



香港老年學會

Hong Kong Association of Gerontology

2023-2024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專業人士，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。每年經選舉誕生理事會，並由理事推選會長領導會務。

遠景：

香港是亞洲區最能關懷耆老的社會。

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。

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

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

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.

Vision:

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

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.

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

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

2023-2024理事會及管理委員會名單

Member List of Council and Management Committee 2023-2024

理事會 Council

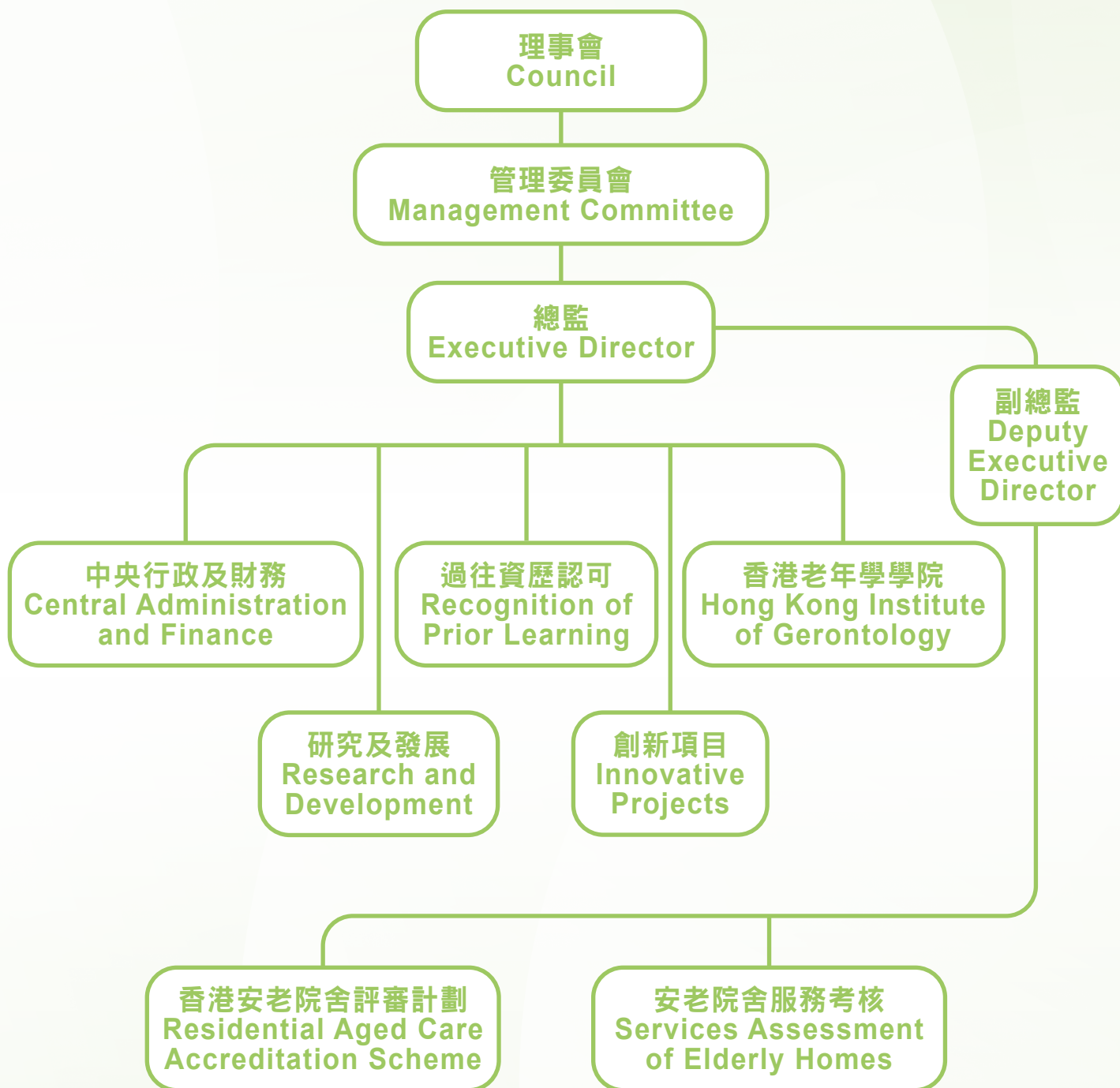
職位 Position	姓名 Name
會長 President	梁萬福醫生 Dr. Leung Man Fuk, Edward
副會長 Vice-President	黎永亮教授 Prof. Lai Wing Leung, Daniel
義務司庫 Honorary Treasurer	陳慧敏女士 Ms. Chan Wai Man, Yvonne
義務秘書 Honorary Secretary	鄭寶寶女士 Ms. Cheng Po Po, Peggy
委員 Members	陳頌皓女士 Ms. Chan Chung Ho, Karrie 陳金德先生 Mr. Chan Kam Tak, Wilson 陳裕麗教授 Prof. Chan Yue Lai, Helen 方乃權教授 Prof. Fong Nai Kuen, Kenneth 馮玉娟教授 Prof. Fung Yuk Kuen, Sylvia 關耀祖教授 Prof. Kwan Yiu Cho, Rick 梁綺雯教授 Prof. Leung Yee Man, Angela 樓瑋群教授 Prof. Lou Weiqun, Vivian 麥煥章先生 Mr. Mak Wun Cheung, Max 顏文雄教授 Prof. Ngan Man Hung, Raymond 沈南珠醫生 Dr. Shum Nam Chu 湯秉忠醫生 Dr. Tong Bing Chung 湯啟宇教授 Prof. Tong Kai Yu, Raymond 謝敏儀教授 Prof. Tse Mun Yee, Mimi 甄秋慧教授 Prof. Yan Chau Wai, Elsie 余秀鳳教授 Prof. Yu Sau Fung, Doris
增補委員 Co-opt Members	莊明蓮教授 Prof. Chong Ming Lin, Alice 劉美儀女士 Ms. Lau Mee Yee, Esme 羅凱寧女士 Ms. Law Kai Nin, Stephanie 梁媛雯女士 Ms. Leung Wun Man, Emba 吳家雯博士 Dr. Ng Ka Man, Carmen (直至2024年3月24日 Until 24 March 2024) 尹德恩女士 Ms. Wan Tak Yan, Phoebe 阮君毓教授 Prof. Yuen Kwan Yuk, Jacqueline

管理委員會 Management Committee

職位 Position	姓名 Name
會長 President	梁萬福醫生 Dr. Leung Man Fuk, Edward
委員 Members	黎永亮教授 Prof. Lai Wing Leung, Daniel 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



推動香港安老服務的發展

Promotion of Advancement of Aged Care in Hong Kong



香港老年學會作為一個多範疇的專業學會，一直以促進香港長者的福祉為目標，積極推動在政策倡議、研究與知識傳播、專業培訓、前線護老人員培訓、質素發展及開拓新服務等方面的工作。這些工作使我們在協助安老服務及其提供者提升應對香港人口迅速老齡化的能力方面，走在了時代的前沿。我們深知未來需求多樣化的重要性，涵蓋健康、社區照顧及長期護理等多方面服務需求。未來，學會將致力於進一步加強在醫療、健康、院舍、社區及社會各方面的長者護理能力建設。

2023至2024年度是香港老年學會成果豐碩的一年。今年伊始，我們於2024年1月8日舉辦了非常成功的「粵曲慈善籌款活動」，籌集到超過港幣200萬元，設立了「香港老年學會優質安老服務專款」，旨在促進香港安老服務機構的質素改善。

在香港賽馬會慈善信託基金的慷慨支持下，我們於2024年3月正式展開為期三年的「香港賽馬會院舍主管關愛領袖培訓計劃」，並成功招募了來自香港合約院舍及私營院舍的70位院舍管理人員。該計劃邀請了經驗豐富的專業人士和學者提供為期26週的高質素課程，並在專業顧問的指導下，讓參加者在其所屬安老院舍內進行為期6個月的質素提升計劃。

The Hong Kong Association of Gerontology is a Multidisciplinary Professional Organization with our aim of advancing the well-being of older people in Hong Kong has all along emphasized on our developments in areas of policy advocacy, research and knowledge dissemination, training and education for professional and frontline elder workers, quality development and new services development. Our work placed us in the stage of assisting Aged Care and its providers to further advance its capacity to stand for future challenges of the rapid ageing population in Hong Kong in the years to come and the related need on diversity of services covering health, community care and long term care. The Association would devote our efforts in future to further enhancement on capacity building in Elder Care in Medical, Health, Residential, Community and social aspects.

The year of 2023-2024 is another fruitful year of the Hong Kong Association of Gerontology. The year started off with the very successful Fung Raising Event – “Cantonese Opera Charity Event” on 8 January 2024, which has helped us raised over HKD 2 Million in setting up the “HKAG Designated Fund on Quality Care for Elderly” with the aim of promoting quality improvement initiatives in organizations providing aged care in Hong Kong.

With the generous funding support from the Hong Kong Jockey Club Charities Trust we have successfully launched a 3 years project on ‘The Hong Kong Jockey Club Home Manager Caring Leadership Training Scheme’ in March 2024 and we have successfully recruited 70 Home Managers from Contract Homes and Private Homes in Hong Kong. Under this project we have invited experienced professionals and academics to deliver high quality lecture over a period of 26 weeks and participants will have a 6 month practice quality improvement program in their own RCHE under the supervision of Professional Consultants from the Project.

針對安老院舍在參與質素評估時的需求，學會在現有「香港安老院舍評審計劃」的基礎上，增設了「安老院舍服務考核」，以幫助規模較小的院舍達到社會福利署「改善買位計劃」的基本標準。透過這項新評估，我們希望更多私營安老院舍能加入「改善買位計劃」，為有需要的長者及家庭提供更多的院舍選擇。

學會持續致力於建設一支強大且團結的專業團隊以推展我們的核心工作，例如研究與發展、培訓與教育、院舍評審、晚晴照顧、護老者支援、長者友善屋苑管理及安老護理的人力發展等。

過去一年，學會推行了多個值得關注的計劃，取得了豐碩成果。這些成就有賴於學會理事會成員、我們敬業的員工、安老服務界的合作夥伴、政府部門、資助者及商業贊助商的共同努力。

我們期待與現有的學術機構、醫療保健、社會福利、教育及房屋管理領域的夥伴進一步合作，共同推動香港安老服務的發展。

會長 梁萬福醫生

With the careful examination of the needs of the RCHEs in participation of quality assessment to help improvement their care and able to seek further participation in Social Welfare Department Enhanced Bought Place Scheme, the Association introduced the “Services Assessment of Elderly Homes” in addition to the existing “Residential Aged Care Accreditation Scheme” to facilitate smaller RCHEs to achieve the basic standards required in the Social Welfare Department Enhanced Bought Place Scheme. We hope that with the introduction of Services Assessment of Elderly Homes more private RCHEs will be entitled to join the Enhanced Bought Place Scheme to enable more choices for elderly and family in need of residential care.

The Association continues to put our efforts in building up a strong and cohesive team of professionals in our staff who contribute to the areas of our work including: Research and Development, Training and Education, Residential Home Accreditation, End of Life Care, Carer Support, Age Friendly Housing Estate Management and Manpower Development for Aged Care.

The past year is a fruitful development of the Association with many worthwhile projects launched. The numerous achievements made by the Association last year could only be possible by the concerted efforts of Council members of the Association, our dedicated staff, partners in Aged Care Sector, Government Departments, Funders and commercial sponsors.

We look forward for further our work with existing partners in academic institutes, health and medical care, social welfare, education and housing management to further our work in years to come.

Dr Leung Man Fuk Edward
President

敢為人先 Leading the Way



老年學會總監陳靜宜（左）感謝副總監趙迪華（中）多年貢獻，周靜儀博士（右）為接任副總監

Director Chan Ching-yi (left) thanks Deputy Director Chiu Dik-wah (center) for her years of contribution, with Dr. Chow Ching-yee (right) succeeding as Deputy Director

在2023-2024年，老年學會作為建設業界能力的機構，喜見我們的理念和角色獲得認許。在不同的基金/部門支持下，過去一年老年學會推出眾多先導計劃，這些先導服務，或因社會轉型、或因業界需要，需要以創意方式來應對問題，老年學會同事為達成「香港成為亞洲區最關懷耆老的社會」的機構願景，敢為人先，每類服務均迎來改變。

迎向轉變

老年學學院課程致力求新，過去一年香港經濟比較不穩定，疫情之後人力欠缺，各行各業都搶奪人才。由於老年學學院在過去一年，傳統的護理課程收生有挑戰，團隊同事求變轉型。例如：推出更多身、心、靈課程，讓護理工作的從業員學習關心自己情緒健康，不只是硬道理、硬知識的吸收。另，改變手法，多為機構員工度身訂造課程，感恩獲業界認可，過去一年我們的包班數目明顯上升。

As an organization who strives to build industry capacity, we are pleased to see our vision and role recognized in the year of 2023-2024. Supported by various funds and departments, we launched numerous pilot programs over the past year. There are new issues aroused from social transformation or increased social needs, and we need creativity to address them. With the vision of “Hong Kong becoming Asia’s most caring society for the elderly”, we are not afraid to lead the way and introduce new kinds of services.

To Embrace Changes

The courses provided by the Institute of Gerontology strive for innovation. Due to economic instability and talent shortage in the post-pandemic era, our traditional nursing courses faced enrollment challenges. Our team adapted by introducing courses focusing more on body, mind and spiritual well-being, helping caregivers manage their emotional health on top of skills and knowledge. We also tailor-make courses for different organization, which helped increased the number of private classes significantly.

院舍認證方面，為推動院舍提升質素，老年學會除了推行近二十年的「香港安老院舍評審」外，在2024年初另外推出一個新的院舍認證計劃--「安老院舍服務考核」。老年學會明白業界有不同規模和資源的院舍，特別設計符合規模較細的院舍的質素認證系統，讓不同的院舍都能起步前行優質院舍之路。

晚晴照顧服務，老年學會已實踐了近十年，我們的角色已由提供直接服務轉型為能力建設。直接到資助院舍提供晚期工作的任務已交予四間非牟利機構的地區專隊，老年學會去年致力各種實體及線上的晚晴照顧培訓，另推出新計劃--「護養院/合約院舍知識轉移」，以一年時間為院舍做知識承傳。隨著6月3日「居處離世」立法後，老年學會更積極推動種種工作，以預備院舍可讓長者在院舍過世。

「過往資歷認可」去年迎來一個新階段，過去老年學會主力為院舍同事考取過往資歷認可的證書，2023-2024年老年學會再次被教育局委任為過往資歷認可的評估機構，認可範圍更擴展至「社區照顧及社區支援」服務。社區照顧服務，如：日間護理中心、上門家居照顧、長者地區中心、長者鄰舍中心的同事們可以免試獲取證書。除此，照顧者/家人及義工，都可以憑實際照顧經驗，考取八張證書。我們已獲基金支持，為照顧者/家人/義工，提供經驗整理工作坊及墊支考評費用。這八張證書是對照顧者一個正式的資歷認許，協助照顧者進入職場的一個能力證明。

Besides the long-standing “Residential Aged Care Accreditation Scheme”, we introduced a new accreditation program in early 2024, namely the “Services Assessment of Elderly Homes”. Understanding the varied scales and resources in the industry, we designed a system for smaller homes to embark on the path to quality improvement.

Having focused on End-Of-Life care for nearly a decade, we transitioned from direct service provision to capacity building. Tasks for providing EOL care in subsidized homes have been delegated to four district teams. Last year, we enhanced in-person and online training and introduced a new project, “Knowledge Transfer Plan for Contract Homes/Nursing Homes”, to facilitate knowledge inheritance over a year. Following the “Dying in Place” legislation on June 3, we actively prepare homes for in-place elder passing.

Last year marked a new phase for Recognition of Prior Learning Mechanism in Elderly Care Service (RPL). Previously, we focused on recognizing staff from elderly homes. In 2023-2024, we were reappointed by the Education Bureau to expand the service to Community Carers. Staff from day centres, home care, and community centres can earn certificates without exams. Caregivers, family members, and volunteers can gain up to eight certificates through experience. We are also getting support from charitable funds, enabling us to offer workshops and cover evaluation costs for the carers, family and volunteers. We hope to facilitate them enter the workforce by recognizing their abilities and skills.

「替假護老者」是一個新工種。老年學會強項是培訓，而我們更致力為課程考取資歷級數，讓學員獲正式學歷認可。老年學會與五間非牟利機構合作，培訓照顧者和有心人，成為「替護」，讓有需要的照顧者可以休息一下。這是護老者支援服務的一個新工種試驗。

「香港賽馬會院舍主管關愛領袖培訓計劃」也是前無例子的計劃，針對私營及合約院舍的院長/主管，以「變革創新」、「以人為本」為理念，提供為期一年的能力提升培訓，包括課堂學習、優質服務實習和推動院舍持續提升質素。第一屆學員已接近畢業，他/她們的成長令人欣慰，願意透過老年學會的創意努力，對私院的服務質素有所貢獻。

老年學會推行院舍評審多年，我們從收集到的數據看到，院舍使用約束物品的數字頗高，這不是一個尊重長者的做法。在得到馬會的支持下，我們聯同4間非牟利機構構思了如何在私院減少約束長者的服務項目，服務在2024年第三季展開，這個新服務充滿挑戰，並不是容易之舉，在自主與安全之間，如何平衡？本敢為人先精神，老年學會同事迎難而上，明年會向大家報告成績。

Our strength lies in training. We aim to formalize our courses, offering recognized qualifications. In collaboration with five non-profit organizations, we train volunteers as “alternative caregivers,” allowing primary caregivers to rest. This initiative tests a new model in caregiver support services.

The “HKJC Home Manager Caring Leadership Training Scheme” is another unprecedented program which targets private and contract home directors/supervisors, focusing on “transformative innovation” and “person-centered” approaches. The year-long training includes classes, quality service internships, and continuous quality improvement. The first cohort is nearing graduation, showing remarkable growth and willingness to contribute to service quality improvements in private homes.

Over years of home accreditation, data showed high restraint usage, which is disrespectful to elders. Supported by the Jockey Club and in collaboration with four non-profit organizations, we developed a scheme to reduce restraints in private homes. It launched in the third quarter of 2024. This challenging endeavor seeks a balance between autonomy and safety. Embracing our pioneering spirit, we will report our progress next year.

新據點

荔枝角中心的開設，是學會另一大突破。這個中心是減少約束團隊同事的駐點，亦會設置減少捆綁的樂齡科技產品，讓有興趣的院舍同工參觀。也會是一個培訓點，舉辦相關的教育課程。場地於2024年第三季啟用，期望可支援新界西及北的院舍。

繼續支持同行

最後一點，帶著依依不捨的心情和大家分享，是在老年學會工作了二十年的副總監趙迪華女士，於2024年10月榮休。二十年來，趙迪華專注院舍認證的工作，為老年學會「院舍評審」制度作開創、推行、改善及提升，打下良好根基。香港安老院舍認證及質素提升的發展歷史，趙迪華有其重要貢獻及角色，在此表示感謝。

人事綜有更替，但機構服務初心不變，在此感謝一直支持老年學會的政府部門、基金、教育界、醫療界別、物業管理界別、服務機構、私營機構、各方友好…期望得到你們的繼續支持和指正，同行服務之路。

總監 陳靜宜女士

New Facility

The opening of the Lai Chi Kok Centre marks a significant breakthrough. It will serve as a hub for our Restraint Reduction team and showcase age-friendly technology products for interested home staff. Additionally, it will be a training venue for related courses, operational by the third quarter of 2024, supporting homes in the western and northern New Territories.

Continued Support

Finally, with mixed emotions, we announce the retirement of Deputy Director Ms. Chiu Dik-wah in October 2024 after 20 years of service. Her dedication to home accreditation, helped laid a solid foundation for the establishment and enhancement of the RACAS system. Her contributions to the development of home accreditation in Hong Kong are invaluable. We extend our gratitude to her.

While personnel changes occur, our commitment remains steadfast. Let us give thanks to the corresponding government departments, charitable funds, education sector, healthcare, property management, service organizations, private institutions, and friends for their ongoing support and guidance in our mission.

Ms Chan Ching Yee Susan
Executive Director

服務介紹 Services

學術交流及項目發展

Academic Exchange and Project Development

第三十屆老年學周年會議

第三十屆老年學周年會議順利於 2023年11月18日假香港理工大學舉行。是屆會議的主禮嘉賓是安老事務委員會主席李國棟醫生，主題為「Smart Living Smart Ageing」。我們很榮幸邀請到香港大學社會工作及社會行政學系林一星教授和香港理工大學生物醫學工程學系鄭永平教授作專題演講。當日有超過350位參加者到場進行交流，並有超過30份論文於會議中進行發表。



主禮嘉賓李國棟醫生
Dr Li Kwok Tung Donald as the officiating guest

30th Annual Congress of Gerontology

The 30th Annual Congress of Gerontology was successfully held on 18th November 2023 at The Hong Kong Polytechnic University. The theme of the conference was “Smart Living Smart Ageing”. It was our honour that Dr Li Kwok Tung Donald, Chairman of the Elderly Commission as our officiating guest. We also had Prof. Lum Yat Sang Terry, Professor at the University of Hong Kong and Prof. Zheng Yong Ping, Professor at the Hong Kong Polytechnic University to deliver the plenary speeches for the congress. Over 350 participants attended the event and more than 30 papers were presented at the Congress.



其中一位專題講者為林一星教授，他的講題是：「發展以人為本的長期護理」

Prof. Lum Yat Sang Terry was one of the plenary speakers of the congress, his topic was “Efforts to Develop Person Centered Long-term Care”



超過350位參加者出席了是次會議
Over 350 participants attended the Annual Congress of Gerontology



參與者在台下向論文團隊發問
One of the participants asking a question during the event

第十二屆安老院舍優質照護研討會

已有十多年歷史的「安老院舍優質照護研討會」今年在6月21日舉行，地點為尖沙咀東部唯港薈酒店，在此感謝添寧的贊助。本研討會的對象為安老院舍主管及護理同工，目的旨在提升安老院舍照護質素，並提供一個平台予業界同工作經驗交流及分享。今年的主題為「有尊嚴的院舍照護」。當天有超過250位業界同工出席研討會。



耆康會副行政總監黃智堅先生為研討會其中一名講者
Mr Wong Chi Kin William, Deputy Executive Director of the Hong Kong Society for the Aged, was one of the speakers of the Seminar

12th Seminar on Quality Nursing Care in RCHes

The captioned seminar has a history of more than 10 years. This year it was held at Hotel ICON. We would like to express our sincere gratitude to TENA who sponsored this event. Target audiences of this seminar included supervisors and nursing staff of RCHes. The aims were to enhance the quality of care in RCHes and to provide a platform for healthcare professional and frontline worker in the industry to share and exchange their experiences. The theme of the seminar this year was "Dignity in Care". More than 250 participants attended the seminar.



答問環節
The Q & A Session

專業理遺照護研討會

研討會由本會及香港理遺學會合辦，添寧贊助。研討會的目的是讓醫護人員得到有關失禁護理的最新資訊及作經驗交流。今年的研討會於2024年7月24日晚上假律敦治醫院舉行，超過120位醫護同工出席。

Symposium on Advanced Continence Care

The Symposium was co-organized by our Association and Hong Kong Continence Society. It aimed at facilitating healthcare workers to get updated information on management of incontinence and to have experience exchange. This year's symposium was held in the evening of 24 July 2024 at the Ruttonjee Hospital. Over 120 healthcare workers had attended the Symposium.



譚焯坤醫生在答問環節中回答提問
Dr. Tam Cheuk Kwan answering a question during the Q & A Session

康暉慈善粵曲夜2024

康暉社和香港老年學會在2024年1月8日，假西九文化區戲曲中心大劇院順利舉辦了「康暉慈善粵曲夜2024」，大會很榮幸邀請到安老事務委員會前主席梁智鴻醫生擔任主禮嘉賓。當晚有好幾位粵劇界的著名老倌和花旦亮相演出，讓近千名觀眾盡慶而歸，在傳承中華文化之餘，亦為香港的安老業出了一分力。是次慈善活動最後成功為老年學會的「優質安老服務專款」籌得超過200萬元善款。

The Cantonese Opera Charity Event 2024

Sunway Association and HKAG co-hosted the “Cantonese Opera Charity Event 2024” at the Xiqu Center Grand Theater in the West Kowloon Cultural District on 8 Jan 2024. We were honoured to have Dr. Leong Che Hung Edward, former Chairman of the Elderly Commission as the officiating guest. Several well-known opera actors and actresses from the Cantonese opera industry performed in that evening, and gave a feast to the ears of nearly a thousand audiences. In addition to promoting Chinese culture, the event also contributed to the elderly care industry in Hong Kong. The charity event successfully raised more than \$2 million for the “HKAG Designated Fund On Quality Care For Elderly”.



香港老年學會會長梁萬福醫生頒發錦旗予主禮嘉賓梁智鴻醫生
HKAG President Dr. Leung Man Fuk Edward presented the pennant to the officiating guest Dr. Leong Che Hung



梁萬福醫生從康暉社代表手中接過大支票
Dr. Leung Man Fuk Edward received the big cheque from the representative of Sunway Association



粵劇紅伶林穎施和康暉社主席嚴定國先生合力演出曲目：《幽會小周后》
Cantonese opera star Lin Yingshi and Mr. Yim Ting Kwok, chairman of Sunway Association, jointly performed the song: “A Tryst with the Little Queen”



粵劇紅伶潘國榮和康暉社理事曹詠妍女士合力演出曲目：《林冲淚灑滄洲道》
Cantonese opera star Poon Kwok Wing and Ms. Cho Wing Yin, council member of Sunway Association, jointly performed the song: “Tears of Lin Chong on a Cangzhou Road”

香港老年學學院

Hong Kong Institute of Gerontology

簡介服務：

香港老年學學院旨在為本地及海外的安老服務從業人員提供各類專業課程，以提升老年服務的質素。學院提供的課程範疇廣泛，由經驗豐富的專業人士授課，包括醫生、護士、物理治療師、職業治療師、營養師、社會工作者及管理人員。此外，學院十分重視實踐經驗的培養，部分課程設計中包括實地參觀及實習，以增強學員的專業能力。隨著政府推動社區照顧政策的實施，居家護老服務的需求顯著增加。學院特別設計了與社區照顧相關的課程，以應對日益增長的需求。

Service Introduction:

The Hong Kong Institute of Gerontology aims to provide a diverse array of professional courses for local and international practitioners in elderly services, thereby enhancing the quality of care provided to the elderly population. Our extensive curriculum is delivered by a team of experienced professionals, including physicians, nurses, physiotherapists, occupational therapists, nutritionists, social workers, and administrators. The Institute places significant emphasis on the cultivation of practical experience; accordingly, several courses incorporate site visits and internships to enhance students' professional competencies. Concurrently, with the government's promotion of community care, there has been a notable increase in the demand for home care services for the elderly. In response to this growing need, the Institute has developed specialized courses related to community care.



護理課程
Course for Health workers



學院一直致力培訓「護理天使」
The Institute has been committed to training "Nursing Angels"

去年工作重點：

參加求職教育展促進招生及學會知名度

去年學會多次參加求職教育展以吸引潛在學員，成功提升社區對學會知名度、展示課程特色及獲得市場需求的寶貴意見，更加强與社區的聯繫，鞏固對社會責任的承諾。

延續資歷架構認可課程

自2017年起，本院多個課程已獲得資歷架構認證。今年續期的課程有「護理員證書」、「保健員訓練證書」、獲社會福利署院舍員工培訓資助計劃的「保健員進階」及「護理員訓練課程」證書、「QASRS保安服務培訓證書」（資歷架構第1級）亦繼續開辦。新課程有「長者友善屋苑管理證書」（資歷架構第3級），對象為物業管理層人員。

與香港都會大學合辦的「院舍主管培訓專業證書」

為應對香港政府修訂的院舍條例對院長的新要求，本院與香港都會大學持續合作提供資歷架構第4級的主管培訓課程，以提升安老院舍和殘疾人士院舍的服務質素。

Highlights:

Participating in Job and Education Fairs to Promote Enrollment and Institute Visibility

Last year, the Institute participated in a job and education fair to attract prospective students, enhancing its visibility and showcasing its programs. This participation provided valuable insights into market demand and strengthened community connections, reinforcing its commitment to social responsibility.

Programme recognized under the Qualifications Framework

Since 2017, several courses have been accredited by the Qualifications Framework. This year, the following courses renewed their accreditation: "Certificate in Care Workers", "Certificate in Health Worker Training", Training Subsidy Scheme for Staff of Residential Care Homes - "Advanced Training for Health Workers" and "Training for Care Workers". The "Certificate in Guarding Services under QASRS" (QF Level 1) will also continue. We have a new course "Elderly-Friendly Estate Management Certificate" (QF Level 3), for property management personnel.

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

In response to the Hong Kong government's new requirements for home managers of residential care homes, the Institute continues to collaborate with Hong Kong Metropolitan University to offer a Qualifications Framework-accredited training course aimed at enhancing the service quality of residential care homes for the elderly and disabled.

機構「度身訂造」培訓課程服務

學會為各安老服務機構提供量身打造的專業培訓課程，提升專業知識和技能。過去一年，學院與不同機構合作，舉辦了多個安老服務和護理課程，包括連續七年與醫管局合作的「醫護支援人員臨床病人服務訓練課程」。學院亦為多間院舍提供到戶專題培訓，涵蓋如認知障礙症和晚晴照顧等主題。

僱員再培訓局課程

學院持續開辦僱員再培訓局的課程，導師充分運用其經驗指導學員。本年度舉辦了「醫護支援人員（臨床病人服務）證書課程」及「保健員證書課程」。

持續護理教育課程及工作坊

為提升護士在安老服務領域的專業知識和技能，本會持續舉辦各類持續護理教育課程（CNE）和工作坊，以滿足行業的需求。課程包括「傷口護理技巧」、「腹膜透析護理工作坊」、「精神健康急救證書」、「院舍長者基本足部護理及防止足部潰瘍工作坊」以及「護理文件撰寫」等。學會亦推出了「家庭傭工長者照顧訓練證書課程」，旨在提供居家安老培訓。

晚晴照顧課程

香港老年學會致力於提升長者的晚晴照顧，並積累了寶貴的臨終關懷經驗。本會根據互助與知識分享的原則，為管理人員、長期護理團隊及專業人員提供晚晴照顧證書課程，以增強他們在該領域的專業知識及技能。

Tailor-made training programmes for Organizations

The Institute offers tailor-made professional training courses for elderly service organizations to enhance knowledge and skills. Over the past year, it has collaborated with various partners to co-organize several courses, including the “Certificate Course in Care-related Support Worker Training” with the Hospital Authority for the seventh consecutive year. Additionally, the Institute provided on-site training for residential care homes on topics such as dementia care and end-of-life care.

Employees Retraining Board (ERB)

The institute continues to offer Employee Retraining Broad training courses. Our lecturers are fully enriched and would follow up individual student's progress and facilitate them to achieve outstanding results. In this year, the “Certificate course in Care-related Support Worker Training” and “Certificate in Health Worker Training” were delivered.

Continuing Nursing Education (CNE) Course

To enhance nurses' professional knowledge and skills in elderly care, the Institute offers various Continuing Nursing Education (CNE) courses and workshops to meet industry needs. Course offerings include “Wound Care Management”, “Workshop on Peritoneal Dialysis Care”, “Mental Health First Aid (Elderly Care) Certificate”, “Basic Foot Care and Prevention of Foot Ulcers Workshop,” and “Nursing Documentation Skills.” The Institute also launched the “Certificate Course on Elderly Care for Domestic Helpers” to provide targeted training in home-based elderly care.

End of Life Care in Long Term Care

The Hong Kong Association of Gerontology is dedicated to enhancing end-of-life care for the elderly and has accumulated valuable experience in end-of-life care. In accordance with the principles of mutual assistance and knowledge sharing, we offer a certificate course “Certificate Course on End of Life Care in Long Term Care” for management staff, long-term care service teams, professionals and pastoral care worker to strengthen their expertise in this field.



浮游花工作坊
A workshop of Herbarium

服務統計：

課程 (已完成) Training Course (completed)	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	10	120
護理員證書 Certificate in Care Workers	8	67
社會福利署院舍員工培訓資助計劃 - 保健員進階課程證書 Training Subsidy Scheme for Staff of Residential Care Homes - Certificate in Advanced Training for Health Workers	1	16
社會福利署院舍員工培訓資助計劃 - 護理員訓練課程證書 Training Subsidy Scheme for Staff of Residential Care Homes - Certificate in Training for Care Workers	5	66
醫護支援人員 (臨床病人服務) 訓練課程 (自費) Certificate in Care-related Support Worker Training	2	19
僱員再培訓局 - 保健員證書 Employees Retraining Board - Certificate in Health Worker Training	1	16
職業治療助理證書課程 Occupational Therapy Assistant Certificate Course (OTA)	9	99
物理治療助理證書課程 Physiotherapy Assistant Certificate Course (PTA)	7	86
保安服務培訓證書 Certificate in Guarding Services under QASRS	4	94
長者友善屋苑管理證書 Certificate in Age-Friendly Housing Estate Management	1	12
晚晴照顧證書課程 Certificate course on end of life care in long term care	1	8
持續護理教育/持續專業發展 (CNE/CPD) Continuing Nursing Education / Continuing Professional Development (CNE/CPD) Courses	39	478
工作坊 Workshops	25	232
與其他機構合辦課程 Courses collaborated with other organizations	20	448
總數Total：	133	1761

總任教課時Total Teaching Hour: 6038.5

展望：

香港老年學院作為香港老年學會核心服務單位之一，致力為安老服務前線及專業同工提供多元化的培訓課程，以應對人口老化帶來的挑戰。

為滿足對護理人員培訓需求的持續增長，學院計劃擴展培訓項目的種類和靈活性。我們期望開發更多具備資歷認可的課程，如晚期照顧領域，及「替假護老者」培訓，以應對不斷增長的市場需求。專業培訓課程將涵蓋安老服務的各個方面，旨在提升學員對長者需求的理解及應對能力。

此外，學院將推出更多靈活的培訓方案，包括短期工作坊、在職培訓和線上學習，讓更多業界同工及社區護理人員能夠提升其專業能力。

學院亦將加強與相關機構和專業團體的合作，進一步擴展培訓資源和專業網絡，以推動整個安老服務行業的發展，從而更好地滿足長者的需求，提升他們的生活質素。

Prospect:

The Hong Kong Institute of Gerontology, as one of the core service units of the Hong Kong Gerontology Association, is dedicated to providing diversified training courses for frontline and professional staff in elderly services to address the challenges posed by the aging population.

In order to meet the ongoing increase in demand for caregiver training, the Institute plans to expand the variety and flexibility of its training programs. We aim to develop more accredited courses, particularly in the field of end-of-life care, to respond to the growing market demand. Professional training courses will encompass all aspects of elderly services, aiming to enhance participants' understanding of the needs of the elderly and how to address them.

Furthermore, the Institute will introduce more flexible training options, including short-term workshops, on-the-job training, and online learning, allowing more industry workers and community caregivers to enhance their professional competencies.

The Institute will also strengthen collaboration with relevant institutions and professional organizations, further expanding training resources and professional networks to promote the development of the entire elderly service industry, thereby better meeting the needs of the elderly and improving their quality of life.



教育展覽
At an education exhibition

香港安老院舍評審計劃

Residential Aged Care Accreditation Scheme (RACAS)



2023「評審院舍證書及獎項」頒授典禮

2024年1月18日舉辦了2023年度「評審院舍證書及獎項」頒授典禮，目的是表揚院舍積極參與評審及致力提升服務質素。是次頒獎典禮共頒發33張證書予通過首年評審的院舍，及23張金、銀、銅證書予通過續期評審院舍，另頒授7個獎牌予參與安老院舍優質服務的機構，以表揚機構全面參與「安老院舍評審計劃」。

"Certificate and Award conferment ceremony 2023"

January 18, 2024, the "Certificate and Award" conferment ceremony 2023 was held to praise the active participation of the residential care homes and their dedication to improvement of service quality. A total of 33 certificates were presented to RCHes which passed the first-year accreditation, 23 gold, silver, bronze certificates to RCHes which passed the recertification accreditation and 7 organizations were awarded for the recognition of their full participation in the "Residential Aged Care Accreditation Scheme" during the ceremony.

簡介服務：

香港老年學會於2005年設立香港安老院舍評審計劃(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。評審計劃於2008年通過「國際健康照護品質協會」(ISQua) 現稱「國際衛生保健質量協會外部評估協會」(IEEA) 的評審標準認證，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。是本港目前唯一同時獲得國際及香港認可處認可的安老院舍評審機構。

香港安老院舍評審計劃經19年努力，是目前香港歷史最悠久及最有公信力的評審機構，目標繼續鼓勵安老院舍持續提升服務質素，並向更優質服務邁進，推展卓越及有良好服務的院舍。

Service Introduction:

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 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"). More, 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 Hong Kong organization which has been accredited by ("ISQua"), now known as ("IEEA") and HKAS for assessment of RCHes.

RACAS in Hong Kong, after 19 years of effort, is currently the oldest and most credible certification body in Hong Kong. Its goal is to continue encouraging private residential care homes to continuously improve their service quality and strive towards providing even better services, promoting excellent and well-performing care services.

去年工作重點：

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(HKAS)「安老院服務提供者管理體系認證機構」的認可資格。評審部已於2024年6月通過第四個週期的覆檢認證。

評審部自2019年11月開始進行評審計劃第三次新標準修訂工作，整個過程為期大約4年半，共分為七個階段。首四個階段已於2023年6月完成，當中包括參考更新安老院舍法例、收集評審員及院舍意見、院舍服務質素指標、成立標準修訂委員會草擬新標準第一稿，再經過評審部及標準修訂委員會討論後，修訂為新標準第二稿，並於2023年3月經督導委員會通過。2023年5至6月評審部舉行5場院舍標準修訂簡介會，幫助院舍明白新版標準所更新之要求，以協助他們適應新標準使用，及收集不同院舍人士的意見，同時再加入專業委員及諮詢社會福利署的意見及建議。

2023年7月進行第五階段標準修訂工作，其間邀請4間院舍，包括有護養院及護理安老院參與評審標準2024版試行計劃，於7月底成功完成及整合意見後，修訂為標準第三稿。

Highlights:

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 June 2024, the Division passed the annual review of fourth re-certification assessment.

The third standard revision of RACAS had been in the process since November 2019. The first fourth stages were completed by June 2023, which included review of updates to elderly home regulations, collecting feedback from accreditors and homes, and referencing service quality indicators for elderly homes as well as establishing a Standards Revision Committee to draft the first version of the new standards. After discussions between the Accreditation Division and the Standards Review Committee, the second version of the new standards was revised and approved by the Steering Committee in March 2023. In May and June 2023, Accreditation Division had conducted 5 briefing sessions for elderly home staff to introduce the new standards to facilitate them to understand the requirement of new requirements as well as collected their comments about the revised standards. At the same time, opinions and suggestions from professional committees and consultation with the Social Welfare Department were also incorporated.

The fifth stage of standard revision was started in July. During this period, 4 elderly care homes including Nursing Home and Care and Attention Homes were invited respectively to participate in the trial run of the 2024 version of the review standards. By the end of July, the integration of opinions was successfully completed, and the third draft of the new standards was revised.



評審部一向致力培訓評審員，由2005年至今，共培訓了超過500位評審員，專業包括註冊西醫、註冊護士、註冊社工、註冊物理治療師及註冊職業治療師。本年度開辦了1班評審員訓練課程，合共培訓24名新評審員。另於年末亦舉辦了6班評審員進階課程，為150多位評審員更新評審技巧及資訊。圖為2024年第一期的「評審員訓練課程」。

The Division has always been committed to assessors training. A total of more than 500 assessors have been trained since 2005. Professional background of assessors included registered medical officers, registered nurses, registered social workers, registered physiotherapists and registered occupational therapists. One Assessor Training Course was conducted and 24 new trainees were trained, also more than 150 assessors attended in the 6 Assessor Advance Courses respectively to refresh the accreditation skills in this year. The picture shows the first cohort of "Assessor Training Course" in 2024.

標準修訂再經歷第六及第七階段之工作重點包括，新修訂標準第三稿於2023年10月經督導委員會正式通過後，於12月的評審員進階課程，向評審員講解有關標準的修訂內容及運用，3年院舍過渡階段及新標準正式啟用時間。2024年4月評審部正式再向院舍及評審員寄發有關2024標準修訂版本的使用信函，及更新網頁相關內容。

2024年5月1日新標準版次RACAS 40:2024正式全面啟用，新修訂標準適用於新參加及續期評審院舍，新標準版有3年的過渡期適用於已經通過評審院舍，進行周年覆檢院舍可因應自身情況選擇使用新舊版次進行評審。評審部全力協助院舍由舊標準版次過渡新標準版次，積極推動院舍參與評審計劃，提升院舍服務質素。

自社會福利署於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)鼓勵私營安老院持續提升服務質素。計劃至2024年3月31日完結，社署公佈共344間院舍參與，本部獲業界認可及支持共共有230間安老院舍參加的認證計劃，佔總參與院舍約66%，其中203間為首次參加評審的私營院舍。

The main focus of the sixth and seventh stages of the standards review after July 2023 included the third draft of the new standard being officially approved by the Steering Committee in October 2023. Introduction in regards to revised content and application of the new and previous versions of the standards to the assessors in the Assessor Advance Course in December 2023. Correspondence to elderly homes and assessors regarding the use of the 2024 revised standards version, and update of the relevant content on the website in April 2024

The new standard version is officially launched on May 1, 2024. The new revised standard is applicable to elderly home for initial certification or recertification. There will be a 3-year transitional period for the accredited elderly homes which they may choose either old or new version according to their own circumstances. Accreditation Division would help elderly homes to come across the transitional periods of the new standard, in order to facilitate them to maintain the quality of services under participating the accreditation scheme.

The Social Welfare Department (SWD) launched a five-year "Accreditation Subsidy Scheme for Private RCHes" (the "Subsidy Scheme") in 2019-20 to provide full subsidies for all private RCHes joining the approved accreditation schemes accredited by the Hong Kong Accreditation Service (HKAS) and approved by the SWD. The Division has a high reputation in the elderly service field, there were 344 in total of elderly homes participated in the Subsidy Scheme as announced by SWD of which 203 care homes are new clients out of the total number of 230 (around 66%) elderly homes joined in RACAS by the end of June 2023.



「安老院舍評審計劃」小冊子
The Pamphlet of RACAS



2024年4月12日「頭條日報」報紙廣告
The newspaper advertisement on a local newspaper on 12 April 2024



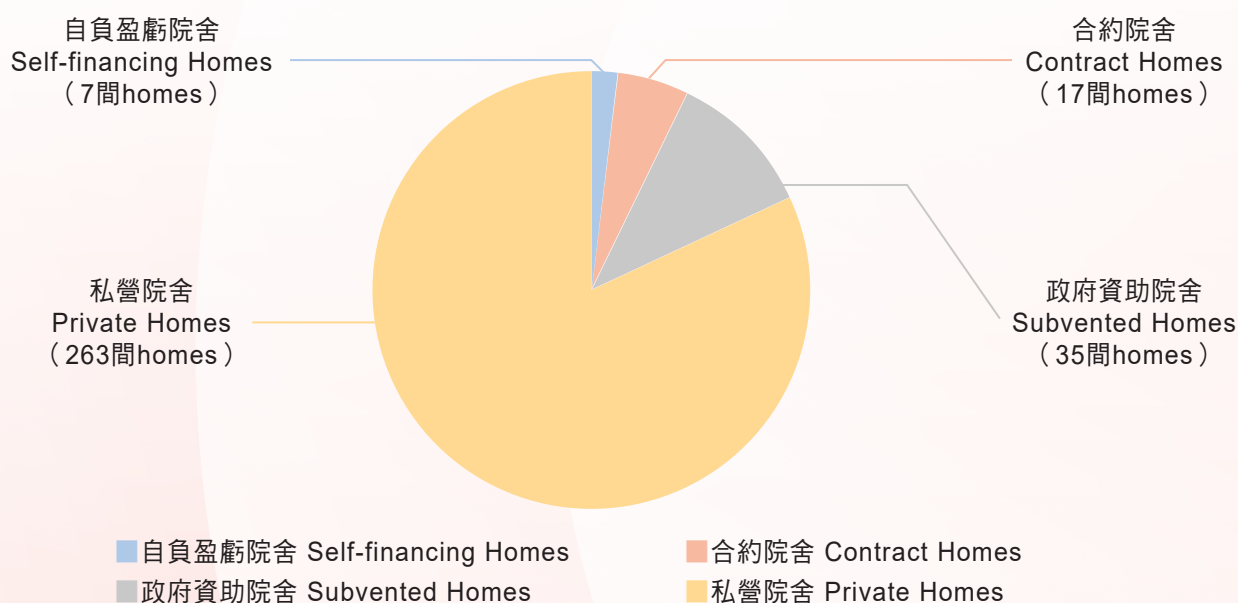
2023年10月27日評審部到澳門參與第十七屆「世界華人地區長期照顧會議」分享「香港安老院舍評審計劃」提升院舍感染控制能力。

The Division participated in the 17th "World Chinese Long-Term Care Conference" to share the result of "Residential Aged Care Accreditation Scheme" enhanced the infection control capabilities of residential care homes on October 27, 2023.

服務統計：

參與評審院舍統計 (由2005年 至 2024年6月) Number of Accredited Homes (From 2005 to Jun 2024)	院舍數目 Number of Accredited Homes
參與評審 Participated in RACAS	322
通過評審 Obtained accreditation	286
持有有效的評審認證證書(截至2024年6月30日) Holding valid accreditation certificates (As at 30 June 2023)	158

參與院舍種類 Types of RCHes participated accreditation



評審次數 (由2005年 至 2024年6月)

Number of On-site Accreditation s (From 2005 to Jun 2024)

評審類別 Type of Accreditation	2023年7月 至2024年6月	遞增次數 Accumulated times
主要評審 (首年評審及續期評審) Major accreditation (first year accreditation and re- certification)	53	408
週年覆檢 Annual Review	117	789
總數 Total	170	1197

訓練課程Training Course

種類 Type	次數 Number	人數 Participants
參與評審員訓練課程 (由2005年 至 2024年6月) Participated the Assessor training course (From 2005 to Jun 2024)	27	543
評審員訓練課程 (由2023年7月 至 2024年6月) Assessors training course (From Jul 2023 to Jun 2024)	1	24
評審員進階課程 (由2023年7月 至 2024年6月) Advanced Course (From Jul 2023 to Jun 2024)	6	150

有效評審員人數(截至2024年6月30日)

Number of Valid Assessor (As at 30 June 2024)

專業 Profession	人數 Number
註冊護士 Registered Nurse	80
註冊社工 Registered Social Worker	75
註冊物理治療師 Registered Physiotherapist	11
註冊職業治療師 Registered Occupational Therapist	2
總數 Total	168

展望：

來年評審部繼續致力推動香港及境外安老院舍參加認證計劃，另繼續舉辦免費講座，讓不同的院舍、社會人士了解院舍評審的流程及安排，推廣大眾認識，以提升院舍的照顧質素，讓長者可以有更多優質院舍作選擇，安享晚年。同時，隨新標準RACAS 40:2024使用，評審部期望為評審員提供適時新資訊以協助評審員更掌握評審要求，確保評審工作的專業性，幫助院舍提升服務。

Prospect:

In the coming year, the Division will continue to promote the accreditation scheme, including delivering free talks to introduce the goal, process and arrangements of the accreditation scheme to different types of homes as well as the community, increasing popularity and support of RACAS in society with aim at improving the quality of service that beneficial to the frail elderly and their family. In the meantime, along with the use of new standards, the division would provide assessors with timely new information so that they can live up with the accreditation requirement to ensure their professionalism, and to aim for betterment of quality service of the elderly homes.

安老院舍服務考核

Services Assessment of Elderly Home (SAEH)

簡介服務：

香港老年人口持續上升，社會對安老院舍需求日漸增加，不同規模的院舍應運而生。由於營運院舍的服務質素良莠不齊，為進一步鼓勵各類型院舍持續提升服務質素，香港老年學會除維持「香港安老院舍評審」計劃 (RACAS)外，特別推出第二個院舍評審機制：「安老院舍服務考核」(SAEH)，讓不同規模的院舍起步邁向或持續提升優質服務。

去年工作重點：

本會2023年成立特別工作小組，小組成員包括：資深安老服務管理人員、專業管理人員、老人專科醫生、護士、社工及學者等。經過一年的仔細研究及探討考核方法，成功建構「安老院舍服務考核」(SAEH)機制。

「安老院舍服務考核」(SAEH)機制目的是鼓勵規模較小的安老院舍提升服務，推動院舍建立一個「精、準、扼要和便捷」的質素監管和持續改善系統，讓未有買位的私營院舍職員通過「安老院舍服務考核」逐漸掌握管理精髓及能跟上管理質素要求，以改善院舍管理能力及照顧長者能力，提升院舍形象、加強市場競爭力、保障入住長者得到較適合照顧。

新機制內容有25項準則，16項為界定符合社會福利署的「十六項服務質素標準」(SQS 1-16)規定之管理要求；9項為院舍保健、衛生管理、保健紀錄、院舍人手及重點保健照顧服務等準則。

Service Introduction:

The aging population in Hong Kong is continuously increasing, leading to a growing demand for elderly care homes. Various sized elderly care homes have emerged to meet this need. However, the quality of services provided by these homes is uneven. To further encourage continuous service quality improvement across different types of homes, the Hong Kong Association of Gerontology has maintained the “Residential Care Home Accreditation Scheme” (RACAS) and has also launched a second elderly home assessment mechanism: the “Services Assessment of Elderly Home” (SAEH). This new initiative aims to guide elderly care homes of different scales to commence or continue their pursuit of providing quality services.

Highlights:

In 2023, our association established a focus group, comprising experienced elderly service managers, professional administrators, geriatric doctors, nurses, social workers, and scholars. After a year of careful research and deliberation on assessment methods, they successfully developed the “Service Assessment of Elderly Home” (SAEH) mechanism.

The purpose of the SAEH mechanism is to encourage smaller elderly homes to enhance their service quality, and to promote the establishment of a “concise, precise, and convenient” quality assurance and continuous improvement system within these homes. This will enable staff at private care homes without government subsidized places (e.g. Bought Places Scheme) to gradually master the management essentials and meet the quality requirements, thereby improving their management capabilities and caregiving skills, enhancing the homes’ image, strengthening their market competitiveness, and ensuring better care for the residents.

The new mechanism comprises 25 assessment criteria, with 16 criteria defining the management requirements that comply with the Social Welfare Department’s “16 Service Quality Standard” (SQS 1-16). The remaining 9 criteria cover areas such as healthcare, sanitation management, healthcare records, manpower, and key healthcare services.

「安老院舍服務考核」(SAEH)機制已於2024年2月獲社會福利署認可；院舍通過考核，將具備「安老院舍宿位買位計劃」資格。考核機制於4月正式推行；為配合考核需要，本會已舉辦「安老院舍服務考核」考核員訓練課程，有23名參加者已完成課堂，現正進入「實地測試」階段。參加者通過測試後，將正式成為安老院舍服務考核員。

SAEH機制代表著我們在推動改善長者護理服務的里程碑。建構這個具透明度的評估系統，以鼓勵規模較小的安老院舍提升服務及管理實踐的標準，讓住宿長者受惠，得到更適當及高質素的護理。

25項準則標準不但涵蓋基本的監管要求，也包括保健照顧、衛生管理、人力資源及特別護理方面的範疇；以全面評估方向，確保評估過程中，不限於合規性，更可評估該院舍為院友提供優質護理服務的能力。

通過設立明確的服務基準，成功實施SAEH機制，為院舍鋪設一條更平穩的軌道，期盼業界更廣泛地實踐質量保證，不斷追求改進，最終提升院舍護理服務的整體標準。

服務統計：

「安老院舍服務考核」推行兩個月至2024年6月30日，已有四間院舍報名參加考核，並已開展相關考核程序。

院舍主動參與，反映業界對提升院舍服務質量的積極性，朝向優質服務的發展方向。

展望：

本會將持續舉辦考核員訓練課程，讓更多的專業及富有院舍管理經驗的同工加入「安老院舍服務考核」團隊，共同推動及鼓勵不同規模的安老院舍參與服務考核，並於考核過程中，分享提升服務質素的項目重點，讓院舍管理者及職員，掌握管理及護理照顧精髓，與時並進，逐步提升或改善服務，讓更多住宿長者受惠。

In February 2024, the SAEH mechanism was recognized by the Social Welfare Department. Elderly care homes that pass the assessment will be eligible for the "Bought Place Scheme" subsidies. The assessment mechanism was officially launched in April, and to support the assessment process, our association has established an assessment team. We have successfully conducted a training course for assessment assessors, with 23 participants completing the document review training and now entering the "on-site testing" phase. Those who pass the testing will be formally recognized as SAEH assessors.

The SAEH mechanism represents a significant milestone in our efforts to drive quality improvements in the elderly care sector. By establishing a transparent assessment system, we aim to incentivize care homes, especially those with a smaller scale, to enhance their service standards and management practices. This, in turn, will benefit the elderly residents by ensuring they receive more suitable and higher-quality care.

The 25-point criteria standards not only cover basic regulatory requirements but also encompass areas such as healthcare provisions, hygiene management, human resources, and specialized care. With a comprehensive assessment approach, the evaluation process ensures that it goes beyond mere compliance checks, enabling an evaluation of the care home's ability to provide high-quality care services to residents.

By establishing clear service benchmarks and successfully implementing the SAEH mechanism, we aim to pave a smoother path for care homes. We look forward to the industry widely practicing quality assurance, continuously striving for improvement, and ultimately enhancing the overall standard of care services in residential facilities.

Service Statistics:

As of June 30, 2024, two months after the official launch of the SAEH mechanism in April, four elderly care homes have already registered to participate in the assessment process. These homes are now preparing to undergo the relevant assessment procedures.

The proactive engagement of care homes reflects the industry's eagerness to enhance the quality of care services and move towards the development of high-quality services.

Prospect:

Our association will continue to hold the assessor training courses to encourage the professionals with rich experience in elderly care homes facility management to join the team. During the assessment process, the team has been sharing the key focus areas for improving service quality, enabling the management and staff of the care homes to grasp the essence of management and care delivery, stay up-to-date, and gradually enhance or improve their services. The "Services Assessment of Elderly Home" (SAEH) team has been continuously encouraging elderly care homes of different scales to participate in the service assessment. Finally, this will ultimately benefit more elderly residents through this new assessment mechanism.

服務介紹 Services

安老服務業「過往資歷認可」

“Recognition of Prior Learning” in Elderly Care Service

安老服務業「過往資歷認可」

“Recognition of Prior Learning” in Elderly Care Service

簡介服務：

過往資歷認可（RPL）是香港資歷架構（QF）下讓從業員將其相關知識、技能和經驗轉化為正式認可資歷的一個機制。

安老服務業由2015年起實行過往資歷認可機制，而香港老年學會自此獲教育局委任為過往資歷認可的評估機構（AA）。過去數年，此機制已讓數以千計的安老院舍從業員透過相關經驗的認可而取得資歷。

Service Introduction:

Recognition of Prior Learning (RPL) is a mechanism under the Hong Kong Qualifications Framework (QF) through which industry practitioners can convert their relevant knowledge, skills and experience into formally recognized qualifications.

The RPL mechanism was implemented in the elderly care service industry in 2015 and the Hong Kong Association of Gerontology (HKAG) has been appointed by the Education Bureau as the Assessment Agency (AA) for RPL since then. Over the last few years, the mechanism has been enabling thousands of practitioners in residential care homes to obtain their qualifications through recognition of their relevant experience.

去年工作重點：

去年，業界的過往資歷認可進入了一個新階段，認可的範圍從「院舍照顧」擴展至「社區照顧及支援」服務。

香港老年學會繼2023年6月就擴大的過往資歷認可範圍獲得香港學術及職業資歷評審局（HKCAVVQ）確認評審資格後，我們正式再次獲續任為安老服務業過往資歷認可的評估機構，由2023年9月1日起計為期五年。

Highlights:

Last year marked the start of a new phase of RPL in the industry where the coverage of recognition was expanded beyond “Residential Care” to cover “Community Care and Support” services to the elderly.

Subsequent to the accreditation of HKAG by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAVVQ) in Jun 2023 for this expanded RPL scope, we were officially re-appointed as the AA in the elderly care service industry for another five years starting 1 Sep 2023.

我們與安老服務業培訓諮詢委員會(ITAC)及資歷架構秘書處(QFS)在2023年10月18日合辦啟動禮，共有近一百名來自業界、專業團體、培訓機構及相關政府部門的嘉賓出席。當日二十個機構獲頒發證書，他們承諾參與為合作機構，與香港老年學會共同在機構和行業中推動過往資歷認可。該二十個機構為：

- 香港仔坊會
- 浸信會愛羣社會服務處
- 香港明愛
- 基督教家庭服務中心
- 基督教靈實協會
- 香港認知障礙症協會
- 香港基督教服務處
- 香港家庭福利會
- 香港婦女中心協會
- 香港聖公會福利協會
- 保良局
- 耆色園
- 聖雅各福群會
- 香港耆康老人福利會
- 鄰舍輔導會
- 救世軍
- 基督教香港崇真會社會服務部
- 圓玄學院社會服務部
- 東華三院
- 香港基督教女青年會

過往資歷認可機制新發展的一大突破是，社區護老者及義工現時也可以相關經驗申請認可。

因此，我們努力透過合作機構建立網絡，以便我們能有效地接觸社區上的護老者及義工，並在他們的申請中提供必要的支援。我們亦努力透過展覽、電台廣播中的專題環節、研討會等不同的平台傳播這項訊息。

On 18 Oct 2023, we co-organized a launch ceremony with the Elderly Care Service Industry Training Advisory Committee (ITAC) and the Qualifications Framework Secretariat (QFS) with an attendance of nearly 100 guests from the industry, professional bodies, training institutions and relevant government departments. Certificates were presented to 20 organizations who commit themselves as Collaborating Organizations to work together with HKAG to promote RPL in their organizations and in the industry. Those 20 organizations are:

- Aberdeen Kaifong Welfare Association
- Baptist Oi Kwan Social Service
- Caritas - Hong Kong
- Christian Family Service Centre
- Haven of Hope Christian Service
- Hong Kong Alzheimer's Disease Association
- Hong Kong Christian Service
- Hong Kong Family Welfare Society
- Hong Kong Federation of Women's Centres
- Hong Kong Sheng Kung Hui Welfare Council
- Po Leung Kuk
- Sik Sik Yuen
- St. James' Settlement
- The Hong Kong Society for the Aged
- The Neighbourhood Advice-Action Council
- The Salvation Army
- The Tsung Tsin Mission of Hong Kong Social Service
- The Yuen Yuen Institute Social Service Department
- Tung Wah Group of Hospitals
- YWCA

One major breakthrough in the new development of the RPL mechanism is that caregivers and volunteers in the community can also apply for recognition of their relevant experience now.

Efforts are therefore made to lay the groundwork for establishing a network through our Collaborating Organizations so that we can effectively reach out to caregivers and volunteers in the community and render necessary support in their applications. Efforts are also made to spread the message through different platforms like exhibitions, caregiver features in radio programmes, and seminars, etc.

服務統計：

由過往資歷認可機制啟動至2024年7月：

- 為機構/ 安老院舍/ 服務單位舉辦80場簡介會
- 舉辦5場大型演講或活動
- 2,537 名申請人已提交過往資歷認可申請
- 總共申請了11,253個能力單元組合

展望：

香港老年學會非常高興與資歷架構秘書處一起踏上這個新旅程，擴大過往資歷認可在社區的應用，讓護老者及義工也可以他們非正規的護老經驗獲得認可的資歷，以作為參與資歷架構及往後能力拓展的第一步。

另外，我們會尋求跟慈善基金合作，在將來為申請人支付評核費用，吸引更多人申請。

Service Statistics:

From commencement of the RPL mechanism up to July 2024:

- 80 Briefing sessions conducted to organizations/ RCHEs/ service units
- 5 Large-scale talks or events held
- 2,537 Applicants having submitted their RPL applications
- 11,253 Clusters of units of competency applied for in total

Prospect:

HKAG is very excited to embark upon this new journey with QFS to broaden the application of RPL in the community where caregivers and volunteers can also obtain recognition of their informal experience in aged care as a first step of engagement in QF and subsequent capacity enhancement.

In addition, we will seek to cooperate with charitable foundations to help support the assessment fees for applicants in the future, in order to attract more people to apply.



安老服務業（社區照顧及支援）過往資歷認可啟動禮
The Launching Ceremony of RPL in Elderly Care
Service Industry (Community Care and Support)

服務介紹 Services

安老及醫療服務求職網

Elderly and Health Care Employment Website

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Elderly and Health Care Employment Website

簡介服務：

網站旨在為安老及醫療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，同時讓僱主更快地發放空缺消息，更有效率地聘用人手。

Service Introduction:

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. It also enables employers to post job vacancies more quickly and efficiently to recruit staff.

服務統計：

自網站運作以來，共有339名僱主在網站註冊。2023年7月1日至2024年6月30日期間，網站共登了569個職位空缺，並錄得18060次的點擊。

Service Statistics:

Since the beginning of operation, 339 employers have registered with us. During the period of 1 July 2023 to 30 June 2024, 569 job vacancies had been posted, and a hit count of 18060 was recorded.



網頁介面
Website Interface

服務介紹 Services

創新項目

Innovative Projects

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

簡介服務：

香港賽馬會慈善信託基金撥款捐助「賽馬會安寧頌 - 安寧在院舍計劃」。第一及第二期服務於2016至2018年及2019至2021年順利推行。本會於2022年再獲賽馬會撥款捐助第三期計劃，為期四年(即2022-2025年)，整項計劃將為期長達十年。

香港老年學會安寧頌團隊繼續為參加計劃的院舍服務，攜手同行，提供紓緩及臨終照顧培訓，在職各階層員工能夠從中學習，掌握知識及技巧，提升晚晴照顧服務質素，期望於2025年院舍均能落實整全及可行之「晚晴照顧」服務。

除了為院舍員工提供培訓，亦專注與院友及家人溝通，盡早講解生死教育，長期病患及不可逆轉重症方面知識，提升院友及家人自決能力，達到留者善別，去者善終目的。

學會在這一期計劃更擔當「知識轉移」角色，一方面以過往直接服務所累積之經驗，在院舍提供晚晴照顧服務上作出建議，亦支援院舍向有需要之院友提供安寧房間服務，另一方面為合作機構的晚晴照顧團隊進行培訓。為了讓院舍專業職系及前線支援職系同工有更多培訓機會，學會將於次計劃發展一系列晚晴照顧服務的網上學習資源。

Service Introduction:

The “JCECC: End-of-Life Care in Residential Care Homes for the Elderly” project has funded by the Hong Kong Jockey Club Charities Trust Fund since 2016. The first and second phases were successfully carried out from 2016 to 2018 and 2019 to 2021. In 2022, HKAG received further funding for the third phase, spanning four years (2022-2025), with the overall program extending over a decade.

HKAG End-of-Life care (EOL) project team continues to provide support to Residential Care Homes of the Elderly (RCHE). The project team provides training and coaching to RCHE's staff, equipping them to have EOL service as part of their routine care. Hopefully by 2025, RCHEs will be able to provide quality End-of Life care independently.

In addition to the service for RCHE's staff, the EOL team also promotes on early communication, life and death education, knowledge about chronic and terminal illness for residents and family members, aiming for dignified farewells and peaceful endings.

HKAG EOL team also plays the role of “Knowledge & Skill Transfer”, to provide training, onsite service support and End of Life Care room service support for collaborated Nursing & Contract homes. To enhance EOL service sustainability in RCHE, HKAG is responsible for development of structured online EOL training program, aiming for delivery to all RCHE staff.



天氣入冬轉乾，團隊同事藉聖誕節，購入潤膚膏予晚晴照顧院友，減低院友皮膚痕癢的機會，有賴院舍同事配合，定時為不能自理之院友塗抹，讓院友維持生活質素。

HKAG EOL team sent Christmas gift with greetings to RCHE staff and residents, residents received emollient cream routinely with team assistance.

為回應社區對認識院舍晚晴照顧的需要，團隊是年於觀塘及東涌兩區進行地區講座。
Public talks to introduce end-of-life care in Kwun Tong and Tung Chung elderly centers.

去年工作重點：

自2023年年中起，隨著香港老年學會推行安寧在院舍之模式改變，角色亦由直接服務的「服務提供者」轉變為「知識轉移」之角色，專注以下六大工作重點：

1. 支援地區專隊實踐服務、持續照顧院舍之交接及培訓新參與院舍之工作

除了靈實協會(九龍東)和東華三院(新界西)兩支地區專隊之外，救世軍(九龍中)及聖公會(九龍西)也加入安寧在院舍計劃，成為第三及第四支地區守隊，為各自負責地區之持續照顧院舍提供安寧服務。各區由本會提供直接服務之21間院舍分階段進行交接工作，九龍中之10間院舍分別於2023年7月及2024年1月交予救世軍地區專隊，九龍西之11間院舍亦於2023年10月及2024年1月交予聖公會地區專隊，為讓每間院舍之交接工作能順利進行，本會與地區專隊同工均會與各院舍召開交接會議，理順人手更替之程序，亦聯繫家人，了解其對人手變更及是否繼續接受服務之意願，落實計劃中「選擇」的理念。交接工作開始後，本會向每間院舍及專隊同工提供三個月之實地服務支援，讓地區專隊同工、院舍同工及服務使用者三方建立互信關係。

另一方面，九龍中救世軍地區專隊於2023年10月起開始招募6間持續照顧院舍，而九龍西聖公會地區專隊亦於2024年1月起開始招募5間持續照顧院舍開展安寧在院舍計劃，本會為新加入院舍提供員工培訓，建立晚晴照顧之服務概念及基本知識，亦會向每間院舍及專隊同工提供實地服務支援，務求為地區專隊在院舍提供晚晴照顧服務打下穩建基礎。

為進一步促進與4隊地區專隊的溝通，於2024年2月本會會長梁萬福醫生與各地區專隊、賽馬會及香港大學的代表舉辦年度聚會，就計劃進展和困難進行了公開討論，為未來合作及發展取得了豐碩成果。



Highlights:

Starting from mid-2023, HKAG implemented changes of service deliveries, the role changed from a "service provider" of direct services to a "knowledge & skill transfer" role, focusing on the following five major work priorities:

1. Supporting District-based EOL teams in practical services, Continuing handover of care homes and training for new participating homes

Other than the original district based EOL teams of Haven of Hope Christian Service (Kowloon East) and Tung Wah Group of Hospitals (N.T. West), Salvation Army (Kowloon Central) and Hong Kong Sheng Kung Hui (Kowloon West) teams have joined the JCECC Project to provide EOL care services to homes in their respective areas from 2023. 21 RCHEs served by HKAG transferred to 2 NGOs EOL teams in 2 phrase. To ensure the handover work in smooth, HKAG acted as coordinator to liaise 21 RCHEs and 2 new district Operators; provided onsite service support and consultation role to establish a relationship of mutual trust between parties.

The Salvation Army District based EOL team in Kowloon Central started recruiting 6 subvented homes from October 2023, and the Kowloon West Hong Kong Sheng Kung Hui team started recruiting 5 subvented homes from January 2024. During supporting period, HKAG continues to provide staff training, onsite service support for new joined homes and new Operators.

To further facilitate communication with 4 District-based EOL team operators, our president Dr Leung Man Fuk hosted an annual gathering in Lunar New Year for 4 operators, together with representatives from Jockey Club & the University of Hong Kong in Feb 2024. It was fruitful for open discussion on the project progress and strategies to tackle the difficulties.

2. 14間早期參與計劃之合約院舍

14間舊有合約院舍，本會角色隨第三期計劃開始而改變，支援院舍自行實踐晚晴照顧服務，並負責院舍啟動安寧房間服務之醫療人手之援助。

3. 安寧在院舍計劃擴展至全港合約院舍及津助護養院

2024年，本會服務邁進新一頁，本會安寧頌團隊服務支援不再局限於九龍中、東、西地區，服務將推廣至全港地區之合約院舍及津助護養院，為有條件進行居處離世之院舍進一步落實執行。故此，我們推出「合約院舍 / 護養院知識轉移計劃」，運用過往多年晚晴照顧服務之經驗，為護養院建立晚晴照顧服務流程，亦優化合約院舍既有之晚晴照顧服務，同時身體力行，於半年之實地支援期間，以演示方式，示範由評估至個案死亡之服務流程，讓院舍能更有信心落實一個整全及可行之晚晴照顧服務模式，實地支援結束後仍會有定期會議及臨時支援予院舍，同行至計劃完結。

第一期知識轉移計劃招募3間合約院舍及3間護養院參與，分佈於新界西、港島東、九龍西及九龍中。其中4間參與院舍順利啟動安寧房間服務，2間院舍更實踐「居處離世」之臨終照顧選項。就此成功實踐經驗，院舍同工更有信心持續推動服務，家人亦衷心感謝各持份者的付出，讓院友得到真正的安寧。

2. 14 Contract Homes joined in Phase 1 & 2

HKAG continues to support the remaining 14 contract homes to sustain independent EOL service provision, including the capacity and resources for initiation of EOLC room service.

3. Extension of JCECC project to Contract homes & Purposed-built Nursing Homes in Hong Kong

In 2024, our service will enter a new page. Our EOL team will no longer be limited to the central, east and west areas of Kowloon. The service will be extended to contracted institutions and subsidized nursing homes throughout Hong Kong, to carry out the implementation of "Dying in Place". Therefore, we launched the "Knowledge Transfer Plan for Contract Homes/Nursing Homes", using our experience in the past years to establish EOLC services processes for nursing homes, and also optimize the existing EOLC services in contract homes. At the same time, we demonstrated the service process from assessment to death, so that the homes could have more confidence in implementing a comprehensive and feasible EOLC service model. After the on-site support ended, there would still be regular meetings and temporary support to homes until the project is completed.

Starting from March 2024, 3 Contract homes & 3 Purposed-built Nursing homes located in New Territories West, Hong Kong East, Kowloon Central and West recruited in the program. By June after 3 months service support, 4 homes initiated EOLC room service and 2 homes practiced "Dying in Place" choices for residents successfully; residents' families were grant for everyone involved, who let the residents live their last few days peacefully.



津助護養院服務支援合作會議。
Collaboration meeting & staff briefing for purposed-built nursing home.



梁萬福醫生主持「合約院舍 / 護養院知識轉移計劃」簡介會。
Dr. Leung Man-Fuk hosted a briefing session on the "Knowledge & Skill Transfer Program for Contract / Nursing Homes".



於20/6/2024由香港老年學會會長梁萬福醫生帶領晚晴照顧團隊代表及香港大學代表接待上海市安寧療護服務交流團隊，彼此達致有意義的交流。
On 20 June 2024, Dr Leung Man-fuk, President of HKAG, together with representatives of University of Hong Kong, welcomed the Shanghai Palliative Care Service Exchange Team.

4. 社區教育

就居處離世法例修訂之通過，為提升公眾對長者晚晴照顧服務及在院舍離世的認知，了解晚期醫療照顧上之選擇權利，於2024年5-6月於不同地區之安老服務單位(社區照顧)及家屬組織進行公眾教育講座。

4. Public Education

To enhance the public awareness of end-of-life care, knowledge and choices regarding the amendment to the Dying-in-Place legislation, HKAG EOL team conducted educational talks to elderly care service centers in May to June 2024. The response was overwhelming and the EOL talks will continue.

5. 外聘特約護士培訓

為提升安寧房間的使用，老年學會邀請了5家外聘護士中介公司參加安寧房間照顧培訓。共有 84 位註冊護士接受過培訓課程，現已有6家外聘護士中介公司可支援提供安寧房間照顧服務。

5. Bank Nurse Training

To facilitate the EOLC room utilization, HKAG invited 5 nurse agencies to participate in EOLC room training for registered nurse (RN) 2023-24. 84 RN trained and total 6 nurse agencies available to support project delivering EOLC room service.

6. 能力建設

6.1 線上晚晴照顧基礎課程及轉念工作坊

為加強業界於長者臨終照顧之實務應用，本會能力建設團隊開發一套線上臨終照顧基礎課程，已於2023年12月全面推出。從體弱長者之症狀管理，心、社、靈之需要評估及介入，至與臨終長者及其家人之溝通技巧均有涵蓋。

另讓業界更為接受臨終照顧及死亡的議題，本會定期進行網上轉念工作坊，提供機會讓業界同工探討死亡，隨身體轉弱，經驗由擁有變為失去的過程，讓參加者在提供晚晴照顧予服務使用者時能更為了解對方當刻處境及感受，從而作出更準繩的介入。

6. Capacity Building

6.1 Online basic EOL training program and ACT workshop

To strengthen industry practitioners' understanding of end-of-life care in elderly homes and broaden its practical application, HKAG EOL Capacity Building team developed a set of online basic end-of-life care program which was launched in Dec 2023. The content covers symptom management in final days, psychological, social and spiritual needs of elderly and their families, communication skills related to end-of-life care.

In order to facilitate RCHes staff 's receptiveness in EOLc and death issues, regular online "Attitude Change Training" workshops on "experiencing loss in debilitating health" and "Exploring death" were conducted to RCHes. Through these, we hope participants could be more empathetic and appropriate when providing EOL care to the service users.

6.2線上晚晴照顧進階課程

為進一步鞏固晚晴照顧之知識及實務工作及對特定課題有更深認識，本會之晚晴照顧進階課程同樣以線上形式推行，於2024年2月起草課程大綱，內容包括晚晴照顧之人力管理、小心人手餵食、營養、傷口管理、晚期器官衰竭、癌症及認知障礙症、生命回顧、於安老院舍進行臨終照顧之準備及實施、及於討論預設照顧計劃時及喪親後之家屬支援。課程設有由導師主持之講課、研修及案例分析，課程預定於2024年12月推出。

6.3院舍晚晴照顧醫生培訓

為了強化院舍執行臨終照顧之醫療支援，本會於是年度進行院舍晚晴照顧醫生培訓證書課程，為有志投身晚晴照顧之醫生提供相關培訓及實踐機會，以支援安寧房運作補足人力資源。全年舉辦兩期證書課程，參加醫生130人，實踐醫生11人。

6.4晚晴照顧分享會

為讓各參與計劃院舍能互相從經驗中學習，本會每季均舉行晚晴照顧分享會，邀請已實行晚晴照顧之院舍，於分享會之平台互相學習，分享資訊。

此外，兩場專業研討會分別於2023年9月及2024年3月舉行。主題分別為預設照顧計劃於安老院舍的應用及「居處離世」立法的啟示。

6.2 Advanced EOL online training

To further consolidate the EOL training and to have in-depth understanding of specific topics, drafting of advanced EOL online program was started in Feb 2024. Selective topics on Advanced End-of-Life care program for professional & managerial staff, covers careful hand feeding, nutritional concerns, wound management, end stage organ failure, cancer and dementia care, life review, support for family including decision on life sustaining treatment and bereavement care. The Advanced level EOL consolidation learning units also consist of online lectures and tutorials. Set of Advanced EOL care program filming is in progress and expected to be launched by Dec 2024.

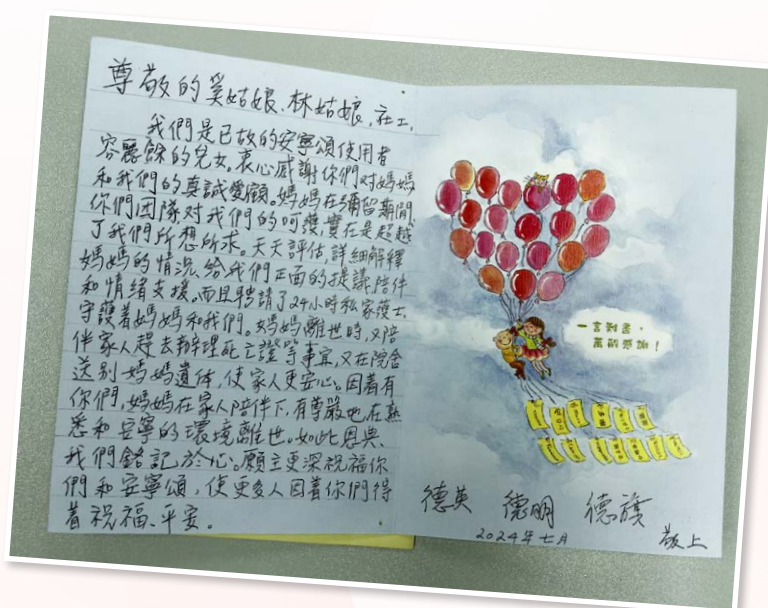
6.3 End-of-life care training for medical officers

In order to strengthen medical support for the implementation of end-of-life care in RCHEs, HKAG conducted two certificate course for doctors in end-of-life care to provide training and clinical practicum, 130 doctors attended and 11 doctors opted for clinical practicum.

6.4 Sharing forum and Professional seminar

To ensure a sharing platform for industry to share best practices and learning points in provision of End-of-Life care, 3 sessions of Sharing Forum were organized quarterly for RCHE staff.

In addition, two Professional Seminars organized in Sept 2023 and Mar 2024 on Application of Advance Care Planning in Healthcare and Aged Care Settings, Dying in Place legislation respectively.



家人、院舍、團隊為院友達成「居處離世」心願，家人來信致謝。
The family, RCHE and HKAG EOL team made it possible for the resident to fulfill her wish of "die in place". The family members sent letter to express their gratitude



藉農曆新年，會長梁萬福醫生宴請各個參與安寧在院舍計劃機構。

In Lunar New Year, president of HKAG, Dr Leung Man Fuk hosted a lunch banquet for 4 District-based EOL team operators, together with JC & HKU representatives to share project delivery experience

服務統計：

2023年7月1日至2024年6月30日，計劃團隊由服務21間持續照顧院舍，因應地區專隊之加入及分階段院舍交接，21間院舍均於2024年1月全數交由地區專隊執行直接服務。故本年度接受本團隊直接服務之人數分別為205位院友及317位家人。

本年度13間前期參與計劃之合約院舍及21間持續照顧院舍則持續提供服務支援及職員培訓，加上新加入之3間合約院舍及3間津助護養院，接受團隊實地服務支援及知識轉移之員工人數為996人。

地區專隊方面，基督教靈實協會、東華三院、救世軍及聖公會福利協會4隊地區專隊分階段加入計劃，本會團隊持續提供服務支援。

晚晴教育服務方面，共有1298位家人及院友受惠，透過晚晴教育講座，及早規劃晚晴照顧及了解臨終照顧選擇。

社區教育方面，本年度2023年9至10月於沙田、大圍及荃葵青地區進行7次公眾教育講座，共有179位正使用「社區照顧」服務之公眾人士受惠，另2024年5至6月於觀塘及東涌舉行7次公眾教育講座，共182人受惠。

能力發展方面，在2023年7月1日至2024年6月30日期間一共有640人參與了它的線上課程；130人參與了院舍晚晴照顧醫生培訓證書課程、11位醫生報名參加晚晴照顧實踐醫生計劃；237人參與了院舍同工分享會；1131人參與了轉念工作坊；363人參與了專業研習講座。

Service Statistics:

From 1 July 2023, 21 subvented homes served by HKAG EOL team; 205 RCHE residents and 317 family members have benefited from the direct service delivered by the team. In response to two district teams joined the project, all 21 homes be handed over to district teams in January 2024.

From 1 July 2023 to 30 June 2024, 996 RCHE staff received onsite training and coaching supported by EOL team from 13 contract homes and 21 subvented homes, in addition 6 homes recruited from Mar 2024.

4 District-based EOL teams from Haven of Hope Christian Service, Tung Wah Group of Hospitals, the Salvation Army and Hong Kong Sheng Kung Hui have joined the project in phases from 2022 to 2023. HKAG EOL team has continued to provide service and consultation support.

1298 RCHE residents and family members benefited from the EOL educational talks at RCHEs, received EOL concepts and choices for dying in place.

For community education, 7 public educational talks held in Shatin, Tai Wai and Tsuen Kwai Tsing areas from September to October 2023, benefiting a total of 179 community service provider and public attendees. In 2024, 7 public educational talks held in Kwun Tong and Tung Chung in May and June, benefiting a total of 182 people.

As for the activities provided by the Capability Building Team, from 1 July 2023 to 30 June 2024, a total of 640 people participated in the online EOL training course, 130 people participated in the Certificate Course for Medical Officer on End-of-Life Care for RCHEs, 11 doctors applied for clinical practicum; 237 people participated in the RCHEs Staff Sharing Forum, 1131 people participated in the Attitude Change Training workshop, and 363 people participated in the Professional Seminar.

展望：

地區專隊工作

2023年7月起，本會已陸續有序地將提供直接服務之院舍交予救世軍及聖公會團隊跟進，現階段專注知識轉移工作，隨著法例修訂，持續照顧院舍亦可推行居處離世程序，這無疑是四隊地區專隊及64間參與院舍的一大挑戰，期望在下一年度，本會除持續為院舍及地區專隊作服務支援外，亦期望能轉移過往於合約院舍進行居處離世的成功經驗，好讓居住在持續照顧院舍之長者及其家人均有更多臨終照顧選擇。

合約院舍及津助護養院

「合約院舍／護養院知識轉移計劃」隨服務擴展而推行，期望下年度能招募更多有志優化及推動晚晴照顧服務之院舍加入。本會亦會建立清晰全面之知識轉移程序，讓參與院舍能善用資源，更有信心落實執行整套晚晴照顧服務。

Prospect:

District based EOL team support

Starting from July 2023, HKAG has gradually and orderly handed over 21 subvented homes to the Salvation Army and Sheng Kung Hui teams. Meanwhile, HKAG started working on knowledge transfer for new operators. With the amendment to the Dying in Place Legislation, choice for residents to die in homes can be implemented. With experience of dying in place implemented in contract homes, HKAG EOL team will work on sharing a case model and onsite support for new operators. Hopefully to enhance both RCHE and operators capacity in delivery choice for die in homes in success.

Contract homes & Purposed-built Nursing homes

The "Knowledge & Skill Transfer Program for Contract Homes/ Nursing Homes" has been implemented since Mar 2024. It is hoped that more homes join JCECC EOL project in optimizing its EOLC service. HKAG establish a clear and comprehensive knowledge & skill transfer protocol for reference so that participating RCHEs be more confident in implementing end-of-life care services with onsite support from HKAG EOL team.



參與由社聯主辦S+高峰會暨博覽2024，推廣晚晴照顧服務
HKAG EOL team participated in S+ Summit cum Expo 2024 for EOLC promotion.



為外聘護士中介公司提供安寧房間照顧培訓
EOLC room training for registered nurses.



預設照顧計劃專業研討會2023
Professional seminar for promotion of advance care planning in 2023

社區教育

隨法例修訂通過後，收到不少院友家屬及社區人士對居處離世推行細節及程序之查詢，本會已著手向相關政府部門查詢最為更新之死亡登記程序，同時持續於院舍家屬會、院友會及地區講座，加強社區對晚晴照顧之認識。

能力建設

「居處離世」的執行，在業界正處於起步階段，期望在有更多實踐個案的經驗後，業界能有相互分享及資源互補的機會，透過專業研討會或實踐分享會，藉以建立更有信心及能力的晚晴照顧隊伍，令醫生、護士、社工、各輔助醫療專業及前線員工能得到適切的晚晴照顧培訓，提供優質的晚晴照顧。

Public Education

To work on Legislation on Dying in Place with increasing public enquiries and service demand, HKAG continues to deliver educational talks for residents & families in contract homes, nursing homes and community, to enhance better understanding of end-of-life care and choice for dying in place.

Capacity Building

To most of the RCHes, it's their start-up stage in implementing "Dying-in-place". We hope that with more real case practices, the industry could have more opportunities for mutual sharing and resources complementation. Through professional seminars and practice sharing, building a more confident and competent EOL force. For doctors, nurses, social workers, allied health professions and frontline staff to have appropriate EOL training so that quality End of Life care could be provided.

服務介紹 Services

創新項目

Innovative Projects

香港賽馬會院舍主管關愛領袖培訓計劃 HKJC Home Manager Caring Leadership Training Scheme

簡介服務：

「香港賽馬會院舍主管關愛領袖培訓計劃」是由香港賽馬會慈善信託基金發起及資助，旨在加強院舍主管的管理技巧和領導能力，以提升於院舍實施「以人為本」的照顧及工作文化。在現有由社會福利署資助的院舍主管培訓課程下再增強院舍院長的領導能力以提升本港各類院舍的質素。

香港老年學會於未來三年會為全港二百多所合約院舍及私營安老院舍的院長，提供「變革領導」及「以人為本」之院舍管理訓練。每年培訓70位上述院舍之院長。課程內容包括由多位著名教授及各界資深領袖講授分享有關變革管理、以人為本照護及發展、院舍零約束、全面品質管理及人事管理等課題及經驗，並會以多個工作坊，協助學員提升情緒智商及個人成長等。讓學員以新思維領導院舍，提升服務質素。課程後半部的實習，會由專業顧問為學員提供個別指導，輔導學員在其院舍推行所訂立的「優質照顧計劃」，發揮所學，建立優質院舍。院舍前線員工亦會接受培訓以配合院舍質素提升。完成課程後，其院舍並可免費接受香港老年學會的「安老院舍評審」或「安老院舍服務考核」，以獲取優質院舍認證。

Service Introduction:

The Hong Kong Jockey Club Home Manager Caring Leadership Training Scheme, funded by The Hong Kong Jockey Club Charities Trust and organized by The Hong Kong Council of Social Service, aims to strengthen Residential Care Home ("RCH") Managers' management skills and leadership in enhancing person-centred care and working culture at their respective homes, complementing the existing Training for Home Managers Scheme subsidised by the Social Welfare Department.

HKAG provides a 12-month training program for 70 Home Managers annually from 2024 to 2027. The trainees are recruited from elderly contract homes and private homes. The first part of the training includes lectures delivered by renowned scholars and leaders from different sectors. Workshops are also arranged to promote trainees' understanding and the care of themselves and help to incorporate into their management style and skill. The second part of the training is a 6-month in-situ practicum where a Professional Consultant is assigned to individual trainees coaching them on the implementation of their Quality Care Plan to promote and enhance the service in the Home. Clinical training will also be provided to front-line staff of the Homes to tie in the service enhancement. After completion of the training, the RCH is entitled to a free Residential Aged Care Accreditation or Service Assessment of Elderly Homes by HKAG.

社署助理署長(牌照及規管科)關淑儀女士(左二)，香港賽馬會慈善事務總經理(人才及業界發展)曾芷詩女士(右二)，香港社會服務聯會業務總監陳文宜女士(左一)及本會會長梁萬福醫生(右一)主持2024年1月26日的動禮

The Launching Ceremony on 26 Jan 2024 was officiated by Ms Nancy Kwan, Assistant Director of Social Welfare Department (Licensing & Regulation) (2nd to the left), Ms Elsie Tsang, Executive Manager, Charities (Talent and Sector Development) of the HKJC (2nd to the right), Ms Grace Chan, Business Director of HKCSS (1st to the left) and our President Dr Edward Leung (first to the right)





會長梁醫生於開學禮分享「長期照顧的問題與挑戰」
Dr Leung shared the “Challenges and Opportunities of Long-Term Care” with the trainees on the Class’ s Opening Ceremony

去年工作重點：

香港賽馬會院舍主管關愛領袖培訓計劃」於2023年11月開始籌備工作。包括聘請運作團隊職員及專業顧問、設立辦公地點及購置設備、訂定課題、邀請講者和編訂學生需知等。在本年1月26日的動禮後，隨即展開宣傳及資訊日等招募學員程序。於2024年初面見過百間的院舍院長及其營運者，第一屆培訓計劃共招收了來自8間合約院舍及63間私營安老院舍的71位學員。

課程於本年三月開展。至本年八月底，已為學員安排共80小時之課堂授課。講者與學員分享海外及本港在變革領導及以人為本之院舍管理的經驗，教導並鼓勵學員在院舍運用所學。為讓學員加深掌握課堂內容，培訓計劃團隊亦安排導修課，使學員有機會對課題互相討論和交流。另外，多個工作坊，如個人成長及靜觀等，可讓學員瞭解及關顧自己。學員們均表示這些安排增加了他們對「變革領導」及「以人為本」管理的認識，期望可以運用於院舍管理，以提升質素及造福長者。學員九月便開始為期6個月的原院實習，培訓計劃為每位學員安排一位擁有資深院長經驗的專業顧問，定期到訪院舍，輔導學員在院舍推行所訂定的優質服務計劃，以改善及提升管理和服務。

Highlights:

The preparation period of the Project commenced in Nov 2023 to Feb 2024. Preparation works included the recruitment of Project staff and Professional Consultants, setting up of the office, development of the curriculum, inviting speakers and formulating the student information. A Launching Ceremony was conducted on 26 Jan 2024 and the promotion and recruitment started afterward. There were more than 100 applicants and their home operators interviewed and finally, 71 Home Managers from 8 elderly contract homes and 63 private homes were recruited.

The training program began in March 2024. There were 80 hours of lectures, workshops, and tutorials on management concepts and skills throughout the first 6 months. The lectures were conducted by distinctive professors from different universities and leaders from various sectors who delivered knowledge and shared local as well as overseas experience on Transformative Leadership, Person-centered care, Zero Restrain, Total Quality Management, and Human Resources Management, etc which enlightened trainees with innovative thinking to enhance their management of the Homes. Six workshops, such as Emotional Intelligence and Personal Value were delivered to promote the trainees' self-awareness and self-care. The Project Team conducted 4 tutorials to facilitate understanding and discussion on the taught topics. The classroom lectures and activities were appreciated, and trainees expressed that those were helpful in their daily management of the home. The in-situ practicum commenced in Sept 2024 with the Professional Consultants visiting the homes and coaching the trainees to implement their Quality Care Plan for management skills and service advancement.

團隊並為學員成立畢業同學會，學員可以參加各項聯誼、外訪、學術及服務交流活動，增進學員間聯繫，互相支持。第一屆舉辦的活動包括：頌砵及普拉提體驗班、軟餐經驗分享及大灣區護理安老院舍考察團。

團隊亦運用社交媒體，例如Facebook 及為本計劃建立網站，讓公眾人士認識及知悉培訓課程的活動及消息。

The first Alumnus was established with various recreational, visits, academic and service sharing organized to support and network the graduates. Programs such as Singing Bowl class, Pilates class, introduction on soft diet and visit to residential homes at the Greater Bay Area were held.

We also made use of social media, such as Facebook and our website to let the public know more about our training program.

服務統計：

申請人數(院舍)數目：127
入讀學員人數：71
課堂題目及時數：25/50
工作坊數目及時數：6/18
導修課堂數及時數：4/12

Service Statistics:

No of application (Homes): 127
No. of trainees admitted: 71
No. of lectures conducted & hours: 25/50
No. of workshops conducted & hours: 6/18
No. of tutorials conducted & hours: 4/12



學員投入導修課，踴躍分享交流
Trainees actively participated and shared ideas in the tutorial sessions



透過工作坊學習認識和關顧自己
Trainees learned to understand and take care of themselves during the workshops

展望：

本年底將開始招募第二屆的培訓學員，期望陸續有不同院舍參加計劃，裝備院長以變革領導和及以人為本的思維改善及提升院舍質素。團隊亦會繼續邀請著名學者及各界領袖與學員分享本地及海外經驗，幫助學員以關愛、變革建立優質院舍。

團隊將著手籌備出版新一冊的「安老院舍醫護專業服務手冊」，加插新資料為業界提供服務參巧。

Prospect:

Recruitment of the Cohort 2 trainees will be started in Nov 2024 and we expect more Home Managers to participate. The Project Team will continue to invite renowned speakers and leaders to deliver the training. More activities will be organized for the graduates as a platform for support, network, and discussion.

Project Team will review and update the Manual for Professional Services of Residential Home for the Elderly to provide the latest information to RCHes operators for reference.

服務介紹 Services

創新項目

Innovative Projects

長者友善社區 Age-Friendly Community

服務簡介：

「賽馬會長者友善屋苑計劃」是一個為期三年(2021年9月至2024年8月)的計劃，我們透過四大工作，旨在在香港建立「長者友善屋苑」模式。首先，我們需要制定一份「長者友善屋苑」評估量表。我們通過發放問卷調查及面談，了解長者、家人照顧者和社區照顧者對此的期望，並與居住在公共房屋、私人屋苑和獨立樓宇的長者進行焦點小組討論，深入探討他們對「長者友善屋苑」的看法。之後，我們將這份量表及收集所得的意見，分享給相關物業管理公司，協助他們改善屬下屋苑，以滿足長者居民的需求。我們期望通過這些經驗和行動，能為本計劃建立三種不同類型屋苑的居家安老模式。

其次，我們會與業主立案法團、物業管理公司，以及長者地區中心和長者鄰舍中心等服務單位緊密合作，為他們提供健康講座、簡單身體檢查，以及「長者友善屋苑」培訓課程。

Service Introduction:

Jockey Club Age-Friendly Housing Estate (AFHE) Project is a three-year project, spanning from September 2021 to August 2024. Our goal is to establish Age-Friendly Housing Estate (AFHE) models in Hong Kong through four important tasks. Firstly, we need to develop an AFHE assessment checklist. We will conduct surveys and interviews with the elderly, family caregivers, and community caregivers to understand their expectations. Focus group discussions will also be held with elderly residents living in public housing, private estates, and single buildings to gain deeper insights into their perspectives on AFHE. Subsequently, we will share the checklist and findings with relevant property management companies to assist them in enhancing their estates to better meet the needs of elderly residents. Through these experiences and actions, we aim to establish AFHE models for three different types of housing estates.

Secondly, we will collaborate closely with owner corporations, property management companies, and elderly service units such as District Elderly Community Centres (DECCs) and Neighbourhood Elderly Centres (NECs). We will provide health talks, basic health checks, and training related to AFHE for them.



「長者友善屋苑計劃總結暨頒獎禮」：頒發長者友善屋苑獎項及夥伴證書，連結各持份者，共建長者友善屋苑。

Ceremony for Age-Friendly Housing Estates: Presenting Elderly-Friendly Estate Awards and Partner Certificates, connecting stakeholders to build age-friendly communities together.

18項長者友善屋苑元素

18 Elements for Age-Friendly Housing Estate



建立「長者友善屋苑量表」：涵蓋18項元素及50個專項，用於評估香港屋苑的長者友善程度。

Established the "AFHE Checklist": Includes 18 elements and 50 specific items to assess the age-friendliness of estates in Hong Kong.

第三，我們為物業管理從業員提供不同類型的培訓，包括基本保安培訓課程(適合申請保安人員許可證人士)、為現職前線物業保安人員及社區照顧者而設的「長者友善屋苑」短期課程、適合主管及經理的導師培訓課程、持續專業發展課程、線上自學課程和自學教材套等。

第四，我們透過公開講座、展覽攤位及大眾媒體，向公眾宣傳「長者友善屋苑」理念。我們亦與承辦商合作，開發虛擬實境遊戲，幫助公眾了解社區長者的需要及如何提供適切協助。我們更會舉行嘉許禮，鼓勵更多物業管理公司成為「長者友善屋苑伙伴」，檢視屋苑的設施和服務是否足夠照顧長者住客需要，調整相關措施。

Thirdly, we will offer various training programs for property management practitioners, including a basic security services certificate course (QF Level 1) for those applying for a security personnel permit, short courses on AFHE for current frontline security staff and other community caregivers, train-the-trainer courses for supervisors and managers, continuous professional development (CPD) courses, online self-learning courses, and self-study training packages.

Lastly, we will promote AFHE to the public through public talks, exhibition booths, and mass media. We are also collaborating with a contractor to develop a virtual reality (VR) game to raise public awareness about the needs of elderly residents in the community and how to provide appropriate assistance. Award ceremonies will be held to encourage more property management companies to become AFHE partners, reviewing their estates' facilities and services to better cater to the needs of elderly residents and making necessary adjustments.

去年工作重點：

1. 建立「長者友善」屋苑模式

過去一年，我們的團隊與物業管理公司及其管理屋苑的業主立案法團緊密合作，帶領他們運用我們建立的「長者友善屋苑」評估及實施系統，促進和提升服務、環境、設施，以及與社區服務的合作，從而提高屋苑的長者友善程度。通過協作努力和持續諮詢，越來越多私人屋苑、獨立樓宇和公共屋苑進行檢視及改善，更多物業管理合作夥伴、監督員、經理和前線員工參與其中。超過20個屋苑/大廈被檢評及增強長者友善元素，他們修訂了相關政策、指引和服務，並有記錄作評估。

與此同時，我們建立了長者健康熱點，讓長者居民能獲取我們提供的健康及社會護理資訊，並進行自我健康檢查如血壓測量。我們培訓義工和前線員工為長者進行健康檢查，將熱點作為整體修改的起點。透過實施18項長者友善屋苑重要元素和50項專項指標，我們為在香港建立不同長者友善屋苑模式提供了更多見解。



長者友善屋苑諮詢服務
Consultation Service for Age-Friendly Housing Estates

Highlights:

1. Establishment of "Age-Friendly" Housing Estates Model

Over the year, our team worked closely with various property management companies and the owners' corporations of their managed estates. The aim was to guide them in utilizing our Age-Friendly Housing Estates (AFHEs)' Assessment and Implementation System to modify and upgrade their services, environment, facilities, and cooperation with other community services to become more age-friendly. Through collaborative efforts and our ongoing on-site and online consultations, more and more private estates, single buildings, and public estates were reviewed. An increasing number of property management partners, their supervisory practitioners, on-site estate managers, and frontline staff were involved in the assessment and implementation processes. Ultimately, over 20 estates/buildings were modified or upgraded to become more age-friendly. They have revised their policies, guidelines, and services, with records for evaluation. The property management companies have formulated their improvement plans and partially modified their managed housing estates with our support.

Meanwhile, we established Hotspots, where aged residents could access health and social care information provided by us, and they could undergo simple vital sign health checks, such as blood pressure measurements. We also trained and linked volunteers and frontline staff to conduct health checks for aged residents. We successfully utilized the implementation of the Hotspots as the starting point for the overall modifications. Based on the implementation of 18 Key Elements and 50 specific items of AFHEs, it provided us with more insights into different models for generating AFHEs in Hong Kong.



長者友善屋苑管理證書（資歷架構第3級）：專為物業管理人員及管理層而設
Certificate in Age-Friendly Housing Estates Management (QF Level 3): Designed for property management personnel and executives

2. 業主立案法團和本地社區團體的參與

全年我們與業主立案法團保持密切合作關係，他們積極支持整個計劃。由於大多數業主立案法團成員都是長者，他們對我們的健康講座和熱點表示高度讚賞。我們通過現場健康講座及在他們網絡平台發放更多健康資訊，由護士、環境設計師和哲學顧問講解有關健康、疾病、幸福生活、家居安全和環境設置等主題，從而提高了長者居民的健康和生活質素。

3. 物業管理從業員培訓

過去一年，我們為物業管理主管至前線員工推出了不同培訓課程。我們很高興完成了6期「QASRS保安服務證書課程」(資歷架構第1級)，並增設了4節長者安居社區課程。是次招生非常成功，更多社區人士認識到這些課程。學生和導師的反饋都很正面，我們還安排了物業管理公司為學生進行就業面試，公司和學生均對這個招聘平台表示滿意。公司表示，這一批學生的能力更高，部分學生更獲即時錄用。

此外，我們為現職物業管理師推出了一個資歷架構第3級課程「長者友善屋苑管理證書」。我們很高興看到物業管理公司朋友推薦他們的主管人員參加我們的培訓，我們現在亦成為他們的緊密夥伴。

在2023至2024年的持續專業發展課程方面，我們為香港專業物業經理學會及香港房屋經理學會的會員順利提供了一系列培訓，兩個專業團體和會員對我們的培訓反應非常正面。培訓主題涵蓋醫療保健和社區資源、環境控制、長者家居設計等。

2. Engagement of Owners' Corporations and Local Community Groups

Throughout the year, we maintained a close working relationship with owners' corporations, who were actively engaged in supporting the entire project. As most members of the owners' corporations were seniors, they expressed strong appreciation for our health talks and the Hotspots. More topics related to health and illness, happy living, home safety, and environmental setup were delivered through on-site health talks and posters circulated through their online networks. These sessions were conducted by nurses, environmental designer, and philosophical counselor. By engaging the owners' corporations and leveraging their influence within the local community, we effectively disseminated valuable information and resources to enhance the well-being and quality of life for senior residents.

3. Training for Property Management Practitioners

Over this year, we had launched different trainings for supervisory to frontline staff from/to property management fields. We were delighted to have completed 6 cohorts of the Certificate in Guarding Services under QASRS (QF Level 1), along with four additional sessions on elderly care. The recruitment was successful, and more community members recognized the courses. The feedback from the students and tutors was positive, and we also arranged for property management companies to conduct job interviews with our students. Both companies and students expressed positive sentiments about this recruitment platform. The companies stated that the competence of this cohort was higher, and a few students received offers as property management officers instead of frontline security guards.

Moreover, we had launched a QF-Level 3 program named "Certificate in Establishing Age-Friendly Housing Estates" for current property management practitioners. We were delighted to see that the Friends of property management companies had referred their supervisory staff to attend our training, and we have now become their close partners as well.

For the 2023 to 2024 Continuous Professional Development Course (CPD), we had offered a series of trainings for the members of the Hong Kong Institute of Certified Property Managers and The Hong Kong Institute of Housing smoothly. We received positive feedback from both professional bodies, and their members enjoyed our training offered at our training center and online platforms. The training topics covered health care and community resources, environmental control, elderly home design, and more.



QASRS保安服務培訓證書（資歷架構第1級）
Certificate in Guarding Services under QASRS (QF Level 1)

4. 公眾教育

2024年5月的「長者友善屋苑總結暨嘉許典禮」是本年度重大活動，旨在表揚物業管理公司、業主立案法團和其他持份者在過去三年的努力。典禮上，更多私營機構、政府部門、非政府組織表示將在工作場所注入更多長者友善元素，共同營造關愛長者文化。當日有超過400名嘉賓出席，包括香港賽馬會慈善信託基金、香港社會服務聯會、香港房屋協會、社會福利署、非政府組織、物業管理公司、專業團體、教育界、業主立案法團、長者居民和照顧者等。各得獎物管公司亦分享改善項目及感謝團隊的引導，場面熱鬧又感人。

與此同時，我們還舉辦了投票活動，讓長者和公眾了解年齡友善屋苑的重要性並參與其中；我們亦設有專業評審團隊，評選不同獎項。總共近二千多人投票，令人欣慰的是，有62個界別持續成為「長者友善屋苑伙伴」，與我們通力合作，建立更多長者友善元素。

通過這項典禮和公眾教育活動，我們旨在表揚各持份者的貢獻、重溫及分享經驗，促進彼此合作，另根據我們制定的「長者友善屋苑量表」，一起為社區長者創造更符合他們需要的生活環境。

4. Public Education

The Age-Friendly Housing Estates Award Ceremony in May 2024 was a significant event this year, serving as a platform to express our appreciation for the efforts made by the Friends of property management companies, owners' corporations, and other stakeholders over these three years. The ceremony also served as a platform to invite more private sector, government sectors, NGOs, and other stakeholders to join hands in generating more elements of Age-Friendly Housing Estates (AFHEs) in their workplaces and fostering a culture of cooperatively caring for our community's elderly. There were over 400 attendees from Hong Kong Jockey Club Charities Trust, the government sectors, including Hong Kong Council of Social Service, Hong Kong Housing Society, Social Welfare Department (SWD), NGOs, property management companies, property management professional bodies, education sectors, Owners' Corporations, aged residents, and caregivers.

Meanwhile, we also held a voting activity to empower the elderly and all people, raising awareness about the importance of Age-Friendly Housing Estates (AFHEs) and involving them in this matter. We also held a professional panel to select different awards. In total, more than two thousand people had voted, and it was heartening to see that 62 sectors had become "Friends of AFHEs" continuously, expressing their commitment to working together with us in establishing Age-Friendly Housing Estates at the award ceremony.

Through this award ceremony and public education efforts, we aimed to recognize the contributions of various stakeholders, foster collaboration, and promote the importance of creating age-friendly living environments in accordance with our checklist of AFHEs for our elderly community members.



向公眾介紹由本地物業管理公司實施的長者友善屋苑模式
A Roadshow activity to promote Age-Friendly Housing Estate Models implemented by property management companies in Hong Kong

服務統計（2023年7月至2024年6月）

Services Statistics (from September 2022 to June 2023)

概括 Summary	受益人總數 (由2023年7月至2024年6月) Total number of Attendances	受益人總數 (由2021年9月至今) Total number of Attendances
1 主要受益者 High-impact primary beneficiaries	12,452長者、業主立案法團成員和社區團體 older people, members of owners' corporations, and community groups	16,122長者、業主立案法團成員和社區團體 older people, members of owners' corporations, and community groups
2 公眾人士出席 Mass attendance	5,904 公眾人士 members of public	14,763公眾人士 members of public
3 人力資源建立 Capacity building beneficiaries	4,117 物業管理從業者 property management practitioners	16,688物業管理從業者 property management practitioners

宣傳和公眾教育

Publicity and Public Education

a. 長者友善屋苑嘉許禮 Age-friendly housing estate award ceremony	3,637 / 2	3,680 / 3
b. 研討會和公開演講 Seminars and public talks	2,267 / 4	2,703 / 6
c. 展覽 Booths	0 / 0	8,380 / 17
d. Media promotion Including radio programme, newspapers, websites, etc. 媒體宣傳 包括廣播節目、報紙、網站	4,003,240 / 8 (聽眾/讀者人數 No. of Listenership/ Readers)	5,385,386 / 35 (聽眾/讀者人數 No. of Listenership/ Readers)

展望：

這個為期三年的項目將於2024年8月底結束。為確保持續以「屋苑模式」關愛社區照長者，能力建立仍是重要一環；知識整合和分享，以及培訓和認證計劃會是重要工作：

1. 知識整合及分享：

我們將整合這三年來獲得的經驗。我們正努力製作「建立長者友善屋苑」自學手冊，令不同持分者能提供更貼心的服務及環境設施予社區長者。

Prospect:

This three-year project will conclude at the end of August 2024. To ensure the sustainability of change, it is crucial to maintain capacity building for establishing Age-Friendly Housing Estates (AFHEs) through knowledge consolidation and sharing, as well as a training and accreditation scheme.

Key Initiatives for Sustainability:

1. Knowledge Consolidation and Sharing:

We will consolidate the experiences gained over these three years by collaborating with well-managed companies and key stakeholders. A self-learning e-manual will be developed and distributed to the Friends of AFHEs and other relevant community caregivers, enabling the generation of more AFHE elements through continued collective efforts.

2. 培訓及認證：

我們會繼續培訓更多前線保安員，以及與伙伴公司/單位合作，為他們的員工提供不同課程，包括：

- 資歷架構第1級：QASRS 保安服務培訓證書
- 資歷架構第3級：長者友善屋苑管理證書（供物業管理人員修讀）
- 物業管理從業員及管理層的持續專業發展(CPD)課程

3. 認證計劃：

我們將推出「長者友善屋苑管理認證」。該計劃將由來自物業管理及相關領域的專業人員執行評審。所有評審員將接受本會培訓，熟悉我們的認證制度，包括評估領域、評分計劃，以及對相關屋苑和人員所做出的改善和成果的監控。

以上跟進計劃獲得我們現有的63個「長者友善屋苑伙伴」單位的支持。我們將繼續尋求更多持份者的參與，共同確保香港的長者能好好居家安老，並得到適切的關懷和支持。

2. Training and Accreditation:

More individuals will be encouraged to participate in our accreditation courses designed for future frontline security and property management practitioners. This includes:

- QF Level 1: Standard Foundation Certificate Course for pre-registered individuals.
- QF Level 3: Certificate in Age-Friendly Housing Estate Management for property management personnel.
- Continuous professional development (CPD) course for property management practitioners and the management

3. Certification Scheme:

We will soon launch an Age-Friendly Housing Estates Management Certification Scheme. The scheme will be executed by peer assessors from the property management and related fields. All assessors will be trained and familiarized with our certification system, which covers assessment areas, marking schemes, and monitoring changes and outcomes conducted by the corresponding estates and personnel.

These follow-up plans are supported by our current 63 Friends of AFHEs. We continue to seek involvement from more stakeholders committed to supporting this enduring mission—ensuring that elderly residents in Hong Kong are cared for and supported by their surrounding living environments.



成立居民義工隊並於業主立案法團辦公室舉行定期服務
Set up volunteer team and provide regular service at the Owners' corporation office.

致謝 (63個「長者友善屋苑伙伴」)

政府 或 公營機構

香港房屋協會
香港警務處港島總區防止罪案辦公室中西區防止罪案組
社會福利署

物業管理公司

家利物業管理服務有限公司
華懋物業服務有限公司
城市專業管理有限公司
港基物業管理有限公司
愉景灣服務管理有限公司
高衛物業管理有限公司
夏利文物業管理有限公司
康業服務有限公司
希慎物業管理有限公司
仲量聯行物業管理有限公司
啟勝管理服務有限公司
堅偉物業管理有限公司
香港鐵路有限公司
柏齡物業管理有限公司
加康物業管理有限公司
帝譽服務有限公司
信和集團
昇捷物業管理有限公司
富城物業管理有限公司

業主立案法團 或 業主委員會

環宇海灣業主委員會
愉景灣長樂會
愉景灣城市業主委員會
東港城業主委員會
Grand Austin業主委員會
新城市廣場三期 - 住宅業主委員會
維港灣住宅業主附屬委員會
嘉熙業主委員會
新屯門中心業主委員會
大埔富雅花園業主立案法團
偉恒昌新邨恒景閣業主立案法團
維港灣業主立案法團
錦泰苑業主立案法團
利東邨業主立案法團
美松苑業主立案法團
新輝大廈業主立案法團
聽濤雅苑業主立案法團
銀湖天峰業主委員會
御龍山業主委員會
漆岸8號業主委員會
仁正大廈業主立案法團

Acknowledgments (63 Friends of AFHEs)

Government/Public Sector

Hong Kong Housing Society
Hong Kong Police Force - Regional Crime Prevention Unit
Central and Western District
Social Welfare Department

Property Management Limited

Cayley Property Management Limited
CCG Property Services Limited
City Professional Management Limited
Citybase Property Management Limited
Discovery Bay Services Management Limited
Goodwell Property Management Limited
Harriman Property Management Limited
Hong Yip Service Company Limited
Hysan Property Management Limited
Jones Lang LaSalle Management Services Limited
Kai Shing Management Services Limited
Kenwide Management Services Limited
MTR Corporation Limited
Parkland Property Management Limited
PP Property Management
Royal Elite Service Company Limited
Sino Group
Synergis Management Services Limited
Urban Property Management Limited

Incorporated Owners / Owners' Committee

City Point Owners' Committee
Discovery Bay –Elderly Group
Discovery Bay City Owners' Committee
East Point City Owners' Committee
Grand Austin Owners' Committee
New Town Plaza Phase 3 - Residential Owners' Committee
Residential Owners' Sub-Committee of Island Harbourview
Salaria Owners' Committee
Sun Tuen Mun Centre Owners' Committee
The Incorporated Owners of Charming Garden
The Incorporated Owners of Hang Chien Court - Wyler Gardens
The Incorporated Owners of Island Harbour view
The Incorporated Owners of Kam Tai Court
The Incorporated Owners of Lei Tung Estate
The Incorporated Owners of Mei Chung Court
The Incorporated Owners of Sun Fair Building
The Incorporated Owners of Vista Paradiso
The Lake Silver Owners' Committee
The Palazzo Owners' Committee
The Riverpark Owners' Committee
Yan Ching Building Incorporated Owners

教育及專業團體

特許房屋經理學會亞太分會
香港浸會大學社會工作系
香港物業管理師學會
香港設施管理學會
香港房屋經理學會
香港地產行政師學會
香港哲學諮詢師協會
香港理工大學賽馬會社會創新設計院
培僑書院
香港理工大學時裝及紡織學院

社會服務機構

香港社會服務聯會
義務工作發展局
香港仔坊會
香港家庭福利會
循道衛理觀塘社會服務處
聖雅各福群會
香港聖公會麥理浩夫人中心
香港耆康老人福利會
鄰舍輔導會
救世軍

Educational and Professional Bodies

Chartered Institute of Housing Asian Pacific Branch
Hong Kong Baptist University Department of Social Work
Hong Kong Institute of Certified Property Managers
Hong Kong Institute of Facility Management
Hong Kong Institute of Housing
Hong Kong Institute of Real Estate Administrators
Hong Kong Philosophical Practitioners Association
Jockey Club Design Institute for Social Innovation – The Hong Kong Polytechnic University
Pui Kiu College
School of Fashion and Textiles – The Hong Kong Polytechnic University

NGOs

Hong Kong Council of Social Service
Agency for Volunteer Service
Aberdeen Kai-fong Welfare Association Limited
Hong Kong Family Welfare Society
Kwun Tong Methodist Social Service
St. James' Settlement
The Hong Kong Sheng Kung Hui Lady MacLehose Centre
The Hong Kong Society for the Aged
The Neighbourhood Advice-Action Council
The Salvation Army



於私人屋苑、公營房屋及單幢樓設立「長者健康熱點」，為長者住戶提供自我健康檢查及健康講座。

Set up "Senior Health Hotspots" at private estates, public housing, and single buildings to provide self-health check services and health talks.

護老者支援 Carer Support Services

簡介服務：

香港老年學會於2023年10月得到維拉律敦治・荻茜慈善基金資助，聯同救世軍、基督教家庭服務中心及聖雅各福群會（排名不分先後）共同推行為期2年3個月的「陪住你」上門看顧支援培訓計劃。計劃旨在培訓「替假護老者」，以創新服務方式支援社區有需要的護老者。香港老年學會作為培訓機構，培訓目標在於提升替假護老者的護老心態和能力，讓學員培訓後能提供上門看顧服務，主要針對兩老共居的家庭為主，讓照顧者得到喘息的時間。

去年工作重點：

提供系統培訓

在過去的一年裡，「護老者支援」部門的主要工作重點是協調各個合作的機構，系統性地培訓「替假」護老者，為社區提供更多「替假」護老者，使護老者能夠有喘息的機會。除了為學員提供24小時的「替假」護老者證書課程的培訓之外，為了確保服務的質量和效果，我們定期舉辦工作坊和實地演練，讓學員能夠實際操作和模擬各種情境，增加應對各種突發情況的能力。

Service Introduction:

In October 2023, the Hong Kong Association of Gerontology, funded by the Vera Ruttonjee Desai Charitable Fund, launched the "Support U- Home Respite Support Project, in collaboration with The Salvation Army, Christian Family Service Centre, and St. James' Settlement (in no particular order). The program, which lasts for 2 years and 3 months, aims to train "Alternative Caregivers" using innovative service methods to support community carers in need. As the training institution, the Hong Kong Association of Gerontology aims to enhance the mindset and skills of "Alternative Caregivers", enabling them to provide home care services after training. The primary focus is on cohabiting elderly couples, allowing carers to have respite time.

Highlights:

Providing Systematic Training

Over the past year, the main focus of the "Carer Support Services" department has been to coordinate with various partner organizations to systematically train "Alternative caregivers" and provide the community with more "Alternative caregivers", allowing primary carers to have respite opportunities. In addition to providing trainees with a 24-hour certification course for "Alternative caregivers", we regularly held workshops and practical exercises to ensure the quality and effectiveness of the services. These workshops allowed trainees to practice and simulate various scenarios, enhancing their ability to handle unexpected situations.



社工導師介紹計劃及講解護老價值

Social worker instructor introduces the program and explains the values of caregiving.



護士導師示範輪椅的使用

Nurse instructor demonstrates the use of a wheelchair.



學員在導師指導下正在進行實務練習
Trainees are conducting practical exercises under the guidance of the instructor.



「替假」護老者證書課程的教材套制作
Course material set for the "Certificate in Alternative Caregivers"

擴闊護老支援地區

2024年4月我們同時得到香港賽馬會慈善信託基金的資助，進行為期三年的賽馬會友「伴」同盟護老者支援計劃，在各個基金的支持下，我們擴大了服務範圍，覆蓋九龍東、九龍中、新界西、港島區及沙田區等地，並逐步將上門看顧服務推廣至更多的社區，與及能培訓替假護老者及義務的社區照顧者。我們不僅提高了學員的護老技巧，還幫助更多有需要的護老者和長者獲得了實質性的支援。

協助護老支援研究

兩項計劃同時得到香港大學秀圃老年研究中心的支持，進行替代性照顧者喘息的研究，為本地的護老支援上提供政策建議和就業崗位的需要。

總結來說，去年我們的工作重點是通過系統化的培訓和持續的支援，為社區提供更多的替假護老者，從而緩解護老者的壓力，提升長者的生活質量。我們相信，這些努力不僅有助於改善護老者和長者的生活，也為社會帶來了積極的影響。

服務統計：

開辦了8班「替假」護老者證書課程
128位學員接受「替假」護老者證書課程培訓

展望：

展望未來，「護老者支援」部門將繼續每月提供培訓課程，並致力於擴大護老支援的地區覆蓋面，吸引更多年輕學員參與。我們計劃製作更多培訓教材和資源，配合香港大學的研究，並與各合作機構緊密配搭，提升替假護老者的服務質量，提供優質的上門看顧服務，確保更多有需要的護老者和長者獲得全面的支援與照顧。

Expanding Care Support Areas

In April 2024, with funding from the Hong Kong Jockey Club Charities Trust, we launched the three-year Jockey Club "Stand-by U" Caregivers Community Support Project. With the support of various funds, we expanded our service coverage to include East Kowloon, Central Kowloon, New Territories West, Hong Kong Island, and Shatin. We are gradually promoting home care services to more communities and providing training for both "Alternative caregivers" and voluntary community caregivers. Through these efforts, we have not only improved the caregiving skills of our trainees but also provided substantial support to more caregivers and elderly in need.

Assisting Carer Support Research

Both programs received support from the Sau Po Centre on Ageing at The University of Hong Kong, which conducted research on Alternative Carer Respite, providing policy recommendations and identifying employment needs for local carer support.

In summary, our key focus last year was to provide systematic training and continuous support to the community by increasing the number of "Alternative caregivers", thereby alleviating the stress on primary carers and improving the quality of life for the elderly. We believe these efforts not only help improve the lives of carers and the elderly but also bring positive impacts to society.

Service Statistics:

8 Certificate in Alternative Caregivers Conducted
128 Trainees Received Certificate in Alternative Caregivers

Prospect:

Looking ahead, the "Carer Support Services" department will continue to offer monthly training courses and strive to expand the coverage area of carer support, attracting more young trainees to participate. We plan to create more training materials and resources, in collaboration with The University of Hong Kong and our partner organizations, to enhance the service quality of "Alternative caregivers". By providing high-quality home care services, we aim to ensure that more caregivers and elderly in need receive comprehensive support and care.

醫護及安老服務同工情緒健康支援 Mental Health Support for Practitioners Serving Elders

簡介服務：

賽馬會「疫途有你」醫護及安老服務同工情緒健康支援計劃，乃為期兩年（2022年9月至2024年9月）的項目，目的是竭力為醫療及護理前線同工處理因疫情及工作而引起的情緒及壓力問題。

本計劃通過情緒問卷評估同工的情緒健康狀況，藉以知曉同工的抑鬱、焦慮、失眠及創傷後壓力的指數。同時透過網上課堂、精神健康講座、紓壓活動及專業諮詢，以改善同工的精神健康，並且提供情緒支援。其中，三節網上課堂均由臨床心理學家及輔導心理學家設計及主講，通過視像影片讓參加者深入了解靜觀及其應用方法、處理失眠的竅門和認知行為治療的概念。參加者透過本計劃，既可掌握個人情緒健康狀況，還可認識各種處理壓力和情緒的方法，得以緩解日常生活中伴隨不同挑戰而來的情緒困擾。

Service Introduction:

Jockey Club "Care for Healthcare" Mental Health Programme for Practitioners Serving Elders, which ran for a period of two years (from September 2022 to September 2024), aimed to address emotional and stress-related issues among frontline healthcare and elderly care practitioners resulting from the pandemic and work-related challenges.

This programme assessed the emotional health of practitioners through emotional questionnaires to understand their levels of depression, anxiety, insomnia, and post-traumatic stress. It offered online classes, mental health seminars, stress-relief activities, and professional counselling to enhance practitioners' mental well-being and provide emotional support. The three online classes, designed and conducted by clinical psychologists and counselling psychologist, utilized video presentations to delve into mindfulness, insomnia management techniques, and relaxation methods of cognitive behavioral therapy. Through this programme, participants not only gained insights into their emotional well-being but also learned various stress management and emotional coping techniques applicable in their daily lives.



院舍工作坊 - 浮游花製作
Onsite workshop - herbarium bottle design



臨床心理學家主講的精神健康講座
Seminar presented by Clinical Psychologist

去年工作重點：

主要分為三個階段

第一階段：舉行精神健康講座、工作坊及情緒問卷調查。工作坊包括院舍工作坊、線上「愛自己」工作坊及實體「愛自己」工作坊。

第二階段：提供由臨床心理學家及輔導心理學家製作的影片，包括「療癒疫情下受創的自己」、「靜觀減壓訓練」及「認知行為治療 - 五周改善失眠問題」。

第三階段：以情緒問卷結果為指標，為符合條件或自願提出需要輔導服務的參加者提供臨床心理學家個別諮詢。

不少參加者反映我們的服務為他們雪中送炭，深受好評。

為更好地配合醫療人員復常後的需要，本計劃於2023年底豐富了一些項目方案，除了影片材料外，還增加了六小時的主題。新的主題如下：

1. 靜觀基礎理論與實踐、創傷後遺症徵狀和創傷經歷
2. 認知行為療法中的工作壓力管理
3. 靜觀理論與靜觀伸展
4. 辯證行為療法中透過五官分散技巧進行情緒調節
5. 接受與承諾療法中的靜觀
6. 理解失眠和管理策略

以上的豐富措施能更有效地滿足不斷演變的需求，提供一個更全面和有影響的服務。

我們的線上「愛自己」工作坊與醫院護理學校有非常成功的合作，招募了160人，當中包括醫院管理局的專業人員、私醫院的專業人員和護理學校的護士學生。



實體「愛自己」工作坊
Onsite Mental Health Workshop "Me Time Away from Work"

Highlights:

The work was primarily divided into three phases:

Phase 1: Conducting seminars on mental health, workshops, and emotional questionnaire surveys. The workshops include onsite workshops, online Mental Health Workshop "Me Time Away from Work", and onsite Mental Health Workshop "Me Time Away from Work".

Phase 2: Providing videos created by clinical psychologists and counselling psychologist, including "Cognitive Behavioral Therapy (CBT) skills training", "Mindfulness relaxation training", and "Insomnia and Sleep Hygiene".

Phase 3: Based on the emotional questionnaire results, providing participants who met the criteria or voluntarily requested counselling services with individual counselling services by clinical psychologists.

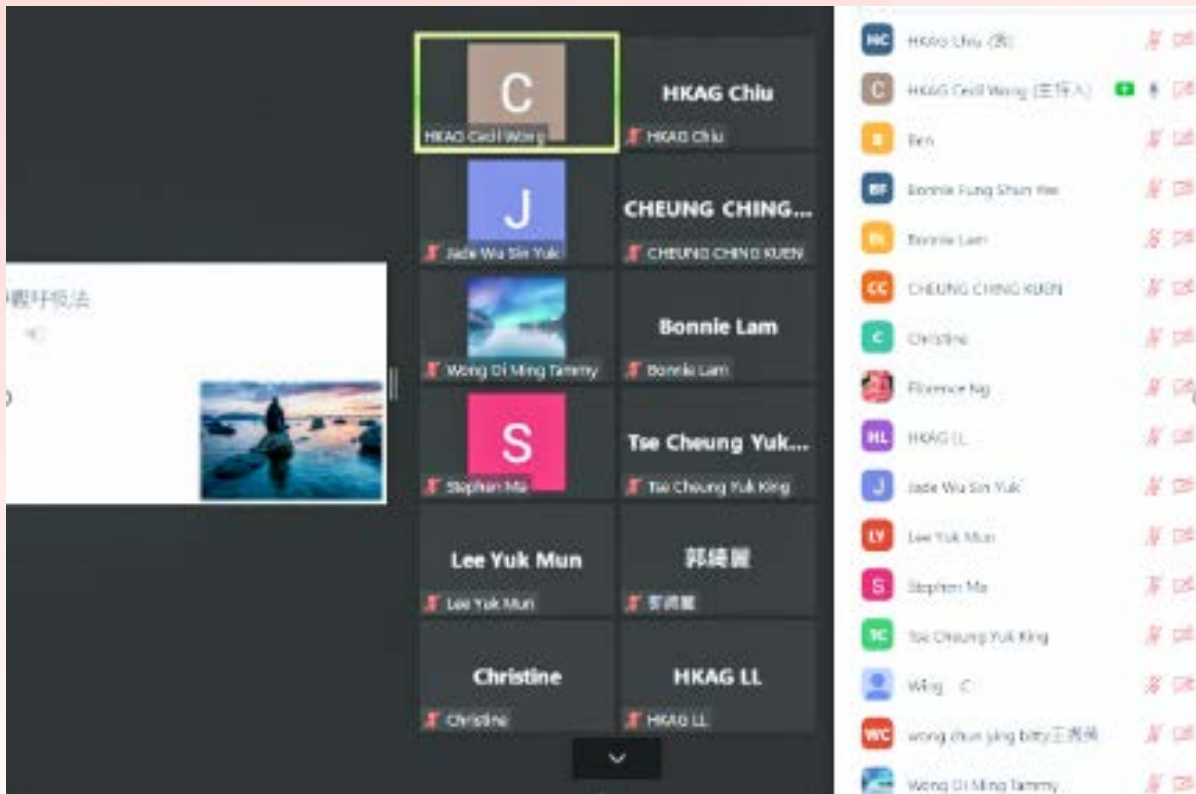
Many participants acknowledged our services as a valuable resource, receiving positive feedback.

To better address the needs of healthcare and elderly care practitioners in the post-normalcy time, our project underwent expansion, incorporating six additional hourly topics alongside the existing video materials. The new topics were as follows:

1. Basic Mindfulness Theory and Practice, PTSD Signs, Symptoms, and Trauma Experience
2. Work Stress Management in the CBT Approach
3. Mindfulness Theory and Mindfulness Stretching
4. Emotion Regulation through Five Senses Distraction Techniques in the Dialectical Behavior Therapy Approach
5. Mindfulness in Acceptance and Commitment Therapy Approach
6. Understanding Insomnia and Management Strategies.

These enhancements aimed to better cater to the evolving needs of the population and provided a more comprehensive and impactful programme.

The online Mental Health Workshop "Me Time Away from Work" was particularly successful in collaboration with a hospital nursing school. During the recruitment period, a total of 160 participants signed up for the workshop, including professionals from the Hospital Authority, private hospital, and student nurses from nursing school.



線上「愛自己」工作坊
Online Mental Health Workshop "Me Time Away from Work"

服務統計：

院舍工作坊、「愛自己」工作坊實體及線上課程的參與人數共有2567人。本計劃為他們提供了9621節服務，收得問卷4822份。獲跟進心理輔導服務者有289名。

Service Statistics:

A total of 2,567 people participated in onsite workshop and onsite Mental Health Workshop "Me Time Away from Work" and online class, receiving 9,621 sessions of service. Additionally, 4,822 questionnaires were collected, with 289 people receiving follow-up psychological counselling services.

展望：

本計劃在2023至2024年度為長者服務單位，包括院舍、日間中心、地區中心及家居服務等的員工，透過院舍工作坊與線上工作坊提供情緒健康支援服務。期間，成功開展與醫院的伙伴合作，為醫護同工舉行工作坊。個別單位亦邀請本計劃為其開辦包班線上工作坊。另外，因應情緒問卷評估結果，如有嚴重情緒困擾者，可獲邀接受臨床心理學家個別諮詢。計劃於2024年9月中完結，期望此次之經驗及建立之網絡，能協助業界醫療護理同工勇於求助，全方位愛護自己，才能有力量去照顧病人及有需要人士。

Prospect:

In the year 2023-2024, the programme extended its support services to various elderly service units across local community through onsite and online workshops focusing on emotional health. Successful collaboration was established with a hospital to conduct an online workshop for healthcare practitioners. A couple of units also invited the programme to conduct exclusive workshops for their staff. Furthermore, individuals experiencing severe emotional distress based on the emotional questionnaire assessments were offered individual counselling services by clinical psychologists. The project will be completed in mid-September 2024. We hope that the experience and the network established this time will help medical and healthcare workers in the industry to be brave enough to seek help and take care of themselves in an all-round way, so that they can have the strength to care for patients and people in need.

財務報告

Financial Report

Hong Kong Association of Gerontology (Limited by guarantee) Statement of income and expenditure and other comprehensive income For the year ended 30 June 2024

	2024 General fund HK\$	2024 Designated fund HK\$	2024 Total HK\$	2023 General fund HK\$	2023 Designated fund HK\$	2023 Total HK\$
Income						
Donations, Sponsorship and Project Grants						
- The Hong Kong Jockey Club Charities Trust	24,432,135	-	24,432,135	26,981,407	-	26,981,407
- Others	879,401	2,403,836	3,283,237	422,000	-	422,000
Service income						
- Course fees	5,451,828	-	5,451,828	7,091,652	-	7,091,652
- Others	4,246,993	-	4,246,993	6,281,744	-	6,281,744
Government grants	-	-	-	408,000	-	408,000
Dues and fees	167,684	-	167,684	125,237	-	125,237
Investment and interest income	743,936	-	743,936	152,256	-	152,256
Others	2,286,976	-	2,286,976	891,260	-	891,260
	<u>38,208,953</u>	<u>2,403,836</u>	<u>40,612,789</u>	<u>42,353,556</u>	<u>-</u>	<u>42,353,556</u>
Less :						
Expenditure						
Staff costs	25,034,421	-	25,034,421	26,329,566	-	26,329,566
Programme, administration and others	10,861,072	173,648	11,034,720	11,911,884	-	11,911,884
Operating lease rentals - office premises and equipment	245,465	-	245,465	272,915	-	272,915
Depreciation on property, plant and equipment	84,069	-	84,069	74,983	-	74,983
Depreciation on right-of-use assets	1,483,153	-	1,483,153	1,332,949	-	1,332,949
Interest expense	114,165	-	114,165	72,048	-	72,048
Auditor's remuneration	38,000	-	38,000	28,000	-	28,000
	<u>37,860,345</u>	<u>173,648</u>	<u>38,033,993</u>	<u>40,022,345</u>	<u>-</u>	<u>40,022,345</u>
Surplus for the year	<u>348,608</u>	<u>2,230,188</u>	<u>2,578,796</u>	<u>2,331,211</u>	<u>-</u>	<u>2,331,211</u>

Hong Kong Association of Gerontology
(Limited by guarantee)
Statement of income and expenditure and other comprehensive income (cont'd)
For the year ended 30 June 2024

	2024	2024	2024	2023	2023	2023
	General	Designated		General	Designated	
	operation	fund	Total	operation	fund	Total
	HK\$	HK\$	HK\$	HK\$	HK\$	HK\$
Other comprehensive						
Income :						
Item that will not be						
reclassified to						
income and						
expenditure :						
Financial assets						
at fair value						
through						
other						
comprehensive						
income						
("FVOCI") :-						
Net movement						
in the fair value						
reserve						
(non-recycling)	<u>83,461</u>	<u>-</u>	<u>83,461</u>	<u>106,899</u>	<u>-</u>	<u>106,899</u>
Total comprehensive						
income for the year	<u>432,069</u>	<u>2,230,188</u>	<u>2,662,257</u>	<u>2,438,110</u>	<u>-</u>	<u>2,438,110</u>

**Hong Kong Association of Gerontology
(Limited by guarantee)
Statement of financial position
As at 30 June 2024**

	2024 HK\$	2023 HK\$
Non-current assets		
Property, plant and equipment	182,953	121,363
Right-of-use assets	1,465,121	2,493,583
Financial assets at FVOCI	780,874	697,413
	2,428,948	3,312,359
Current assets		
Rental deposits	321,760	281,760
Prepayments and other deposits	219,350	233,456
Other receivables	19,891,085	19,698,743
Time deposits	4,306,238	3,750,288
Cash and bank balances	27,562,706	19,879,683
	52,301,139	43,843,930
Deduct :		
Current liabilities		
Contract liabilities	20,610,287	14,783,486
Other payable and accruals	1,101,519	1,013,187
Lease liabilities	1,433,444	1,312,450
	23,145,250	17,109,123
Net current assets	29,155,889	26,734,807
Total assets less current liabilities	31,584,837	30,047,166
Non-current liability		
Lease liabilities	79,432	1,204,018
Net assets	31,505,405	28,843,148
Representing :		
General fund	29,437,211	29,088,603
Designated fund	2,230,188	-
Fair value reserve (non-recycling)	(161,994)	(245,455)
	31,505,405	28,843,148

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