務需要」調查研究已完成，報告書已呈交相關部門

Society” project. It aimed to support elders staying in small-sized old age residential homes to ease their depression and loneliness by “meeting” their families through communication technology. With funding from the Simon KY Lee Foundation, we had improved web-based materials and preventive devices for our classrooms. We helped a number of middle aged and grass-root members to bridge the digital gap and access online learning by making use of information technology. Moreover the “Jockey club Community Sustainability Fund to further tackle the impact of COVID-19 “had sponsored a plan to enhance the competency of elderly care service industry. The plan targeted to provide training for the unemployed joining the elderly care team. The association had exerted influences and tried every effort to respond the needs of the society within a few months. I would like to acknowledge foundations that offering kind sponsorship to the association. Last but not least I must thank my colleagues for every endeavor they had made.

To accomplish our vision in terms of building Hong Kong the most caring society for the elderly in Asia, the association has continued the Residential Aged Care Accreditation Scheme for the past fifteen years. The scheme encourages residential homes to improve the quality of service that benefited the frail elderly by obtaining a “Q”mark. Eventually our initiatives have successfully affected government policy making. The Social Welfare Department has launched a project called “Accreditation Subsidy Scheme for Private RCHes” in 2019. The scheme offers full subsidies for private RCHes in Hong Kong to join an approved accreditation schemes. There were about 100 private residential homes participating the accreditation schemes last year. Colleagues are busy but happy to see the advocacy is in place.

We have completed a research commissioned by the Social Welfare Department of Macao. The research report titled “Living Condition and Long-term Care Service Needs of Elderly in Macao

審閱。在此感謝協助給予專業意見的委員們，學會感恩能為澳門長者們作出貢獻。

作為全港唯一執行安老服務業「過往資歷架構認可」機制的機構，我們為前線同工的實務工作經驗認可而努力。本年度錄得大幅的參加人數，不過，在五年免試過渡期完結後，來年我們需更策略性推廣和吸引業界同事參加。

### 應對「新·常態」

為應對「新常態」，老年學學院已能靈活彈性地安排各項教育課程的實體或是線上授課，讓社會上有需要人士或業內工作人員，不會因疫情而停止學習，在「緊弛交替」的防疫措施下，盡最大努力前行。然而，課程數目及學員人數無可避免地比去年下降，課程數目減少了近30%，學員人數則減少近50%，對以自負盈虧為主的學會帶來巨大財務壓力！學會一方面管理成本，亦多謝政府「保就業」、香港賽馬會慈善信託基金、香港社會服務聯會、和富社會企業和各慈善基金的支援，終讓小機構能生存下去，繼續發揮使命！

SAR” was submitted to officials concerned for further review. We express thanks to committee members for their participation and expert opinion throughout the research process. The association is also gratified for contributing to the elderly in Macao.

As the sole agent for Recognition of Prior Learning Mechanism by Hong Kong Council for Accreditation of Academic and Vocational Qualifications, we strived to facilitate frontline practitioners in elderly care services applying for formal recognition of their relevant knowledge, skills and experiences. Number of applicants was significantly increased this year. As the 5 year transition period for assessment exemption was already ended, we have to promote the mechanism strategically in order to attract more colleagues from the elderly industry in the coming year.

### Coping with New Normal

Having coped with the New Normal for months, the association has acquired experiences in adjusting training modes. Both classrooms teaching and on-line learning are adopted flexibly so that students would not pause their training during the pandemic period. Despite we have tried our best to progress under situational restrictions, number of courses and students had inevitable reduced by about 30% and 50% respectively as compared with the year before. Current changes obviously did bring financial pressure to the association which is small-sized and self-financed. Besides dealing with the cost, we also sincerely thank the Government Employment Support Scheme, the Hong Kong Jockey Club Charities Trust, the Hong Kong Council of Social Service and Wofoo Foundation, for their supports that help the association to continuing its duty.



## 小機構 做大事

香港老年學會榮獲「2019社聯最具成效中小型非政府資助社會服務機構獎」，對我們是一個很大鼓勵，未來老年學會會持續以政策倡議、人才培訓及創新服務為我們的工作方向。

來年最大的發展項目，是本會南區中心之裝修和啓用，預期服務及網上學習有很大發展。在晚晴照顧上，本會累積了多年經驗，本著分享精神，來年會推出證書課程，支援業界管理及前線同仁。護老者工作上，本會會針對社區上重要持份者：屋苑管理及保安人員作更大力的推動和教育，締造長者友善社區。

在此再次感謝各界的支持，無論前路是高山或低谷，我和我的團隊，期盼和大家一起攜手前行！



總監陳靜宜女士  
Executive Director Ms. Susan Chan

## Small organization, great achievement

The Hong Kong Association of Gerontology has obtained a “Most Impactful NGO Award 2019” awarded by the Hong Kong Council of Social Service. The award certainly is a great encouragement and recognition for the association. In future we would continue our direction towards policy advocacy, training and development as well as innovative services.

One of our major projects would be the renovation and opening of the new center located in South District next year. The new center would be equipped to advance our service including web-based learning. Over the years the association has accumulated precious experiences in palliative care for the elderly. We will hold certificate courses on end of life care to share and support various levels of staff working in elderly care setting. Aiming at building an elderly friendly society, we will carry on carers training for stakeholders in the community including estates security and management staff.

Once again I would like to convey my gratitude for all your supports. No matter the road ahead is high or low, I and my team are looking forward to move on with all of you.

# 服務

## Services

### 香港安老院舍評審計劃

香港老年學會於2005年設立香港安老院舍評審計劃，基於自願參與、同儕評核、過程與成效並重的理念；透過運用一套客觀、有效及具權威性的評審制度，成功推動安老院舍提升服務質素。香港安老院舍評審計劃於2008年通過「國際健康照護品質協會」評審標準的認證，更於2014年6月獲得香港政府創新科技署香港認可處批准通過「安老院服務提供者管理體系認證機構」的認可資格。老年學會的香港安老院舍評審計劃是本港目前唯一同時獲得國際健康照護品質協會及香港認可處認可的安老院舍評審機制。

### The Residential Aged Care Accreditation Scheme (RACAS)

In line with the concept of voluntary participation, peer review and equal importance between process and effectiveness, the Hong Kong Association of Gerontology (HKAG) established the Hong Kong Residential Aged Care Accreditation Scheme ("RACAS") in 2005. Through an objective, effective and authoritative accreditation system, RACAS have successfully promoted quality enhancement in the services of residential care homes for the elderly (RCHE). In 2008, RACAS was accredited by the International Society for Quality in Health Care (ISQua). Moreover in June 2014, the Accreditation Division of the HKAG was accredited by the Hong Kong Accreditation Service (HKAS) of the Innovation and Technology Commission as a certification body for the Residential Care Homes (Elderly Persons) Service Providers' Management System Certification. HKAG is the only organization in Hong Kong accredited by ISQua and HKAS for assessment of RCHEs.

### 去年工作重點

1. 自2014年6月評審計劃成為全港首個取得香港政府創新科技署香港認可處「安老院服務提供者管理體系認證機構」的認可資格。評審部於2020年成功完成第二次續期認證。
1. In June 2014, HKAG's Accreditation Scheme ("the Scheme") was first accredited by HKAS as a certification body for the Residential Care Homes (Elderly Persons) Service Providers' Management System Certification in Hong Kong. The Division has proceeded the second re-certification assessment in June 2020.



周年會議上頒發「香港安老院舍評審計劃」證書予獲獎院舍  
Awarding certificates to nursing homes with accreditation accomplished at HKAG Annual Congress.



每月免費講座  
Monthly free talks



2. 評審計劃於2008年獲得「國際健康照護品質協會」(ISQua)之認證。而ISQua於2019年1月重新定名為「國際健康照顧品質外部評審協會」(The International Society for Quality in Health Care External Evaluation Association (IEEA))。評審部即將進行第三次續期認證安排。
2. RACAS has obtained the first accreditation from ISQUa in 2008. ISQua has been renamed as The International Society for Quality in Health Care External Evaluation Association (IEEA) since January 2019. RACAS at present is arranging the 3<sup>rd</sup> re-certification assessment with IEEA.
3. 配合IEEA每五年進行標準更新的要求，評審部把評審準則RACAS40:2014版本更新為RACAS40:2019版本，新版已於2019年10月17日起生效。
3. To fulfill the requirements of the IEEA for standard update in every five years, the standard has been renewed from RACAS40:2014 to RACAS40:2019. The new version has been commenced on 17 October, 2019. All new joined RCHEs have to adopt the new standards. RCHEs having accreditation attained were also asked to update related standards to RACAS 40:2019 by 30 June of 2020.
4. 為鼓勵私營安老院持續提升服務質素，社會福利署於2019-20年度推出一個為期五年的「私營安老院認證資助計劃」(資助計劃)。計劃於2019年12月展開，評審部致力多方推廣，至2020年6月30日，已有71間私營院舍參加本部的認證計劃，其中51間為首次參加評審院舍。
4. The Social Welfare Department (SWD) has launched a five-year “Accreditation Subsidy Scheme for Private RCHEs” (the “Subsidy Scheme”) in 2019-20 with full subsidies for all private RCHEs joining the approved accreditation schemes. RACAS as one of the approved accreditation scheme appointed by SWD, the Division has strived to promote and execute the Subsidy Scheme. By the end of June 2020, 71 care homes have joined the subsidy scheme in which 51 private homes are new clients to RACAS.



評審員訓練課程  
Assessors Training Course



評審活動  
Accreditation Activities

5. 2020年初因新冠肺炎的爆發，大部份的院舍評審工作受影響而需延後進行。期間評審部制訂防疫政策，以保障院舍及評審員的安全，同時加強與院舍的聯繫，提供適切的安排，協助院舍進行評審。

6. 評審部一向致力培訓評審員，本年度除恆常於年末舉辦了7班評審員進階課程外，亦開辦了4班評審員訓練課程共培訓55名新評審員。

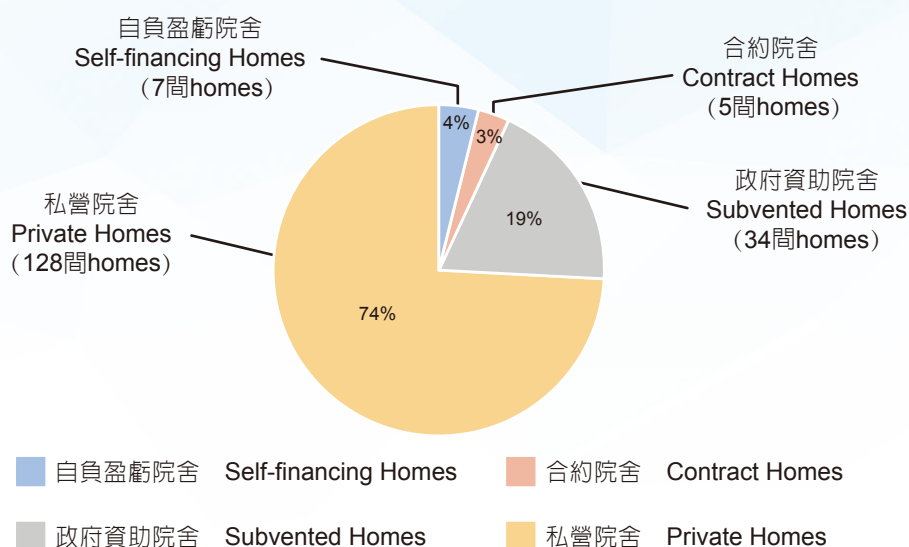
5. Most of our accreditation schedules for RCHEs were affected and delayed due to the outbreak of COVID-19. The Division formulated epidemic prevention policies to ensure the safety of RCHEs and assessors during the pandemic. We also strengthened the contact with related RCHEs and provided appropriate arrangements and support.

6. The Division has always been committed to assessors training. In addition to the 7 assessor advanced courses held at the end of 2019, we had also conducted 4 assessor training courses for 55 new trainees in the reporting period.

## 服務統計

參與評審院舍統計（由2005年至2020年6月） Number of Accredited Homes (From 2005 to Jun 2020)	院舍數目 Number of Accredited Homes
參與評審 Participated in RACAS	174
通過評審 Obtained accreditation	110
持有有效的評審認證證書（截至2020年6月30日） Holding valid accreditation certificates (As at 30 June 2020)	56
評審年期 Year of Accreditation	院舍數目 Number of Accredited Homes
已開始首個評審週期 Commenced 1 <sup>st</sup> accreditation cycle	140
已完成首個評審週期，第二個評審週期進行中 Completed 1 <sup>st</sup> cycle, 2 <sup>nd</sup> accreditation cycle in progress	5
已完成第二個評審週期，第三個評審週期進行中 Completed 2 <sup>nd</sup> cycle, 3 <sup>rd</sup> accreditation cycle in progress	9
已完成第三個評審週期，第四個評審週期進行中 Completed 3 <sup>rd</sup> cycle, 4 <sup>th</sup> accreditation cycle in progress	16
已完成第四個評審週期，第五個評審週期進行中 Completed 4 <sup>th</sup> cycle, 5 <sup>th</sup> accreditation cycle in progress	4
總數 Total	174

## 參與院舍種類 Types of RCHes participated accreditation



## 評審次數 (由2005年至2020年6月) Number of On-site Accreditation s (From 2005 to Jun 2020)

評審類別 Type of Accreditation	2019年7月 2020年6月	累積評審次數 Accumulated times
主要評審 (首年評審及續期評審) Major accreditation (first year accreditation and re- certification)	25	140
週年覆檢 Annual Review	32	419
總數 Total	57	559

## 評審員人數 (截至2020年6月30日) Number of Assessor (As at 30 June 2020)

專業 Profession	人數 Number
註冊護士 Registered Nurse	88
註冊社工 Registered Social Worker	79
註冊物理治療師 Registered Physiotherapist	10
醫生 Medical Officer	2
總數 Total	179



## 培訓課程 Training Course

種類 Type	已開辦 評審員班 Number	已培訓 Participants
參與評審員訓練課程（由2005年至2020年6月） Participated the Assessor training course (From 2005 to Jun 2020)	22	613
評審員訓練課程（由2019年7月至2020年6月） Assessors training course (From Jul 2019 to Jun 2020)	4	55
評審員進階課程（由2019年7月至2020年6月） Advanced Course (From Jul 2019 to Jun 2020)	7	171

## 展望

來年評審部將持續推動不同類型院舍，如：私營安老院舍、合約院舍及自負盈虧院舍，參加認證計劃。亦繼續每月舉辦免費講座，讓院舍同工及社會人士了解院舍評審的流程及安排，透過教育及推廣工作，提升院舍服務質素，讓家人和長者有得選擇。

## Prospect

In the coming year, the Division will strive to promote the accreditation scheme to private residential care homes, contract homes and self-financing homes. We will also continue to deliver free talks monthly to introduce the goal, process and arrangements of the scheme to different homes as well as the community to increase popularity and support of RACAS in the society.



評審委員會會議  
Accreditation Committee meeting



### 研究及項目發展

### Research and Development

#### 第二十六屆老年學周年會議

#### 26<sup>th</sup> Annual Congress of Gerontology

第二十六屆老年學周年會議順利於 2019年11月9日；假城景國際酒店舉行。會議的主題為「跨越2020：老齡化的挑戰與機遇」。是屆會議的主禮嘉賓是香港政府食物及衛生局局長陳肇始教授JP，而兩位專題講者為香港中文大學生物醫學工程學系系主任湯啓宇教授和香港大學秀圃老年研究中心總監樓瑋群博士。參加者超過150位，除本地參加者外，內地的學者亦有到場進行交流。

The 26<sup>th</sup> Annual Congress of Gerontology was held on 9<sup>th</sup> November 2019 at the Crystal Ballroom of The Cityview, Chinese YMCA. The theme of this year was "Ageing 2020 and beyond: Challenges and Opportunities" The officiating guest was Prof. Sophia Chan JP, Secretary for Food and Health, HKSAR. The two plenary speakers were Prof. Raymond Tong, Chairman, Department of Biomedical Engineering, The Chinese University of Hong Kong and Dr Vivian Lou, Director, Sau Po Centre on Ageing, The University of Hong Kong. There were over 150 participants attending the Annual Congress. Besides local participants, there were also scholars from Mainland China joining the Congress.



香港老年學會成員與主禮嘉賓及主題演講於會議開幕禮後合照  
With Officiating guest and plenary speakers after the opening ceremony of the congress



勞工及福利局局長羅致光博士，GBS, JP與研討會合辦機構代表合照。  
Group photo of Dr the Hon LAW Chi-kgong, GBS, JP, Secretary for Labour and Welfare and representatives of Co-organizers

## 第八屆跨境安老服務研討會

學會與伸手助人協會、香港理工大學活齡學院、香港理工大學老年護理研究中心、香港復康會、香港大學秀圃老年研究中心，及嶺南大學亞太老年學研究中心合辦「第八屆跨境安老服務研討會」。研討會於2019年12月19日假香港社會服務聯會舉行，超過100名業界代表及相關持份者出席活動。是次研討會以「大灣區養老產業」為主題，透過討論及分享大灣區養老產業發展的機遇和挑戰，探討大灣區養老服務的配套能否作為本港長者安老的選擇。

## The 8<sup>th</sup> Cross-border Elderly Care Seminar

Our Association organized The 8<sup>th</sup> Cross-border Elderly Care Seminar jointly with Helping Hand, Institute of Active Ageing and Centre for Gerontological Nursing of The Hong Kong Polytechnic University, The Hong Kong Society for Rehabilitation, Sau Po Centre on Ageing of The University of Hong Kong, and Asia-Pacific Institute of Ageing Studies of Lingnan University. The seminar was held on 19<sup>th</sup> December 2019 at The Hong Kong Council of Social Service. Over 100 participants from government, non-government organizations and industrial stakeholders attended the seminar. With a focus on the theme of 'Development of Elderly Care Ecology in Greater Bay Area - Policy, Human Resources and Quality Assurance', various speakers shared opportunities and challenges they faced when implementing elderly care services in the Greater Bay Area.

## 第十六屆世界華人地區長期照護會議

由世界華人地區長期照護聯會主辦，社團法人台灣長期照護專業協會承辦，本會及其他單位協辦的「第十六屆世界華人地區長期照護會議」，於2019年11月15日至11月18日；假杭州開元名都大酒店舉行為期4天的國際性會議。是次主題為「整合、科技、品質、創新」。學會亦有派代表分享及發表是次會議，與來自其他華人地區的代表進行交流。

## 16<sup>th</sup> World Congress on Long-term Care in Chinese Communities

The 4-day "16<sup>th</sup> World Congress on Long-term Care in Chinese Communities" was held from 15 November to 18 November 2019 at New Century Hangzhou Grand Hotel. The Congress was hosted by the Association of Long Term Care in Chinese Communities, organized by Taiwan Long-term Care Professional Association, and co-organized by HKAG and other organizations. The theme of the Congress was "Integration, Technology, Quality and Innovation". A group of HKAG representatives were formed to participate the Congress and to have idea exchange with representatives from other Chinese communities.

## 澳門特區長者生活狀況及長期照顧服務需求研究

本會獲澳門特別行政區政府社會工作局委託，於2018年8月中開始展開為期20個月的研究，探討澳門長者的生活狀況及長期照顧服務需要，以制訂澳門安老服務的規劃比率建議。

研究的數據收集已於2019年9月完成，研究報告亦已於2020年4月呈交澳門社會工作局審閱。

## Research on Living Condition and Long-term Care Service Needs of Elderly in Macao SAR

Our Association has been commissioned by the Social Welfare Department of Macao to carry out a 20-months research project, starting from mid-August of 2018. The research aims to explore the living condition and long-term care service needs of elderly in Macao in order to come up with some suggestions on Macao's elderly service planning ratio. The data collection had been completed by September 2019 and the research report had been submitted to Social Welfare Department of Macao for review.

## 安老及醫療服務求職網

網站旨在為安老及醫療服務業界提供一個公開及免費的就業資訊平台，讓有志投身業界的人士取得更全面的職位空缺資訊，同時讓僱主更快捷地發放空缺消息，更有效率地聘用人手。2019年7月1日至2020年6月30日期間，共有990個職位空缺曾於網站刊登，網站每月獲得超過2,500次點擊。

## Elderly and Health Care Employment Website

The Website aims at providing an open and free-of-charge employment information platform for elderly and health care service sectors. It enables the workers to obtain more comprehensive information on job vacancies. There were 990 job vacancies posted in the Website during the period of 1 July 2019 to 30 June 2020. The click through rate exceeds 2,500 per month.

## 香港賽馬會「共疫情·同抗逆」行動

本會獲得「賽馬會新冠肺炎緊急援助基金」撥款，向服務受眾，包括獨居及體弱長者，贈送家居防疫清潔用品，並提供防疫資訊。我們與屋邨的物業管理公司和其他機構合作，向居民合共派發9,500份家居防疫清潔用品。

## Jockey Club's initiatives to combat Covid-19

Our Association received funding from "Jockey Club COVID-19 Emergency Fund" to deliver protective supplies, household cleansing products and COVID-19 prevention tips to service recipients, including elderly who are frail and living alone. We co-operated with property management service companies and other NGOs for distributing 9,500 sets of protective supplies and household cleansing products.



### 香港老年學學院

香港老年學學院貫徹學會的宗旨，為安老服務的同工提供各類型的本地及海外專業培訓課程，以提升安老服務的質素。本學院的課程均由資深醫生、護士、物理治療師、職業治療師及社會工作者主講，透過理論和實踐的結合，促進安老服務的多專業發展。

#### 去年工作重點 轉變授課模式

受去年社會事件及今年初的疫情影響，學院課堂模式需作重大改變。從以往的固定時間到校上課，變得需要靈活彈性地調整課堂時間；並且由面對面的授課模式，轉變為網上教學和面授的混合形式，對學院而言是一大挑戰。

#### 延續資歷架構認證課程

隨著社會對教學質素要求的日益提升，自2017年起，學院已有多個課程獲得資歷架構認證，包括「安老院舍護理員證書」、「保健員訓練證書」、「社會福利署院舍員工培訓資助計劃—保健員進階課程證書」及「社會福利署院舍員工培訓資助計劃—護理員訓練課程證書」。欣喜「保健員訓練證書」課程於2020年4月通過資歷架構覆審認證。

### Hong Kong Institute of Gerontology

Hong Kong Institute of Gerontology is aimed at providing various professional courses to local and overseas practitioners in elderly services, so as to enhance the service quality in aged care. Combining theory and practice, our courses are conducted by experienced doctors, nurses, physical therapists, occupational therapists and social workers in a multidisciplinary approach.

#### Shifting of teaching approach

Shifting of teaching approach is one of the significant challenges for the Institute of Gerontology. Teaching and learning activities had to be modified in response to the impact of social events in 2019 and the COVID 19 pandemic since the beginning of 2020. Flexible schedule and teaching arrangement were adjusted in terms of online lecturing combining face to face teaching mode.

#### Qualifications Register courses

With the increasing demand for teaching quality in the community, some courses have been quality assured and recognized under the Quality Framework since 2017, for examples, the “Certificate in Care Workers of Residential Care Homes (Elderly)”, “Certificate in Health Worker Training”, “Training Subsidy Scheme for Staff of Residential Care Homes-Certificate in Advanced Training for Health Workers” and “Training Subsidy Scheme for Staff of Residential Care Homes-Certificate in Training for Care Workers”. Furthermore the “Certificate in Health Worker Training” course has been re-accredited in April of 2020.

## 為機構「度身訂造」培訓課程

學院在過去一年大幅增加與不同機構合辦不同主題的安老服務及護理課程，以提升從業員有關安老服務的專業知識和技巧。持續四年與東華三院青年護理服務啓航計劃合作，為有志在社福界護理工作發展的青年人舉辦導向課程「起居照顧員證書課程」，此外亦持續四年為醫管局中醫部舉辦「Certificate Course in Gerontology Training Programme for Chinese Medicine Practitioner Trainees (CMPTs)」。

## Tailor-made training programmes for Organizations

Aiming to enhance practitioners' professional knowledge and skills, last year the institution has increased a number of training on various aspects of elderly services and care. Some courses were co-organized with different sectors, for examples, we have co-organized the "Training Programme of Personal Care Workers" course with the Tung Wah Group of Hospitals' "Navigation Scheme for Young Persons in Care Services" for the past four years. The course is tailored for young people who are interested and devoted to social welfare work in the community. Moreover the institute have also co-organized with the Hospital Authority to conduct the "Certificate Course in Gerontology Training Programme for Chinese Medicine Practitioner Trainees (CMPTs)".

## 與香港公開大學合辦「院舍主管培訓專業證書」

為在職院舍的管理人員開辦在資歷架構下認可的主管培訓課程，以持續提升對安老院舍和殘疾人士院舍的服務質素。因應香港政府修訂院舍條例對院長的新要求，香港老年學會希望能以先驅者的角色，為業界作預備。

## Professional Certificate in Training for Home Managers co-organized with the Hong Kong Open University

The course has been recognized as a management training under the qualification framework. The course is designed for staff taking the management role to continuously enhance quality of service in residential homes for elderly or persons with disabilities. The Hong Kong Association of Gerontology would like to be the pioneer in the preparedness of colleagues to meet the new requirements for elderly home ordinance.

## 僱員再培訓局課程

學院持續舉辦僱員再培訓局之課程。導師們運用其豐富教學經驗，用心教導之餘，更會跟進個別學員進度，力求學員取得優異成績。學員去年對課程的平均滿意度也達致90%。

## Employees Retraining Board(ERB)-Manpower Development Scheme Course

The institute continued to hold Employee Retraining courses. Our lecturers are fully enriched with teaching experiences. Teachers would follow up individual student's progress and facilitate them to achieve outstanding results. Last year, the average satisfaction rates on ERB courses had reached 90%.

## 持續護理教育課程

為鼓勵護士終身學習，提升專業知識和技能發展，學院舉辦了一系列的持續護理教育進修課程，包括有關皮膚護理、藥物安全、精神健康等課程，以實踐達成專業之目標。

## 長者晚期照顧課程

香港老年學會多年來推動長者晚期照顧之工作，累積不少寶貴經驗。本著互相支援及互相分享的精神，本年度推出了三個針對不同對象的晚期照顧短期課程，讓不同崗位之同工可掌握長者晚期照顧之知識和實踐。參與的學員對課程大多感到滿意，期待來年繼續開辦。

## 服務統計

在過去一年，受到社會事件和疫情影響，課程數目及學員較往年減少。學院本年共開辦79班有關護理的課程，學員人數達1,362位，任教課時達4265.5小時。

\*由2019年7月至2020年6月

## Continuing Nursing Education (CNE) Course

The institute endeavors to encourage continuous learning to pursuit their professional goals by means of knowledge and skills enhancement. We had organized series of Continuing Nursing Education (CNE) courses last year including wound caring skills, medication safety, and treatment in psychiatry, etc.

## End of Life Care for Elderly Courses

Over the year the association has gained valuable experiences through promoting end of life care. In conformity with mutual support and sharing, three short courses on end of life care had been rolled out last year. The course was specifically designed for different levels of staff to grasp knowledge and skill regarding end of life care for elder persons. Further courses would be organized in view of satisfactory responses from participants.

Due to recent social events and the COVID-19 pandemic, number of courses and students had been decreased as compared with previous years. In the past year, the institute had launched 79 classes of training courses with 1,362 students and 4265.5 teaching hours.

(From July 2019 to June 2020)



課程 Training Course	舉辦課程數目 No. of Classes	畢業人數 No. of Graduates
保健員訓練證書 Certificate in Health Worker Training	8	134
安老院舍護理員證書 Certificate in Care Workers of Residential Care Homes (Elderly)	7	106
醫護支援人員（臨床病人服務）訓練課程 Care-related Support Worker Training	2	28
物理治療助理證書課程 PTA Certificate Course	5	96
職業治療助理證書課程 OTA Certificate Course	5	88
僱員再培訓局—醫護支援人員（臨床病人服務）基礎證書 ERB - Foundation Certificate in Care-related Support Worker Training	1	18
持續護理教育課程 Continuing Nursing Education (CNE) courses	7	187
工作坊系列 Workshop	17	199
與其他機構合辦課程 Join courses with other organizations	27	506
總數：	79	1362

## 未來展望

學院在未來仍然是學會核心的服務單位，將繼續提供各類型的專業培訓課程予安老服務的前線及專業同工，藉此回應人口老化所帶來的新挑戰。

隨著社會上對正式或非正式護老者訓練的需求，無論量與質都持續有增長，學院的培訓部工作亦會日益繁重；除審慎地計劃增撥資源作合適的應對外，亦需要各方對學院的支持。

因應香港的社會轉變和疫情的新常態，線上上課將成為必然的趨勢，如何利用並適應線上教學的平台，做好線上的教學，將成為學院未來的挑戰。

As one to the core units of the Hong Kong Association of Gerontology, the institute will strive to provide various training courses for frontline and professional practitioners in elderly services to address the challenges of aging population.

In response to increasing needs for quality training for formal and informal carers, the workload of the institution will be increasingly expanded. Besides prudently planning for additional resources allocation to handle the response appropriately, we also require support from all parties.

Online teaching and learning would be an inevitable trend under the new normalcy of social changes and pandemic. Ways to adopt and develop online teaching platform will continue to be the coming challenge for the institute.



保健員證書課程學員參加期終筆試  
Students were taking written examination for the Certificate in Health Worker Training



保健員證書課程是其中一項受歡迎之課程  
Certificate in Health Worker Training is one of the popular courses



僱員再培訓局 - 醫護支援人員(臨床病人服務)基礎證書課程提供實習機會，讓學員練習照顧長者。  
Employees Retraining Board (ERB) - Foundation Certificate in Care-related Support Worker Training (Co-operated with Employees Retraining Board) provided practical training opportunity to students.

### 安老服務業「過往資歷認可」機制

### Recognition of Prior Learning Mechanism in Elderly Care Service

香港老年學會於2015年6月獲得「香港學術及職業資歷評審局」屬下「過往資歷認可」機制之評審資格，其後於同年9月獲「教育局」正式委任為安老服務業「過往資歷認可」機制之評估機構，以推動業界透過「過往資歷認可」機制，確認其相關工作能力及經驗，有助從業員發展事業及訂立進修路徑。

In June 2015, Hong Kong Association of Gerontology was accredited as an Assessment Agency of Recognition of Prior Learning Mechanism by Hong Kong Council for Accreditation of Academic and Vocational Qualifications. Thereafter, in September 2015, the Association was officially appointed by the Education Bureau via the Qualification Framework Secretariat as the Assessment Agency of Recognition of Prior Learning Mechanism in Elderly Care Service. It targets to allow practitioners in elderly care services to applying for formal recognition of their relevant knowledge, skills and experience, so as to facilitate their career development and drawing up further learning paths.

### 去年工作重點

安老服務業「過往資歷認可」機制之免試過渡期會於2020年8月31日完結。於免試過渡期完結前，香港老年學會積極向機構、院舍和從業員推廣「過往資歷認可」機制作最後衝刺，從業員可根據過往的相關工作經驗申請資歷而毋須接受評估。最後亦獲得很多機構和院舍積極參與，鼓勵和推薦員工申請並透過機制獲得認可資歷。

The transition period of Recognition of Prior Learning (RPL) Mechanism in Elderly Care Service is last until 31 August 2020. Before the end of transition period, HKAG aggressively promoted RPL to practitioners, RCHEs and Organizations as final call, which the practitioner can base on their past relevant working experiences without the need of taking any assessments. As a result, many RCHEs and Organizations had encouraged their front-line staffs to apply RPL to obtain recognized qualifications.



社會福利署於2019年推出一個為期五年的「院舍員工培訓資助計劃」，其中「院舍主管培訓課程」可讓學員透過成功取得兩個指定「過往資歷認可」資歷證明書後，獲豁免修讀內部份課題。香港老年學會同年與香港公開大學李嘉誠專業進修學院合辦此課程，截止6月份，已超過100位同工報讀和透過申請「過往資歷認可」機制豁免部份修讀課題。

Social Welfare Department has launched a five-year “Training Subsidy Scheme for Staff of Residential Care Homes” since 2019. One of the beneficial features of taking part in this training is that applicants are eligible to apply partial exemption for “Training for Home Managers” after obtaining Statement of Attainment from two designated RPL clusters. In the same year, the course of “Training for Home Managers” has jointly organized by Hong Kong Association of Gerontology and Li Ka Shing Institute of Professional and Continuing Education, the Open University of Hong Kong (OUHK LiPACE). Up to June 2020, over 100 applicants had registered and applied RPL for exemption.

## 服務統計

學會負責是項計劃之職員致力聯絡機構／院舍／服務單位作宣傳及舉辦免費簡介會。由2015年12月至2020年7月期間到訪超過60間機構／院舍／服務單位，並已進行3次較大型的地區簡介會，向業界僱主、員工及公眾人士推廣過往資歷認可機制。

The staff in-charge of the project have followed up with organizations / RCHes / service units, to conduct free briefing sessions about the RPL mechanism to their staffs. From December 2015 to July 2020, all together 60 briefing sessions and 3 large scale public talks have been conducted.

由機制開始接受申請至2020年7月期間，總共有940位申請者，成功申請4487個能力單元組合獲得資歷證明書。

From the commencement up to July 2020, there were 940 applicants have successfully applied for recognition of their relevant knowledge, skills and experiences in 4487 clusters to obtaining Statement of Attainment.

## 未來展望

向業界推廣「過往資歷認可」機制，加強其靈活應用，在設計和發展新課程時考慮透過持有「過往資歷認可」資歷證明書豁免修讀部份課題，加強其通用性。

To enhance the use of “Recognition of Prior Learning” Mechanism, some training programmes will be offered exemption from part of the subject by obtaining a “Statement of Attainment” qualification from RPL.



# 服務

## Services

### 賽馬會安寧頌-「安寧在院舍」計劃

### JCECC: End-of-Life Care in Residential Care Homes for the Elderly

隨著香港人口老化，晚期病患長者人數不斷攀升，公眾對社區晚期病人護理服務的需求亦日漸增加。為此，香港賽馬會慈善信託基金撥款二億五千五百萬港元，於2016年開展推行為期六年的「賽馬會安寧頌」計劃，協助改善社區晚期護理服務的質素，以及為相關服務的專業人員提供培訓，並舉辦公眾教育活動。

Hong Kong is facing a rapidly ageing population, and the number of elderly suffering from terminal illnesses has also escalated correspondingly. In view of the growing demand for End-of-Life care services in the community, The Hong Kong Jockey Club Charities Trust approved a total of HK\$255 million to initiate the “Jockey Club End-of-Life Community Care Project” (JCECC). Launched in 2016, the six-year project aims at improving the quality of End-of-Life care, enhancing the capacity of service providers, as well as raising public awareness.

香港老年學會得到香港賽馬會慈善信託基金撥款七千多萬港元推行由2016年開始為期六年的賽馬會安寧頌-「安寧在院舍」計劃，為48間院舍內患有末期病患的院友提供紓緩及臨終照顧服務，讓他們圓滿地走完人生旅程，以及為相關的工作人員提供培訓，並舉辦公眾教育活動。

The Hong Kong Association of Gerontology obtained approval from the Hong Kong Jockey Club Charities Trust with a grant of more than HK\$70 million to start the six year Project to develop an End-of-Life care delivery model for 48 residential care homes for elderly (RCHEs). Through capacity building of RCHE, enhanced medical and nursing support and protocol development to enable the delivery of quality end of life care in RCHEs, residents' quality of life and well-being to towards their end stage of life thus can be improved.

### 去年工作重點

本計劃成立之「安寧在院舍」專業團隊致力支援及協助48間位於九龍東、九龍中及九龍西的政府資助院舍；合作推展紓緩及臨終照顧服務，發展一套院舍晚晴照顧服務模式，讓參與計劃的院友在最後的日子能獲得適切的全人照顧。

With the development of Professional End-of-Life care team (EOL team), 48 subvented RCHEs from Kowloon Districts (East, Central & West) were supported to provide Palliative and End-of-Life care services based on a service model. We hoped that the residents can receive a holistic care and support in their last stage of life.



「安寧在院舍」專業團隊為參與院舍之專業及前線同工提供紓緩及臨終照顧服務培訓。透過每週到院舍探訪院友，同時向同工提供在職指導，協助院舍的同工掌握及活用相關知識與技巧，實踐晚晴照顧。除此以外，亦為院舍外訪支援醫生提供紓緩治療及有關處理晚期院友的課程，以豐富醫生對照顧晚期院友的知識和能力。

The EOL team had provided Basic Palliative and End-of-Life care training programs to professional, managerial and frontline staff of all participating RCHEs. Training were provided through lectures and workshops. The EOL team member provided on-site coaching to staff during their visits to RCHEs and assist RCHEs' staff to apply relevant knowledge and skills in order to enhance the quality of life of terminally ill residents. Furthermore, Palliative and End-of-Life care management of RCHE residents programs are also organized to provide training to Visiting Medical Officers of RCHE to enhance their knowledge and support for RCHE residents.

為了支援家屬或照顧者，專業團隊與院友及其家屬保持良好溝通，協助其預備及面對親人或院友離世。透過共同參與「預設醫療指示」及「預設照顧計劃」之制訂及執行，讓院友參與醫療決定，能與親人好好話別及有尊嚴地離世。團隊與院舍同工合作，持續評估院友情況，紓緩不適症狀及照顧心理、社交及靈性的需要。

Through the participation in the formulation and implementation of the "Advance Directives" and "Advance Care Planning", residents are prepared to make relevant medical decisions fulfilling their End-of-life care wishes. The EOL team supported the family or caregivers to get prepared for the loss of their loved ones. In addition, the team will assist RCHE staff to assess the residents' condition to ensure individual's discomfort can be relieved in light of pertinent psychological, social and spiritual support.

「安寧在院舍」專業團隊、院舍的同工與醫院的相關團隊合作，按院友的晚晴照顧計劃，保持緊密溝通，共同為院友提供最適切之照顧。「安寧在院舍」專業團隊與醫管局的社區老人評估小組(CGAT)團隊按已建立的合作模式照護院友。

The EOL team and the RCHE staff worked closely with the CGAT teams and the Parent medical teams of the resident and decided the End-of-Life care plan. EOL team keeps on working with the CGAT teams according to the collaboration model.

在社區推廣晚晴照顧是計劃重點工作之一。「安寧在院舍」專業團隊定期舉辦社區講座，宣傳晚晴照顧和臨終關懷的重要性，以喚起公眾的意識。此外，亦舉辦研討會，以推廣紓緩及臨終照顧服務計劃及「預設醫療指示」，並分享安老院舍晚晴照顧服務的發展。

To promote and to arouse public and senior person's awareness on the importance of Palliative care and End-of-Life care for the elderly, community public talks were organized by the EOL team periodically. Professional seminars were conducted to promote and share the concept of palliative care, Advance Directives and service development in End-of-Life care in RCHE.

## 服務統計

本年度共提供終照顧服務予48間安老院舍，共410位院友及639位親人接受服務。此外，共717院舍同工及58位院舍外訪支援醫生接受臨終照顧服務培訓。期間共舉辦了14次社區講座及1次專業研討會，參加人數合共約749名。定時舉辦之安老院舍同工分享會，共101位人次參加。

In this year, End-of-Life care service is provided to 48 RCHEs, serving 410 residents and 639 family members. A total of 717 RCHE staff and 58 Visiting Medical Officers undergone EOL training. Fourteen Public talks and 1 professional seminars were organized with a total of around 749 attendance. RCHE Sharing Forums were carried out with a total of 101 attendance.

## 未來展望

1. 來年繼續提供終服務予首三年參加的36間安老院舍及已擴展的12間院舍，為同工提供臨終照顧服務培訓及向院友提供晚晴照顧服務。
1. Continue to provide EOL service and staff training in 36 RCHEs which joined the Project in the first three years, and the 12 RCHEs which joined afterwards.
2. 為增強安老院舍晚晴照顧的支援，來年繼續向院舍外訪支援醫生繼續提供培訓課程。提高醫生們對處理末期疾患院友的能力，及訂立「預設照顧計劃」及「預設醫療指示」的最新進展。
2. To better support of EOL service in RCHEs, VMO training program will continue to be organized in the coming year. It aims to prepare doctors in the provision of Palliative and End-of-Life care and clinical management for older persons at last stage of life in RCHE and to update the development of Advance Care Planning and Advance Directives.
3. 為院舍員工持續提供「安老院舍晚晴照顧高階課程」，鞏固院舍員工對晚晴照顧的知識及技巧，使能應用於照顧院友及督導同工。
3. Advanced EOL training for RCHE staff will continue to be organized to further consolidate the EOL knowledge and enhance their EOL care skills.
4. 持續評估現行服務並優化與院舍及醫院管理局的協作方案，準備院舍晚晴照顧服務模式並提交與政府有關部門商討，期望將來能於其他安老院舍繼續推行。
4. Continuous evaluation of the existing service and enhancement in collaboration with Hospital Authority will be carried out. The End-of-Life care model will be ready and proposed to related government departments for further implementation in other RCHEs in Hong Kong.





專業團隊為參與院舍之同工提供紓緩及臨終照顧服務培訓  
Basic Palliative and End-of-Life care training programme for staff of participating RCHE



外訪支援醫生紓緩治療課程  
End of life care course for visiting medical officers



紓緩治療專業研討會  
Professional seminars for promoting and sharing of palliative care



舉辦社區教育講座「衝破忌諱 - 談生論死，你準備好嗎？」  
Public talk to introduce Advance Care Planning



# 服務

## Services

### 賽馬會屋苑關顧護老計劃

### Jockey Club Carer & Senior Friendly Estate Project

香港老年學會由2018年5月起獲香港賽馬會慈善信託基金捐助，推出為期三年的「賽馬會屋苑關顧護老計劃」。此計劃主要承接本會先前的「賽馬會護老關愛網絡」，增添以「屋苑為本」的鄰里支援護老模式，透過跨專業團隊的設計，為屋苑的管理公司、屋邨管理委員會、互助委員會、長者中心及區議員等，提供經認證及深化式的護老支援訓練，並建立多媒體及電子化的護老資源平台，推動更多社會人士及組織關顧護老者的需要，及早辨別護老危機從而提供適切的支援，讓長者可以「居家安老」。

“Jockey Club Carer & Senior Friendly Estate Project” is a 3-year project funded by the Hong Kong Jockey Club Charities Trust commencing from May 2018. Grounded from the Association earlier initiatives, namely, “Jockey Club Carer Supporting Network”. This Project aims to develop an “estate-based” neighbourhood support model through accredited training for the staff of estate management companies, together with enhanced carer education for estate stakeholders of senior residents including mutual-aid committees, elderly centres and district councilors by a multi-disciplinary team. Other than the establishment of an electronic carer resource platform to empower the carers, the Project also aims to raise public’s concern regarding carer needs such that early intervention for carer crisis are made possible to facilitate seniors to age in place.



信和物業管理有限公司員工完成護老課程

Staff of Sino Estate Management at the closing of elderly care training

## 去年工作重點

### 護老者教育活動

護老者教育為賽馬會屋苑關顧護老計劃其中一項工作重點，因應長者的心理需要，本計劃加入一些有關長者心理系列，如「長者抑鬱」、「長者自殺」等課程。為了應付新冠肺炎帶來的影響，本計劃將課程內容拍成教育影片，於疫情期間能為護老者提供護老課程。截止2020年8月，本計劃已舉行321場講座並有8000人次受惠。

### 屋苑管理員訓練

除了進行護老者教育活動和不同的公眾教育外，賽馬會屋苑關顧護老計劃於去年與各大屋苑管理公司合作，例如：雅居投資控股有限公司（葵青區）、其士富居物業管理有限公司、港基物業管理公司、佳定集團、啓勝管理服務有限公司、嘉理建設有限公司、富城物業管理有限公司、信和物業管理有限公司等等，讓屋苑前線員工或機構管理人員都能掌握護老技巧，使屋苑能夠推行不同關愛護老行動。本計劃亦曾到僱員再培訓局及香港公開大學作培訓準備入行的管理員，及早灌輸護老知識。



到香港公開大學為待職屋苑管理從業員講解護老知識  
Training on elderly care for the HKOU students

## Educational programs for carers

One of our core work is carer education. We have included some psychological related topics this year; such as elderly depression and suicide. Besides, our health talks have been shifted to Online teaching mode during the COVID-19 pandemic. Our health topic materials will be uploaded to our web page and mobile apps later. Up till August 2020, 321 health talks have been conducted with more than 8000 attendances.

## Estate Manager Training

This year we have collaborated with some major estate management companies (such as Sino Estate Management, Chevalier Property Management, Citybase Property Management, Guardian Property Management, Kai Shing Management, Kerry Property Management Services, Modern Living Property Management, Urban Property Management), Employees Retraining Board and The Open University of Hong Kong to provide training related to 'Age-friendly Estate', 'Healthy Aging', 'Physical & psychological need for aged people'...etc.



優秀護老者選舉得獎者（物業管理員組別）  
Year 2019-2020 Carers Award (Estate Property Management' group)



新冠肺炎於年初爆發；有見及此，本計劃將護老培訓課程轉為網上進行，反應良好。同時因應疫情衍生的環境衛生、防疫與心理等問題，本計劃特意設立不同網上課程以作支援。成功進行了多場網上講座，讓超過100名屋苑從業員於疫情嚴峻下仍能得到有用而又適切需要的護老資訊。

截至今年8月已舉辦80個專為屋苑管理員講座，受訓的屋苑從業員達1000人次，可見屋苑護老的需要及可發展性。

### 其他工作

「2019-2020全港優秀護老者嘉許禮」參與反應熱烈，經評審後選出各組別的得獎者。本計劃將「物業管理員」組別的得獎者得獎故事和心得及相關護老知識，結集成「物管攻略」小冊子，以鼓勵及肯定管理從業員的努力；使關愛護老工作及建立長者友好屋苑力臻完善。

Moreover, we have organized online trainings to staff and club house staff concerned to deal with the pandemic, for examples, thorough cleaning, communication and preventive measures etc., Over 100 staff attended with positive feedback in terms of relevant and useful to their daily practice.

Up till August 2020, more than 80 training sessions has been organized with nearly 1000 attendances.

### Other Work

We are pleased that quite a number of nominations were submitted for the 2019-2020 Carer Recognition Award. Despite eventually our ceremony was cancelled due to the COVID-19, we had presented the award to the winners individually as a token of encouragement and appreciation. Furthermore we have compiled stories from Estate Management Winners' to a booklet called "Estate Management Strategies" (物管攻略). It aims to encourage and recognize people working towards 'Age-friendly' and 'Caring the elderly residents' in the estate management field.



## 未來展望

未來可見越來越多私人樓宇落成，屋苑會所也會隨之而增多，加上香港老齡化，可見「長者友善屋苑」極具發展潛力和必要性。故此，為屋苑從業員提供護老教育實在不可或缺。期望能透過本計劃推動「長者友善屋苑」風氣至全港屋苑，讓屋苑管理員成為護老新力量。按著不同場所從業員的需要，舉行護老講座及培訓，推廣及教導如何在工作中照顧和幫忙長者，同時亦設立平台讓他們方便獲得護老資源和資訊，提升護老質素和信心。

「長者友善屋苑」別具前瞻性，當中需與不同管理公司、協作夥伴合作，建立以「屋苑為本」的護老支援網絡。期望本計劃能引起公眾認同「長者友善屋苑」的重要性，讓長者可以安享晚年，建構一個長者友善城市。

Developing an elderly friendly estate is in need in line with the increasing new private estates. One of our ultimate aims is to disseminate the atmosphere of elderly friendly to estates in Hong Kong. It is therefore essential to strengthen estate managers and staff in the care of elder residents through training. Related seminars and training together with a platform for information and enquiry would be planned and provided.

To adopt the 'Aging in place' approach and to facilitate help the our senior persons staying in the community as long as possible, it is believed that the best way is to increase public awareness and to enhance knowledge and skills to their caregivers also their close neighbors. We would carry on our effort to enhance public awareness and enrich the knowledge of the concept of 'Aged-friendly estate for estate management's staff.



公眾健康教育活動  
Public health education activities



護老者教育講座  
Educational programs for carers

# 財務報告

## Financial Report

**Hong Kong Association of Gerontology  
(Limited by guarantee)  
Report of the council**

The Council has pleasure in presenting the annual report together with the audited financial statements for the year ended 30 June 2020.

**Principal activities**

The principal activities of the Association during the year were promotion of services and education for gerontology.

**Council members**

The council members who held office during the year and up to the date of this report were :-

Leung Man Fuk, Edward (President)	
Chak Tung Ching (Vice President)	
Cheng Po Po, Peggy (Hon. Secretary)	
Chan Wai Man, Yvonne (Hon. Treasurer)	
Chan Kam Tak	
Chan Yue Lai	
Fong Nai Kuen	- appointed on 9 November 2019
Fung Yuk Kuen Sylvia	- appointed on 9 November 2019
Kwan Wai Sum	- appointed on 9 November 2019
Kwan Yiu Cho	- appointed on 9 November 2019
Lai Wing Leung	
Leung Yee Man, Angela	
Lou Weiqun	
Lui Wing Cheong	- appointed on 9 November 2019
Mak Wun Cheung	- appointed on 9 November 2019
Ng Leung Mun Ling Miranda	- appointed on 9 November 2019
Shum Nam Chu	- appointed on 9 November 2019
Tong Bing Chung	
Tong Kai Yu	- appointed on 9 November 2019
Yan Chau Wai Elsie	- appointed on 9 November 2019

In accordance with the Association's articles of association, the existing council members shall remain in office in the ensuing year.

**Auditor**

A resolution to re-appoint the retiring auditor, PKF Hong Kong Limited, is to be proposed at the forthcoming annual general meeting.

On behalf of the Council



Leung Man Fuk, Edward  
President

16 OCT 2020



**Independent auditor's report to the council members of  
Hong Kong Association of Gerontology  
(Incorporated in Hong Kong and limited by guarantee)**

**Opinion**

We have audited the financial statements of Hong Kong Association of Gerontology (the "Association") set out on pages 5 to 22, which comprise the statement of financial position as at 30 June 2020, and the statement of income and expenditure and other comprehensive income, the statement of changes in members' funds and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements give a true and fair view of the financial position of the Association as at 30 June 2020, and of its financial performance and its cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards ("HKFRSs") issued by the Hong Kong Institute of Certified Public Accountants (the "HKICPA") and have been properly in compliance with the Hong Kong Companies Ordinance.

**Basis for opinion**

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSAs") issued by the HKICPA. Our responsibilities under those standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We are independent of the Association in accordance with the HKICPA's Code of Ethics for Professional Accountants (the "Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Other information**

The council members are responsible for the other information. The other information comprises the information included in the report of the council, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Independent auditor's report to the council members of  
Hong Kong Association of Gerontology  
(Incorporated in Hong Kong and limited by guarantee)**

**Council members' responsibilities for the financial statements**

The council members are responsible for the preparation of financial statements that give a true and fair view in accordance with HKFRSs issued by the HKICPA and the Hong Kong Companies Ordinance, and for such internal control as the council members determine is necessary to enable the presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the council members are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the council members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

The council members are responsible for overseeing the Association's financial reporting process.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. This report is made solely to you, as a body, in accordance with section 405 of the Hong Kong Companies Ordinance, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSAAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with HKSAAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also :-

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the council members.

**Independent auditor's report to the council members of  
Hong Kong Association of Gerontology  
(Incorporated in Hong Kong and limited by guarantee)**

**Auditor's responsibilities for the audit of the financial statements (cont'd)**

- Conclude on the appropriateness of the council members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the council members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement director on the audit resulting in this independent auditor's report is Tan Yik Chung Wilson (Practicing Certificate Number : P05103).



PKF Hong Kong Limited  
Certified Public Accountants  
Hong Kong

16 OCT 2020

PKF Hong Kong Limited  
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**Hong Kong Association of Gerontology**  
**(Limited by guarantee)**  
**Statement of income and expenditure and other comprehensive income**  
**For the year ended 30 June 2020**

	2020 HK\$	2019 HK\$
Income		
Donations, Sponsorship and Project Grants		
- The Hong Kong Jockey Club Charities Trust	13,984,017	14,725,774
- Lotteries Fund	-	1,225,059
- Others	494,630	972,000
Service income		
- Course fees	5,225,895	5,076,374
- Others	5,760,099	3,249,618
Dues and fees	105,305	118,300
Investment and interest income	21,662	50,535
Others	315,784	545,440
	<u>25,907,392</u>	<u>25,963,100</u>
Less :		
Expenditure		
Staff costs	19,165,784	20,347,300
Programme, administration and others	4,851,822	6,614,851
Operating lease rentals - office premises and equipment	302,360	1,381,105
Depreciation on property, plant and equipment	60,303	404,481
Depreciation on right-of-use assets	1,003,486	-
Interest expense	76,825	-
Auditor's remuneration	21,500	23,000
	<u>25,482,080</u>	<u>28,770,737</u>
Surplus/(deficit) for the year	425,312	(2,807,637)
Other comprehensive loss :		
Item that will not be reclassified to income and expenditure :		
Financial assets at fair value through other comprehensive income :		
Net movement in the fair value reserve (non-recycling)	(326,983)	(100,611)
Total comprehensive income/(loss) for the year	<u>98,329</u>	<u>(2,908,248)</u>

**Hong Kong Association of Gerontology**  
**(Limited by guarantee)**  
**Statement of financial position**  
**As at 30 June 2020**

	<i>Note</i>	<b>2020</b> <b>HK\$</b>	<b>2019</b> <b>HK\$</b>
<b>Non-current assets</b>			
Property, plant and equipment	5	<b>112,315</b>	150,891
Right-of-use assets	6	<b>1,040,979</b>	-
Financial assets at fair value through other comprehensive income	7	<b>413,875</b>	740,858
		<b>1,567,169</b>	891,749
<b>Current assets</b>			
Rental deposits		<b>294,364</b>	294,364
Prepayments and other deposits		<b>255,612</b>	349,467
Other receivables		<b>7,087,149</b>	7,826,650
Cash and bank balances		<b>7,977,163</b>	5,960,362
		<b>15,614,288</b>	14,430,843
<b>Deduct :</b>			
<b>Current liabilities</b>			
Contract liabilities	8	<b>4,519,485</b>	4,133,638
Other payable and accruals		<b>624,001</b>	262,573
Lease liabilities	9	<b>898,780</b>	-
		<b>6,042,266</b>	4,396,211
<b>Net current assets</b>		<b>9,572,022</b>	10,034,632
<b>Total assets less current liabilities</b>		<b>11,139,191</b>	10,926,381
<b>Non-current liability</b>			
Lease liabilities	9	<b>114,481</b>	-
<b>Net assets</b>		<b>11,024,710</b>	10,926,381
<b>Representing :</b>			
<b>General fund</b>		<b>11,553,703</b>	11,128,391
<b>Fair value reserve (non-recycling)</b>		<b>(528,993)</b>	(202,010)
		<b>11,024,710</b>	10,926,381

Approved and authorised for issue by the Council on

16 OCT 2020

Leung Man Fuk, Edward  
President

Chan Wai Man, Yvonne  
Hon. Treasurer

**Hong Kong Association of Gerontology**  
**(Limited by guarantee)**  
**Statement of changes in members' funds**  
**For the year ended 30 June 2020**

	<b>General fund - Accumulated surplus HK\$</b>	<b>Fair value reserve (non-recycling) HK\$</b>	<b>Total HK\$</b>
At 1.7.2018	13,936,028	(101,399)	13,834,629
Deficit for the year	(2,807,637)	-	(2,807,637)
Other comprehensive loss : Financial assets at fair value through other comprehensive income - net movement in the fair value reserve	-	(100,611)	(100,611)
Total comprehensive loss for the year	<u>(2,807,637)</u>	<u>(100,611)</u>	<u>(2,908,248)</u>
At 30.6.2019 and 1.7.2019	11,128,391	(202,010)	10,926,381
Surplus for the year	425,312	-	425,312
Other comprehensive loss : Financial assets at fair value through other comprehensive income - net movement in the fair value reserve	-	(326,983)	(326,983)
Total comprehensive income for the year	<u>425,312</u>	<u>(326,983)</u>	<u>98,329</u>
<b>At 30.6.2020</b>	<b><u>11,553,703</u></b>	<b><u>(528,993)</u></b>	<b><u>11,024,710</u></b>



**Hong Kong Association of Gerontology**  
**(Limited by guarantee)**  
**Statement of cash flows**  
**For the year ended 30 June 2020**

	<b>2020</b> <b>HK\$</b>	<b>2019</b> <b>HK\$</b>
<b>Cash flows from operating activities</b>		
Surplus/(deficit) for the year	<b>425,312</b>	(2,807,637)
Adjustments for :		
Depreciation on property, plant and equipment	<b>60,303</b>	404,481
Depreciation on right-of-use assets	<b>1,003,486</b>	-
Loss on disposal of property, plant and equipment	-	7,587
Interest expense	<b>76,825</b>	-
Interest income	<b>(3,768)</b>	(4,840)
Operating surplus/(deficit) before working capital change	<b>1,562,158</b>	(2,400,409)
Changes in working capital :-		
Rental deposits	-	(21,449)
Prepayments and other deposits	<b>93,855</b>	260,068
Other receivables	<b>739,501</b>	(2,963,918)
Other payable and accruals	<b>361,428</b>	(33,554)
Contract liabilities	<b>385,847</b>	3,128,513
Cash generated from/(used in) operations	<b>3,142,789</b>	(2,030,749)
Interest received	<b>3,768</b>	4,840
<b>Net cash generated from/(used in) operating activities</b>	<b>3,146,557</b>	(2,025,909)
<b>Cash flows from investing activity</b>		
Purchase of property, plant and equipment	<b>(21,727)</b>	(76,209)
<b>Net cash used in investing activity</b>	<b>(21,727)</b>	(76,209)
<b>Cash flows from financing activities</b>		
Capital element of lease rentals paid	<b>(1,031,204)</b>	-
Interest element of lease rentals paid	<b>(76,825)</b>	-
<b>Net cash used in financing activities</b>	<b>(1,108,029)</b>	-
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>2,016,801</b>	(2,102,118)
<b>Cash and cash equivalents at the beginning of year</b>	<b>5,960,362</b>	8,062,480
<b>Cash and cash equivalents at the end of year</b>	<b>7,977,163</b>	5,960,362
<b>Analysis of the balances of cash and cash equivalents</b>		
Cash and bank balances	<b>7,977,163</b>	5,960,362

# Acknowledgement

美納里尼香港有限公司  
A. Menarini Hong Kong Limited

雅麗氏何妙齡那打素護養院  
Alice Ho Miu Ling Nethersole Nuring Home

恩耆頤養院  
ALTRU NURSING HOME

安進香港  
AMGEN HONG KONG LIMITED

醫療香港有限公司  
ARJO HONG KONG LIMITED

香港基督教服務處長發安老院  
Cheung Fat Home for the Elderly -  
Hong Kong Christian Service

其士富居物業管理有限公司  
Chevalier Property Management

港基物業管理公司  
Citybase Property Management

香港特別行政區政府商務及經濟發展局  
Commerce and Economic Development Bureau,  
HKSAR Government

香港科研製藥聯會  
Eisai (HK) Co. Ltd.

安老事務委員會  
Elderly Commission

香港特別行政區政府僱員再培訓局  
Employees Retraining Board, HKSAR Government

和達企業有限公司  
Forton Enterprises Limited

費森尤斯卡比  
Fresenius Kabi Hong Kong Ltd.

頌恩護理院（九龍塘）  
Grace Nursing Home (Kowloon Tong)

頌恩護理院（德田）  
Grace Nursing Home (Tak Tin)

佳定物業管理有限公司  
Guardian Property Management

靈實青年護理服務啓航計劃  
Haven of Hope Christian Service -  
Navigation Scheme for Young Persons in Care Services

香海正覺蓮社佛教正慧小學  
HHCKLA Buddhist Wisdom Primary School

愉景服務管理有限公司  
HKR International Ltd.

香港賽馬會慈善信託基金  
Hong Kong Jockey Club Charities Trust

醫院管理局  
Hospital Authority

澳門特別行政區社會工作局  
Instituto de Acção Social

IP LAI YU

藍灣半島物業管理有限公司  
Island Resort Estate Management

樂頤居  
Jolly Place Estate Management

啓勝管理服務有限公司  
Kai Shing Management

嘉理建設有限公司  
Kerry Property Management Services

港豐遠東有限公司  
Kingsford Far East Ltd

香港特別行政區政府勞工及福利局  
Labour and Welfare Bureau, HKSAR Government

雅居投資控股有限公司（葵青區）  
Modern Living Property Management

黃伯鴻先生  
Mr. Wong Pak Hung

雀巢香港有限公司  
NESTLE HONG KONG LTD

諾華製藥（香港）有限公司  
NOVARTIS PHARMACEUTICALS (HK) LTD

松齡（保德）護老中心  
PINE CARE (PO TAK) ELDERLY CENTRE

松齡康輝護老中心  
PINE CARE HONG FAI ELDERLY CENTRE

松齡雅苑  
PINE CARE PLACE

香港特別行政區政府資歷架構秘書處  
Qualifications Framework Secretariat,  
HKSAR Government

信和物業管理有限公司  
Sino Estate Management

香港特別行政區政府社會福利署  
Social Welfare Department, HKSAR Government

雅麗居物業管理  
THE ASTRID Estate Management

帝峯・皇殿管理有限公司  
The Hermitage Estate Management

香港社會服務聯會  
The Hong Kong Council of Social Service

香港保險業聯會  
The Hong Kong Federation of Insurers

耆康會  
The Hong Kong Society for the Aged

香港公開大學  
The Open University of Hong Kong

東華三院社會服務科—安老服務部  
Tung Wah Group of Hospitals - Elderly Services

青年護理服務啓航計劃—東華三院社會服務科  
Tung Wah Group of Hospitals -  
Navigation Scheme for Young Persons in Care Services

富城物業管理有限公司  
Urban Property Management

樺楠管理有限公司  
WAH NAM MANAGEMENT COMPANY LIMITED

和富慈善基金  
Wofoo Foundation Limited



## 香港老年學會 — 會籍申請表

HONG KONG ASSOCIATION OF GERONTOLOGY  
MEMBERSHIP APPLICATION

FOR OFFICIAL USE ONLY

此欄由本會填寫

No:

Year:

☐ Cash ☐ Cheque ☐ ATM

MEM/AB -

\* 必須填寫 Must be filled

*會籍類別 Membership Category (只可選一項 Select one item only)						新會員 New Member	續會 Renewal	更改資料 Change of Information
<input type="checkbox"/>	個人會員 Ordinary Member	1月1日至6月30日入會 Join from 1 Jan to 30 Jun	<input type="checkbox"/> \$200/ 1年 year	<input type="checkbox"/> \$300/ 2年 years	<input type="checkbox"/> \$400/ 3年 years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		7月1日至12月31日入會 Join from 1 Jul to 31 Dec	<input type="checkbox"/> \$150/ 1年 year	<input type="checkbox"/> \$250/ 2年 years	<input type="checkbox"/> \$350/ 3年 years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	機構會員 Organization Member		<input type="checkbox"/> \$600/ 1年 year	<input type="checkbox"/> \$1100/ 3年 years		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	學生會員(全日制) Student Member (Full-Time)		<input type="checkbox"/> \$150/ 1年 year			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	長者會員(60歲或以上) Associate Member (Aged 60 or above)		<input type="checkbox"/> \$150/ 1年 year			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

個人資料 Personal information (只適用於個人、學生及長者會員 For Ordinary / Student / Associate Member only)

稱謂 Title: ☐ Mr 先生 ☐ Ms 女士 ☐ Miss 小姐 ☐ Dr 醫生 ☐ Prof 教授 ☐ Dr 博士性別 Gender: ☐ Male 男 ☐ Female 女

\*英文姓名: \_\_\_\_\_

\*中文姓名: \_\_\_\_\_

\*Name 姓氏 Last Name 名稱 First Name

\*Name in Chinese

機構:

Organization: \_\_\_\_\_

職位 / 銜頭:

Position / Title: \_\_\_\_\_

最高學歷:

Highest Academic Qualification: \_\_\_\_\_

\*通訊地址:

\*Correspondence Address: \_\_\_\_\_

\*電郵地址

\*Email Address: \_\_\_\_\_

傳真號碼

Fax No.: \_\_\_\_\_

\*流動電話

\*Mobile: \_\_\_\_\_

住宅電話

Telephone: \_\_\_\_\_

辦公室

Office: \_\_\_\_\_

\*請選擇你所屬的行業類別 (只適用於個人會員申請) Please select the category you belong to (For Ordinary Members Only)

<input type="checkbox"/> 類別一 CATEGORY 1	行政 Administrative	法律 Law	<input type="checkbox"/> 類別四 CATEGORY 4	營養 Nutrition	物理治療 Physiotherapy
	管理 Management	傳媒 Media		足療 Chiropody	言語治療 Speech Therapy
<input type="checkbox"/> 類別二 CATEGORY 2	資訊 Communication	商業 Business	<input type="checkbox"/> 類別五 CATEGORY 5	復康 Rehabilitation	職業治療 Occupational Therapy
	政策策劃 Public Policy	財經 Finance		藝術 Arts	輔導 Counselling
<input type="checkbox"/> 類別三 CATEGORY 3	策劃與發展 Planning and Development		<input type="checkbox"/> 類別六 CATEGORY 6	康樂 Recreation	精神健康 Mental Health
				社會工作 Social Work	長者服務從業員 Service Provider
	醫藥 Medicine	牙科 Dentistry	<input type="checkbox"/> 類別七 CATEGORY 7	宗教 Religion	研究 Research
	護理 Nursing			教育 Education	技術 Technology 科學 Science
				其他 (如退休, 主婦)	
				Miscellaneous (e.g. Retired, Housewife)	

☐ 本人同意香港老年學會使用本人所提供之個人資料作為與本人聯絡及推廣活動用途。

I consent to the use of my personal data by Hong Kong Association of Gerontology for the purposes of communication and activity promotion.

☐ 本人已細閱、明白及同意接受後頁的個人資料收集聲明，並確認所有填報的資料均屬正確。

I have read, understood and agreed to accept the Personal Information Collection Statement and confirmed all information provided is accurate.

申請人簽名 Signature of Applicant: \_\_\_\_\_ 日期 Date: \_\_\_\_\_



1. 會籍有效期由每年之一月一日至十二月三十一日。  
Membership Dues: The Association's membership is valid from 1st January to 31st December.
2. 會籍一經批核，已繳之會員費概不退還。  
Once approved, initial administration fee and membership subscriptions are non-refundable.
3. 所有「個人會員」都有提名及被提名加入本會之理事會的權利。  
All Ordinary Members possess the right to nominate and to be nominated for the Association's Council.

### 付款方法 Payment method

現金：親身至尖沙咀金巴利道35號金巴利中心一樓

郵寄：親身交付支票：抬頭「香港老年學會」，郵寄至「尖沙咀金巴利道35號金巴利中心一樓」，支票背面寫上申請者的姓名及聯絡電話。

轉帳：匯豐銀行帳戶600-633903-002，轉帳後請於三個工作天內將轉帳紀錄（入數紙），寫上姓名及聯絡電話，拍照並以whatsapp傳送至手機號碼9844 6835或掃描至account@hkag.org 或郵寄至本學院

Cash: Pay at our reception counter at 1/F., Kimberley House, 35 Kimberley Road, Tsim Sha Tsui.

Cheque: Prepare a cheque payable to "Hong Kong Association of Gerontology", and send to "1/F., Kimberley House, 35 Kimberley Road, Tsim Sha Tsui". Applicant's name and contact number should be written at the back of the cheque.

Bank transfer: Transfer to our HSBC account 600-633903-002, and send the transfer record to us within 3 working days. You can either send the image of the transfer record to our mobile via whatsapp at 9844 6835, email the copy to account@hkag.org or send us by mail.

### 個人資料收集聲明 Personal Information Collection Statement

香港老年學會致力保護閣下的個人資料，絕不會出售或與第三方交易閣下的個人資料。為確保閣下能有效地接收有關本會資訊及推廣，本會會使用閣下之電郵地址、通訊地址、手提電話號碼、電話號碼及其他已收集資料，並透過各種通訊渠道向閣下發放本會資訊。

Hong Kong Association of Gerontology puts efforts to protect the personal information collected, and would not sell the information to third parties. To ensure you can receive our updates and activities effectively, we would use your email address, correspondence address, mobile number, telephone number and other collected information for updates and activities release.

#### I. 收集資料的目的 Purpose of Collection

閣下提供的個人資料，會用作下列一項或多項的用途：

The personal data you provided may be used for one or more than one of the following purpose(s) :

- (a) 處理此表格列明的報名、付款 Process registration and payment as indicated in this form ;
- (b) 統計及研究用途 Statistical and research purposes ;
- (c) 法例規定、授權或准許的任何其他合法用途 Other legitimate purposes as may be required or permitted by law.

#### II. 資料轉交的類別 Classes of Transferees

為達至第1段所述的目的，你所提供的個人資料，有需要時，會轉交香港老年學會相關部門使用。

To serve the purposes mentioned in Section I, your personal information might transfer to other divisions of our association whenever necessary.

#### III. 查閱及修改個人資料的權利 Access and Correction Rights

根據個人資料（私隱）條例，你有權要求查閱及修改你的個人資料。如果你希望查閱或修改你的個人資料，請致電2775-5756。

Under the Personal Data (Privacy) Ordinance, you have the right to request access and the correction of your personal data. If you wish to request access or make corrections to your personal information, you could call 2775-5756.

## 香港老年學會

## Hong Kong Association of Gerontology

地址 Address :

九龍尖沙咀金巴利道35號金巴利中心1樓

1/F, Kimberley House, No. 35 Kimberley Road, Tsim Sha Tsui, Kowloon

電話 Tel : (852) 2775 5756

傳真 Fax : (852) 2775 5586

電郵 Email : [info@hkag.org](mailto:info@hkag.org)

新界葵涌石籬（一）邨石興樓地下18-20號

No. 18-20, G/F, Shek Hing House, Shek Lei (1) Estate, Kwai Chung, New Territories

電話 Tel : (852) 3705 2382

傳真 Fax : (852) 3705 2507

電郵 Email : [racas@hkag.org](mailto:racas@hkag.org)

香港鴨脷洲利東邨東昌樓地下101-107室

No. 101-107, G/F, Tung Cheong House, Lei Tung Estate, Ap Lei Chau, Hong Kong

（預計於2021年底啟用）

(expected to open at the end of 2021)