

Hong Kong Social Workers Association

香港社會工作人員協會



香港社會工作人員協會
Hong Kong Social Workers Association

**Unifying Social Workers
Advancing the Profession**

團結社工 · 發展專業

Annual Report 2021-2022

二零二一至二零二二年度年報

團結社工



發展專業



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About the Association

Hong Kong Social Workers Association (the Association) was founded in 1949 and incorporated in 1975. It is a member of the International Federation of Social Workers and of the Hong Kong Council of Social Service.

The main objectives of the Association are:

- 1) To foster a high standard of professional practice and ethics of social work in Hong Kong.
- 2) To investigate questions affecting the professional status and welfare of social workers and to make recommendations to the authorities concerned.

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The Council of Management and Committees of the Association (2021-2022)

Council of Management

| | | |
|----------------|--|----------------------|
| President | : Prof. LAM Ching Man, MH | (since Feb 25, 2022) |
| Vice-President | : Mr. LAI Kwan Ho Raymond | (till Feb 3, 2023) |
| Secretary | : Ms. LEE Shuk Wai Anthea | (till Feb 3, 2023) |
| Treasurer | : Ms. FUNG Dun Mi Amy, MH, JP | (since Feb 25, 2022) |
| Directors | : Mr. CHAN Man Ho Wilson | (since Feb 25, 2022) |
| | Dr. CHUI Chi Man Kenny | (till Feb 3, 2023) |
| | Ms. HSU Siu Man | (till Feb 3, 2023) |
| | Ms. LEE Yuen Sum Joyce | (till Feb 3, 2023) |
| | Ms. LIU Kam Fung Iris | (since Feb 25, 2022) |
| | Mr. SHAM Ka Hung Joe | (since Feb 25, 2022) |
| | Ms. WAN Ngai Teck Alice | (since Feb 25, 2022) |
| | Mr. WOO Wing Wa | (till Feb 3, 2023) |
| | Ms. YEUNG Ka Man Caren | (till Feb 3, 2023) |
| | Mr. FAN Hoi Kit Alex, MH (Associate Member) | (since Feb 25, 2022) |
| | Mr. HO Ka Wai Billy (Associate Member) | (till Feb 3, 2023) |
| | Mr. CHEUNG Man Kin (Student Member) | (till Feb 3, 2023) |
| | Miss LEE Shuk Yi (Student Member) | (till Feb 3, 2023) |

Honorable Presidents

Mrs. LEUNG NGAI Mou Yin Justina, JP
Mr. NG Shui Lai, BBS, MBE, JP
Prof. YUEN TSANG Woon Ki Angelina, BBS, JP
Dr. YEUNG LAW Koon Chui Agnes, JP

Patron

Dr. LAW Chi Kwong, GBS, JP, Secretary for Labour and Welfare, LWB

Hon. Legal Advisors

Mr. CHUNG Ho Yee Nelson
Mr. FAN Hoi Kit Alex, MH

Hon. Auditor

Alpha Bright CPA Limited

Convenor(s) of Committees/ Task Groups

Academy of Social Work:

Advisory Committee: Prof. CHOW Wing Sun Nelson, SBS, MBE, JP

Steering Committee: Prof. CHOW Yin Man Amy

Sub-committee on Professional Competency Framework: Prof. CHOW Yin Man Amy

Sub-committee on Accreditation & Credentialing: Prof. LAM Ching Man, MH

Sub-committee on Professional Development: Mr. CHAN Man Ho Wilson

Ms. LEE Yuen Sum Joyce

Current Welfare Issues:

Ms. LEE Shuk Wai Anthea

Mr. SHAM Ka Hung Joe

International and Regional Liaison:

Mr. NG Shui Lai, BBS, MBE, JP

Ms. HSU Siu Man

Membership and Business Development:

Ms. FUNG Dun Mi Amy, MH, JP

Outstanding Social Worker Award Preparatory Committee:

Dr. CHUI Chi Man Kenny

Professional Development:

Mr. CHAN Man Ho Wilson

Ms. LEE Yuen Sum Joyce

Student Development:

Mr. WOO Wing Wah

Ms. YEUNG Ka Man

Chapter on Mental Health Social Work:

Prof. NG Siu Man (Consultant)

Mr. CHAN Kin Kuen Eric

Ms. TAI Hiu Ling

Chapter on Medical Social Service:

Mr. LEE Ngo Yu Leonard

Chapter on Ethnically Diverse Social Work

Mr. LO Kai Chung (Consultant)

Mr. ALTERIN Jeffery Andrews

Mr. DHILLON Gurbir Singh Jatt

Editorial (Journal) Committee:

Prof. WONG Yu Cheung

Representatives to Outside Committees

Hong Kong Council of Social Service:

Prof. LAM Ching Man, MH
Ms. LI Yuen Fun Luciana

Advisory Committee on Social Work Training and Manpower Planning:

Ms. LEE Yuen Sum Joyce

Advisory Committee, Dept. of Social Work, Hong Kong Baptist University:

Ms. LEE Yuen Sum Joyce

Advisory Committee, Dept. of Social Work and Social Administration, The University of Hong Kong

Ms. HSU Siu Man

Joint Meeting of HKSWA, HKCSS and HKSWGU

Prof. LAM Ching Man, MH
Ms. LEE Shuk Wai Anthea
Mr. SHAM Ka Hung Joe

International Federation of Social Workers:

Prof. LAM Ching Man, MH
Ms. LEUNG Pui Yiu Irene, JP
Ms. HSU Siu Man

Social Work Day (HK) Organizing Committee

Mr. LAI Kwan Ho Raymond

President's Report 2022

While the coronavirus seems to be fading away, we are coping with the aftermaths in the post-Covid-19 era and moving forward to a new normal. Despite being slightly delayed, we are delighted that most of our work was achieved as planned even during the toughest period of the pandemic outbreak.

The Hong Kong Academy of Social Work moved into its 3rd year since it kicked off in Sep 2019. The 1st phase of development was completed with infrastructures well established, including Professional Competency Framework (PCF), Accreditation and Credentialling (A&C) System, and Continuing Professional Development (CPD). In 2022, we focused on developing the Specific PCF for Family and Children Social Workers in addition to the General PCF and Specific PCF for School Social Workers. We have conducted a comprehensive review of the A&C policies, and run various CPD training courses responding to the emerging needs of social workers and social welfare services. By the end of 2022, a total of 351 social work CPD courses were accredited and 160 social workers were credentialed. Our future pursuit is to enhance the 3 infrastructures, develop the Specific PCF for Mental Health Social Workers and the Specific PCF for Rehabilitation Social Workers, and keep liaising with different stakeholders to cultivate a CPD culture for professional enrichment and good practice. Here I would like to convey our gratitude wholeheartedly to the Keswick Foundation for their support in committing to develop the 2nd phase of the Academy in the next 3 years. It helps to realize our aspirations.

The new Chapter on Ethnically Diverse Social Workers was established and officially launched on Feb 25, 2022. It aims to gather and support social workers with ethnical minority backgrounds, foster their professional development, and raise the public's concern about the needs of ethnic minorities. During the 5th wave of the Covid outbreak, many ethnic minority families and individuals were infected. In addition to the difficulties of quarantine, isolation, and lacking daily necessities, food, and particularly anti-pandemic materials, there were also language and cultural barriers. With the Emergency Covid-19 fund of the Keswick Foundation, the Chapter formed a volunteer team to provide hotline support and deliver ethnic-specific resource packs to the needy from March to September 2022.

Keswick's Covid-19 fund supported us to provide another timely Covid project during the peak of the 5th wave. Collaborating with 2 neighborhood centres, namely the BlessVision Foundation and the EFCC Hong Kook Church Bradbury Community Health Development Centre, we identified the marginalized individuals and families in Kowloon East and Shatin districts. Elder people, low or no-income groups, underprivileged parents with special needs children, and ethnic minorities were supported by distributing food, daily necessities, and relief packs to them.

The project "Champion for Change Award – Ageing Well Dying Well" started in this year. Collaborating with the Keswick Foundation, 7 projects were awarded \$400,000 for each to deliver an innovative project in a period of 18 months, i.e. from Jul 22 to Dec 2023. These awarded projects use inventive means such as social media, web and apps, music, sport, etc., to support the elder persons. Hopefully, these pioneering projects will bring novelties to the elderly service and create a ripple effect of innovative practice to meet

the emerging social caring needs.

We continued to run the “Guiding Star Scholarship Award Plus”, funded by Drs Richard Charles and Esther Yewpick Lee Charitable Foundation. Same as last year, we offered 20 scholarships for sub-degree and higher diploma students to support their social work education, as well as capacity building and peer support programmes.

Other carry-on activities include the Outstanding Social Workers Award, Social Work Day and the Global Social Work Agenda, professional and student development programs, and acts in response to policies and current welfare issues. As familiar, we make use of different platforms to keep connected with our members and partners in Hong Kong and reconnect with our overseas collaborators. Zoom meetings were conducted with the International Federation of Social Workers (IFSW), the Singapore Association of Social Workers, the Macau Social Workers Association, and the Kaohsiung Association of Social Workers. We will keep maintaining our active participation and our international and regional impacts.

Before I finish, I would like to take this opportunity to thank all the colleagues of the Executive Council, Committees, Government and NGOs, donors, volunteers and friends for their dedication, contribution, and continued support. Also, my deepest thanks to the staff team for their diligent work. We are grateful that we have walked through this tough period together and looking forward to a new epoch after the pandemic.



Ching Man LAM
President
Hong Kong Social Workers Association
January 2023

Hong Kong Academy of Social Work

Patron : Mr. HUI Chung Shing Herman, G.B.S., M.H., J.P.

Advisory Committee

Chairperson : Prof. CHOW Wing Sun Nelson
Ex-officio : Prof. LAM Ching Man (President of HKSWA)
Members : Prof. CHAN Lai Wan Cecilia Prof. MA Lai Chong Joyce
 Prof. CHONG Ming Lin Alice Mr. NG Shui Lai
 Prof. CHOW Yin Man Amy Dr. YEUNG LAW Koon Chui Agnes
 Mr. FUNG Pak Yan Prof. YUEN TSANG Woon Ki Angelina
 Ms. LEUNG Pui-yiu Irene

International Advisors

Prof. Monit CHEUNG University of Houston
Prof. Louise HARMS University of Melbourne
Dr. David JONES British Association of Social Workers
Prof. LEE Mo Yee Ohio State University

Steering Committee

Chairperson : Prof. CHOW Yin Man Amy
Ex-officio : Prof. LAM Ching Man (President of HKSWA)
Members : Dr. CHEUNG Kam Hung Rainbow Ms. LEUNG Pui Yiu Irene
 (Until Aug 2022)
 Prof. CHUI Wing Hong Eric Dr. LI Chi Mei Jessica
 Prof. HUNG Suet Lin Shirley Mr. MAN Hung Yee Joseph
 (Until Aug 2022)
 Mr. LAI Wing Hoi Frederick Dr. NG Kwok Tung Agnes
 Ms. LEE Yuen Sum Joyce Dr. TSANG Kit Man Sandra
 Mrs. LEUNG NGAI Mou Yin Justina Dr. WONG Wai Lan Eve

Background

With a shared mission to advance the competence standards and best practice of social work in Hong Kong, the Hong Kong Academy of Social Work (the Academy) was set up under the Hong Kong Social Workers Association in 2013 by a group of dedicated social work practitioners and educators. It aims to promote the value of competence development among social workers and promote a platform for the exchange of professional experience in social work practice. Under the auspices of the Keswick Foundation, the project "Creating a Continuing Professional Development System for Social Workers Leading to the Best Practice Competence Model" began in Sep 2019. The Hong Kong Academy of Social Work kicked off in 2020 to lead the development of the social work profession by establishing a specialisation and licensure system for accrediting quality continuing professional training courses and building up a professional advancement ladder for social workers by credentialling.

Our Vision

To enhance the total quality of social work profession by excelling the social workers' professional competence, which contributes to building a caring, inclusive, cohesive and just society in the long run.

Our Mission

The Academy endeavours to:

- Foster social workers from generic practice to specialised practice at a post-registration level by updating, upgrading and specialising their social work fields of practice;
- Provide a structure of credentialling and a system of CPD for social workers leading to a higher level of professional competence; and
- Promote the advancement of social work theories, knowledge, skills, interventions and evidence-based practice for the betterment of social work services.

Our Objectives

In pursuit of professional advancement for social workers, the Academy seeks to develop:

- A Professional Competency Framework for social workers in Hong Kong;
- An Accreditation System for post-qualifying education programmes in social work practice;
- A Social Worker CPD System leading to professional social work credentials;
- A Social Worker Credentialling System and a Registry for Credentialed Social Workers; and
- Curriculum and programmes for specialised post-registration training to facilitate social workers' competence development.

Sub-committee on Professional Competency Framework

Convenor : Prof. CHOW Yin Man Amy

Members : Dr. CHAN Siu Ming

Prof. CHUI Wing Hong Eric

Prof. HUNG Suet Lin Shirley

Prof. LAM Ching Man

Dr. LI Chi Mei Jessica

Dr. WONG Wai Lan Eve

The Academy started local research to develop a Professional Competency Framework (PCF) for the local social work profession in Nov 2019. By using scoping reviews, consensus workshops, and Delphi Study, the General Professional Competency Framework (PCF) was established for generic social work practice in Hong Kong in 2020. Then, the Specific PCF for School Social Workers and the Specific PCF for Family and Children Social Workers were developed in 2021 and 2022 respectively through the same research process.

Same as the General PCF and the Specific PCF for School Social Workers, the Specific PCF for Family and Children Social Workers developed this year also comprises 3 tiers and 8 domains (as shown in the diagram below). Under the 8 domains, listed 69 aspects and 40 of them are specific to the family and children service, such as “respect for the views of the child”, “commit to safeguarding the safety and wellbeing of children and individual family members”, “have knowledge on purposes of children and family social work”, “understand legal requirements implied in direct social work practice with children and family, etc.

Specific Professional Competency Framework for Family and Children Service Worker

(Tripartite, three-tier, eight domains and 69 aspects)

(HKSWA,2022)



Fig 1: Specific Professional Competency Framework for Family and Children Social Workers

Sub-committee on Accreditation & Credentialing

Convenor : Prof. LAM Ching Man

Members : Mr. Chan Man Ho, Wilson

Prof. HUNG Suet Lin Shirley

Mr. LAI Wing Hoi Frederick

Ms. Lee Yuen Sum Joyce

Ms. LEUNG Piu Yiu Irene

Mrs. LEUNG NGAI Mou Yin
Justina

Dr. TSANG Kit Man Sandra

The Sub-committee aims to accredit social work post-qualification Continuing Professional Development (CPD) courses and to credential social workers at different levels.

The CPD course accreditation system was first launched in Jul 2020. During this year, 156 applications were received from 13 agencies, and 148 courses were approved and accredited by 5 assessment panels. The panel members comprised a team of 41 approved assessors, including renounced social work practitioners from social welfare agencies (17), social work educators from social work training institutions (11), as well as other professionals (13) with backgrounds in psychiatry, accounting, nursing, education and law. The assessment criteria were developed based on the Professional Competency Framework (PCF).

The credentialing system for social workers was launched in Jan 2021. In order to promote the system, 4 online information sessions were held in Jan 2022. A total of 149 applications were received, including new applications and renewals, among them 147 social workers were credentialed in 2022.

A comprehensive review of the Accreditation and Credentialing (A&C) System, as well as the A&C policies and procedures, was held on 25 Apr 2022 after more than a year of operation. Three assessors (from academia, the social work field, and another profession) were invited to join the A&C sub-committee members to carry out the review. They reviewed the A&C policies and standards, as well as the application requirements and procedures, such as the professional advancement levels for social worker credentialing, the categories of specialised areas and the endorsement procedures of specialised CPD hours, application logistics and required documents, etc.



List of Accredited Courses



Registry for Credentialed Social Workers

Sub-committee on Professional Development

Convenors : Ms. Lee Yuen Sum Joyce

Mr. Chan Man Ho, Wilson

Members : Mr. LEE Po Kon Dickson

Dr. NG Kwok Tung Agnes

Mr. MAN Hung Yee Joseph

The Academy is committed to fostering the professional development of social workers from generic to specialised practice at a post-registration level. This led us to create a wide spectrum of certificate courses, continuing professional development programmes and other learning activities to support social workers to meet the credentialing requirements of Certified Social Worker, Certified Senior Social Worker, Certified Social Work Specialist and Certified Social Work Supervisor.

The Academy established the Continuing Professional Development (CPD) System for promoting and recognizing CPD training and activities in Jul 2020. A scheme for awarding CPD points was set up for social workers in Hong Kong. Besides, the Academy runs CPD courses with the following focuses, i) competence development programs for social work practice in different fields and ii) professional certificate courses leading to credentials. Customized courses for agencies were also organised upon prior arrangement. For the mode of delivery, more than 50% of courses were held online during the pandemic. Besides local trainers and speakers, overseas scholars were also invited to deliver the “Overseas Scholar Seminars” series online, topics including youth mental health, case assessment and treatment, immigration and emigration, pandemic series, etc. Table below shows the summary of courses conducted in 2021-22.

| | Competence Development Programmes | Professional Certificate Courses | Customized Course | Total |
|----------------------------|--|---|--------------------------|--------------|
| No. of Courses | 53 | 3 | 11 | 67 |
| No. of Sessions | 205 | 76 | 27 | 308 |
| No. of Participants | 2025 | 476 | 360 | 2861 |
| Attendance | 4419 | 526 | 768 | 5713 |

Fig 2: Summary of Courses Conducted in the Year 2021-22

In the year 2022, foreseeing challenges like brain drains due to the emigration wave, new normal practice in the pandemic, and the transition from school to work for social work freshmen during the post-pandemic era, training themes focused on these aspects were provided as a response to the pressing needs in social work practice, in addition to the usual competency building and skills enhancement training.

Besides, we developed various Sharing Platforms for Social Workers to exchange practice wisdom, as well as to identify new service needs and trends. Sharing Platforms for Mental Health social workers,

Elderly school workers, Family & Children social workers, Rehabilitation social workers as well as School & Youth social workers were launched.

We continued to prepare resource kits to facilitate social workers to help service users with handy tips and information. In the past year, two resource kits were released, including “Anti-pandemic Resources Kit for Social Worker” (Mar 2022) and “Mirror Accident – Social Worker Resource Kit” (Jul 2022).



Visit the Academy's website on <https://academy.hkswa.org.hk>

Current Welfare Issues Committee

| | | | |
|--------------|---|---------------------|---------------------|
| Co-Convenors | : | LEE Shuk Wai Anthea | SHAM Ka Hung Joe |
| Members | : | CHAN Hiu Yuen Angie | LEUNG Pui Yiu Irene |
| | | LAI Kwan Ho Raymond | Steve FONG |
| | | LAM Yuk Ching Ivan | Anthony PANG |
| | | LAU Chung Billie | WONG Tsz Wai Keith |

Statement and Position Paper

The Committee released numerous statements and position papers in 2021/ 22. Below are the statements:

| | |
|----------------|---|
| 2022 / 12 / 24 | Response to message of social workers' role and duties in counselling disseminated during press conference on professional counselling |
| 2022 / 11 / 25 | Response to Chief Executive (CE)'s Policy Address 2022 |
| 2022 / 6 / 21 | Response to Mr. Chris Sun being appointed as Secretary for Labour and Welfare — HKSWA expects his good communication with the social welfare sector and active response to social issues and challenges |
| 2022 / 1 / 31 | Response to first phase report from the independent review committee commissioned by the Hong Kong Society for the Protection of Children on Children's Residential Home's incident |

International & Regional Liaison Committee

| | | | |
|----------|---|------------------------|----------------------------|
| Convenor | : | NG Shui Lai | HSU Siu Man |
| Members | : | AU Kit Ying | LEE Shuk Wai Anthea |
| | | CHAU Ngan Ching | LEUNG NGAI Mou Yin Justina |
| | | LAI Wing Hoi Frederick | LEUNG Pui Yiu Irene |
| | | LAM Ching Man | LO Kai Chung |
| | | LAI Kwan Ho Raymond | WAN Ngai Teck Alice |

Objectives: To liaise and exchange with international and AsiaPacific regional social workers organizations.

As COVID-19 continues to storm the whole world in last year, all plannings in last year were not able to carry forward in the year under review. However, the Committee agreed on a very clear strategy for this year i.e. to re-establish connections and promote closer relationships with social workers organizations in Asia Pacific region via network. This includes:

- 1) Zoom meeting with newly elected officers of the IFSW Asia Pacific region to strengthen mature understandings and to widen our regional perspective. The meeting is scheduled on Nov 7, 2022.
- 2) Zoom meeting with Singapore Social Workers Association. The meeting is scheduled on Oct 11, 2022.
- 3) Zoom meeting with social worker stakeholder in Kaohsiung. The meeting is scheduled on Nov 15, 2022.

Connections with other Asia Pacific regions is in the process of exploring. At the same time the Committee is working on updating information of social workers organizations in Mainland in order to re-establish relationships in future.

It is hope that the Committee will return to full function when the COVID-19.

Membership & Business Development Committee

Convenor : FUNG Dun Mi Amy

Members : CHOI Yu Sing LEE Shuk Wai Anthea
LAI Kwan Ho Raymond LEE Yuen Sum, Joyce
LAM Ching Man

Objectives: To promote membership and develop a sustainable operation model for HKSWA.

As at Sep 30, 2022, the number of members in different categories is as follows:

| Category | No. of new Members | Total No. of Members |
|-------------------|--------------------|----------------------|
| Life Members | 10 | 469 |
| Full Members | 223 | 360 |
| Associate Members | 7 | 19 |
| Student Members | 139 | 174 |
| Total | 379 | 1022 |

Background

Since members are important foundation of the Association's operation and development, membership drive is therefore always our strategic goal and prime concern. At present, the membership drive is mainly operated through Membership & Business Development Committee and Student Development Committee.

Membership Drive and Planning

The Membership and Business Development Committee continued to maintain three core objectives: (i) growth in membership; (ii) engagement of members; and (iii) increase in revenue. This year the membership term was reviewed and revised to a full 12-month term mode for both new enrolments and renewals. Since the change of membership term was in transition, a large portion of members still had their terms expired by end of March, which fell into the peak of the 5th pandemic wave of Hong Kong and therefore nearly all courses had been suspended. As a result, the renewal of membership, which was mainly driven by the enrolment of courses, was largely affected. During the year, the term of 1st year free Student Membership was clearly defined and more efforts would be made to encourage the conversion of Student to Full membership through entitling 50% discount of membership fee during the year of graduation. It is hoped that this initiative could attract more social work graduates to continue their membership and engagement with the Association.

In the year ahead, we will continue to focus on broadening our membership base, enhancing connectivity with members and exploring digitization of our membership system.

Outstanding Social Workers Award Committee

| | | |
|----------|-----------------------|----------------------|
| Convenor | : CHUI Chi Man Kenny | |
| Members | : CHAN Hiu Yuen Angie | LO Yan Lam Grace |
| | CHAN Pei Chung, Fiona | NGAI Hiu Fai, Debbie |
| | HSU Siu Man | SHUM Wai Keung |
| | LEE Lut Man Raymond | WONG Wai Lan Eve |

This year is the 31th Anniversary of the Outstanding Social Workers Award. The Award does not only aim at showing recognition to outstanding social workers and encouragement to new generation social workers, but also promoting a positive image of the social work profession among the general public. In light of the COVID-19 pandemic and the continuity of preventive measures for infection control, the final selection interviews and the online Prize Presentation Ceremony were held on 15 Jan and 25 Feb, 2022 respectively. Chairman of Elderly Commission, Dr The Honourable LAM Ching-choi, SBS, JP as officiating guest presented awards to the following elected Outstanding Social Workers in the web:

Outstanding Social Worker Award

| | |
|------------------------------|--|
| Ms. CHENG Wai Kwan, Scarlett | Theatre in the Dark/Artscompa |
| Ms. LI Fong | Hong Kong Sheng Kung Hui Welfare Council |

Junior Outstanding Social Worker Award

| | |
|-------------------|--|
| Ms. LAU Po Yu | Po Leung Kuk |
| Mr. LEUNG Siu Kei | The Hong Kong Federation of Youth Groups |

Thanks to Ming Pao and JUMP for their continuous support as the co-organizers of the 31th Outstanding Social Workers Award. It was our pleasure that we could have the two main medias worked for the publicity of the Award. The social workers shortlisted to enter the final selection would automatically enter Ming Pao's contest of "The Most Inspiring Experience in Helping People" selection, the winner of which will be voted openly by readers of Ming Pao in Feb 2022.

Lastly, the Association would like to express our sincere gratitude to the honorable guest of award presenter, members in the shortlisting panel, panel of adjudicators, Ming Pao, JUMP, past Outstanding Social Workers Awardees and members of organizing committee.

Professional Development Committee

| | | |
|---------------------------------------|--------------------------|------------------------|
| Convenors | : CHAN Man Ho, Wilson | LEE Yuen Sum Joyce |
| Members | : AU Yeung Kwok Wai Eric | CHENG Wai Hing Elisa |
| | CHOI Man Lai Edna | HUY Sau Hing Christine |
| | LO Hay Ming Herman | KWOK Chi Ying Paulina |
| | YUK FUNG Yin King Helina | WONG Wai Lan Eve |
| (Representatives from the Academy) | LEE Po Kon Dickson | MAN Hung Yee Joseph |
| | NG Kwok Tung Agnes | |

Objective: To enhance social workers' professionalism, foster a higher standard of social work practice in the field and promote professional continuing education by organizing a wide range of training courses geared towards the needs of our members and social workers in Hong Kong.

Highlights of the Year:

Since the inception of the Hong Kong Academy of Social Work ("Academy") in 2019, our Professional Development Committee has been planning and organising training programmes in collaboration with the Academy's Professional Development Sub-committee.

Professional development courses were organised for social workers in order to enhance their practice competence in different areas, including specialised certificate courses leading to credentials and short or one-off courses for knowledge updating and skills enhancement. This year, the training focused on working with clients' mental health issues, social work practice under the new normal due to Covid-19, children and family social work (including child abuse, MDCC meeting and report writing, etc.), and enhancement of writing skills of social workers, etc.

In addition, 11 customised courses were arranged for 7 agencies upon request according to their needs. Themes included clinical supervision, online application, family intervention approach, fundraising, writing skills, performance appraisal, and legal knowledge.

Although Covid-19 still persisted, we have been adapting to the new normal. Training programmes were held online, onsite, or in hybrid mode. During the year, 67 training programmes (308 sessions) were organized for a total of 2,861 participants, with an overall attendance of 5,713. Encouraging responses and feedback were received. The courses are listed in the table below.

Apart from competency building, professional self-care of social workers is also our great concern in view of the increasing stress in the working environment, in face of the pandemic challenge and social change. Maintaining balanced health, in terms of physical, mental and emotional health, is vital for social workers to prevent burnout and keep up with their momentum and good work. We hope to put some effort to support our social workers in this regard in near future.

Last but not least, we would like to extend our heartfelt appreciation to all the trainers who provided unwavering support for us, especially to those trainers (marked with an *) who offered us pro bono training services. It would not be possible to accomplish these achievements without your genuine contributions.

Training Programmes Organised in the Year of 2021 – 2022

I. Competence Development Programmes

| Date | Training Programme | Trainer | Attendance |
|--|--|--|------------|
| 16 Oct 2021 | Workshop on Motivational Interviewing | Dr Nick Tse | 12 |
| 21 & 22 Oct 2021 | Family-based Arts Practice | Dr Fiona Cheng | 83 |
| 23 Oct 2021 | EC Screen and Post-diagnostic Support: Empowering People with Dementia and their Caregivers | Dr Chui Chi Man Kenny* | 11 |
| 23 Oct 2021 | Workshop of use of Narrative Therapy | Dr Angela Tsun* Ms Ada Kot* Dr Sharon Leung* | 26 |
| 9 Nov 2021 | Forum Theatre Taster Workshop | Mr Eddie Yu | 16 |
| 13 & 20 Nov 2021 | 15th Emotion-focused Therapy | Ms Elsie Lam | 110 |
| 26 Nov 2021 | Human-Animal Interaction in Social Work Practice & Perspective | Ms Debbie Ngai* | 14 |
| 1 Dec 2021 | Effective Performance Assessment to Empower Staff | Dr Ng Kwok Tung Agnes | 42 |
| 7 Dec 2021 | Neuro-Somatic Based Treatment Approach to Work on Trauma | Dr Paulina Kwok | 26 |
| 10 Dec 2021 | Commenting Staff's Reports for MDCC on Protection of Child with Suspected Maltreatment | Ms Chang Lam Sook Yee | 44 |
| 22 Feb, 1 Mar, 8 Mar, 22 Mar, 29 Mar, 5 Apr 9 Apr 2022 | Introductory Course of Narrative Therapy | Dr Angela Tsun | 294 |
| 16 Mar 2022 | Creative Use of Zoom in leading Warm Up and Group Games | Mr Won Kon Chi | 67 |
| 17 Mar 2022 | Creative Use of Zoom Whiteboard in leading Team Games and Discussion | Mr Won Kon Chi | 30 |
| 24 & 31 Mar 2022 | Creative Use of "Apps" in Leading Debriefing Skill | Mr Won Kon Chi | 90 |
| 22 Mar 2022 | Online Board Games, Chamber of Secrets and Virtual Leadership Skills | Mr Edmond Ip Man Chun | 42 |
| 19 & 26 Apr, 3 & 10 May 2022 | Group Supervision for Narrative Practice | Dr Angela Tsun | 32 |
| 26 & 27 Apr 2022 | Chairing Multi-disciplinary Case Conference on Protection of Child with Suspected Maltreatment (MDCC) | Mrs Chang Lam Sook Yee* | 95 |
| 13 May 2022 | Sharing Session for Chairpersons of Multi-disciplinary Case Conference on Protection of Child with Suspected Maltreatment (MDCC) on Special Issues | Mrs Chang Lam Sook Yee* | 30 |
| 19 & 26 May 2022 | Debriefing Skill (Basic) | Mr Wong Kon Chi | 92 |
| 9, 16 & 23 Jun 2022 | Debriefing Skill (Advanced) | Mr Wong Kon Chi | 93 |
| 24 Jun 2022 | Online Pornographic Traps | Ms CHUNG Sze-wan, Bau Mr Reeves Wong | 16 |
| 21 Jul 2022 | Effective Case Recording Writing Skills | Mr So Kwong Keung | 60 |
| 1 Aug 2022 | Expressive Arts in Social Trauma | Ms Brenda Choi* Dr Eve Wong* | 17 |
| 2 Aug 2022 | Mountaineering Safety — Risk Management and Casualty Handling Workshop | Youth Potential Development Scheme, Civil Aid Service* | 22 |

| | | | |
|---|--|---|-----|
| 16 Aug 2022 | Animal Loss Bereavement & Support | Ms Heidi Tang | 14 |
| Aug 5 & 12 & 19, 2022 | Nonviolent Communication Training | Ms Meko NG* | 46 |
| 21 Sep 2022 | Skill in Conducting Parents Talk | Ms Sze Sin Li | 11 |
| 13, 20, 27 Sept 2022 | Intermediate Course of Narrative Practice | Dr Angela Tsun Dr Sharon Leung | 21 |
| 26 May 2022 | School Social Worker Platform | Ms Tai Hiu Ning | 57 |
| 28 Sep 2022 | Covid 19 & Social Work Practice for Mental Health Service | Mr Joseph Yuen* Ms Fiona Yip* Mr Francis Yiu* Ms Ivy Yau* Ms Ylim Yeuk Chi* Ms Kimmy Wong* | 27 |
| Overseas Scholar Seminar | | | |
| 28 Mar 2022 | Riding Out the Pandemic. Mindful Parenting in Challenging Times *co-organised with Hong Kong Polytechnic University | Prof Susan Bögels | 489 |
| 2 Apr 2022 | Case Conceptualization : MI Pathway to Effective Case Assessment & Treatment | Prof Monit Cheung* | 99 |
| 4 Apr 2022 | Riding Out the Pandemic: Professional Virtues in the Digital World: Slow Ethics for Social Work during COVID-19 *co-organised with Hong Kong Polytechnic University | Prof Sarah Banks | 138 |
| 8 Apr 2022 | Riding Out the Pandemic: Social Work Practice during COVID-19: Navigating Client Needs and Boundary Changes *co-organised with Hong Kong Polytechnic University | Prof Faye Mishna | 144 |
| 21 Jun 2022 | Needs and Challenges of Migrant Families: Implications to Social Work Practice in Hong Kong | Prof Yan Miu Chung | 32 |
| 19 July 2022 | Use of Photovoice to Address Mental Health among Youth | Prof Siu Ming Kwok* Prof Tam Dora M.Y.* | 26 |
| 24 Aug 2022 | SSLD: A Practice System for the Post-Professional Era | Prof Tsang Ka Tat* | 35 |
| Enhancement Programmes for New Social Work Graduates | | | |
| 2 Nov 2022 | Engagement Skills for Casework | Ms Lo Oi Yuet Ann | 26 |
| 23 Nov 2022 | | | 25 |
| 16 Nov 2022 | Problem Identification for Service Users | Ms Lo Oi Yuet Ann | 23 |
| 7 Dec 2022 | | | 25 |
| 30 Nov 2022 | Engagement Skills for Group Work | Mr. Edmond Ip Man Chun | 21 |
| 13 Dec 2022 | | | 25 |
| 14 Dec 2022 | Skills in Organising Activities | Mr. Pau Tim Lung* | 19 |
| 6 Jan 2022 | | | 27 |
| 28 Dec 2022 | Working with Group Dynamics and Facilitation Skills | Mr Wong Kon Chi | 21 |
| 20 Jan 2022 | | | 23 |
| 11 Dec 2022 | Develop Professional Self-Care Practice: From nourishing self to a flourish practice | Ms Yuen How-Sin | 15 |
| 31 Mar 2022 | | | 25 |
| Learn-cation | | | |
| 16 & 17 Dec 2022 | Learn-cation for social worker - Rehab | Mr Kenny Ng Mr Wong Kin Keung | 57 |

| | | | |
|---|--|---|-----|
| | | Mr Lum Sik Yacht Ms Au Yeung Miu Man Ms Yuen How Sin | |
| 29 & 30 Dec 2022 | Learn-cation for social worker - School Social Worker | Mr Alex Fan Ms Yuen How Sin Mr Lui Hong Chung Dr Paulina Kwok | 46 |
| Professional Certificate Training in Integrative Expressive Arts Therapy | | | |
| Oct 2021- Sep 2022 | Professional Certificate Training in Integrative Expressive Arts Therapy 21-22 | Ms Nina (Anin) Utigaard, Dr Markus Scott-Alexander, Dr Kate Donohue, Ms Brenda Choi, Ms Map Tang*, Dr Eve Wong* | 953 |
| Jul – Sep 2022 | Professional Certificate Training in Integrative Expressive Arts Therapy 22-23 | Ms Nina (Anin) Utigaard, Dr Markus Scott-Alexander, Dr Kate Donohue, Ms Brenda Choi, Ms Map Tang*, Dr Eve Wong* | 598 |

II. Customized Courses for Agencies

| Date | Training Programme | Trainer | Attendance |
|---|--|-------------------------------|------------|
| 11 Oct & 2 Nov 2021 | Competencies in Clinical Supervision | Eve Wong & Dr. Paulina Kwok | 200 |
| 8 & 15 Nov 2021 | Creative Use of "Apps" in Leading Online Group (Advance Course) | Mr Wong Kon Chi | 59 |
| 1, 13, 14, 27 Oct 2021 | Advanced Satir Model Family Therapy Training | Dr Eve Wong* | 72 |
| 16 Nov 2021 | Fundraising Workshop – preparing proposal tips and skills | Ms. Lilian Law* | 56 |
| 2 Dec 2021 | | | 72 |
| 10 May 2022 | Fundraising Workshop – Preparing Proposal Tips and Skills (Advanced) | Ms Lilian Law* | 20 |
| 6 Dec 2022 | Enhancing Casework Effectiveness: Skills in Writing Case Recording | Ms Shirley Tsang | 30 |
| 14 Mar 2022 | Performance Appraisal Workshop | Mr Chan Kwok Wing | 34 |
| 20 Oct, 17 Nov, 15 Dec 2021 5 Jan and 6 Apr 2022 | Clinical Supervision: Handling Sexual Case | Dr Eve Wong* | 55 |
| 18 May 2022 | Law and Rehab Service | Mr Henry Ling* Mr Alex Fan | 92 |
| 7 Sep 2022 | Law and Elderly Service | Mr Alex Fan | 78 |

III. Professional Certificate Courses

| Date | Training Programme | Trainer | Attendance |
|---|---|---|------------|
| Clinical School Social Work Supervision | | | |
| Feb-May 2022 | Clinical School Social Work Supervision (Individual Supervision) | Dr Ng Kwok Tung Mr Chan Kwok Wing Ms Cheng Wai Hing Dr Kwok Chi Ying | 60 |
| Certificate Course for Family and Children Service Workers | | | |
| 7 Apr 2022 | Working with families of children with special needs using online Multi-Family Group | Dr Julia Lo* | 14 |
| 13 Apr 2022 | Practice Wisdom on Management of cases, conducting intake and outreaching in IFSCs | Mr Jeff Chan* | 14 |
| 18 May 2022 | Systemic Approach on Social Work Assessment and Intervention (I) | Prof Joyce Ma | 30 |
| 18 May 2022 | Systemic Approach on Social Work Assessment and Intervention (II) | Prof Joyce Ma | 29 |
| 1 Jun 2022 | Handling Crisis relating to suicide and homicide | Ms Florence Lai* | 28 |
| 1 Jun 2022 | Handling Domestic Violence and Abuse | Ms Shirley Ng W.N.* | 23 |
| 10 Jun 2022 | Assessment of Child Welfare Case : Need of Adoption and Residential Service | Ms Shirley Ng S.L.* | 31 |
| 10 Jun 2022 | Practice Wisdom on the Use of Community Resources | Ms Monica Cheung* | 26 |
| 29 Jun 2022 | Handling Psychiatric Emergency | Mr Charles Wong* | 21 |
| 29 Jun 2022 | Handling Clients with difficult and Challenging behaviours | Ms Charrix Lee* | 17 |
| 5 Jul 2022 | Identification and Assessment of Suspected Child Maltreatment Cases | Mrs Chang Lam Sook-yeet* | 40 |
| 5 Jul 2022 | Child Protection Investigation and Reports for Multi-disciplinary Case Conference (MDCC) on Protection of Child with Suspected Maltreatment | Mrs Chang Lam Sook-yeet* | 39 |
| Certificate Course on Child Protection | | | |
| 13 Aug 2022 | What is "child maltreatment"? Strategies to prevent and handle child maltreatment Understanding child abuse | Mrs Chang Lam Sook-yeet Dr Kindy Lam | 40 |
| 13 Aug 2022 | Family dynamics in child sexual abuse | Dr Kindy Lam | 39 |
| 2 Sep 2022 | Understanding child sexual abusers | Dr Ephraem Tsui | 38 |
| 2 Sep 2022 | Prevention of child abuse and sexual assault Identifying victims of child abuse physical signs and medical examinations | Ms Donna Wong* Dr Patrick Cheung * | 37 |

Student Development Committee

| | | | | |
|-------------------------|---|------------------------|----------------------|--------------------|
| Convenor | : | WOO Wing Wa | YEUNG Ka Man Caren | |
| Members | : | CHAN Wai Leung Charlie | LAW Wing Yan | MA Yuk Ling Kooni |
| | | CHAU Hok Pan Twinson | LING Wai Hang | TANG Kin Wah |
| | | CHIU Kai Wing Charles | KAI Tin Oi | TANG Wai Hung |
| | | CHOI Man Lai | KAM Sze Long Henry | WONG Cho Wing Mimi |
| | | LAU Ka Man Carman | KAM Tak Kwong Daniel | |
| Student Representatives | : | CHEUNG Man Kin | LEE Shuk Yi | |

Objectives:

1. To engage stakeholders in the social work student development
2. To establish a platform for promoting professionalism and best practice.
3. To strengthen the value and mission of social work profession with capacity building.

Online workshop on Career Preparation for Social Work Students

The Committee and University of Wollongong Hong Kong College (UOW Hong Kong College) co-organised the Online Workshop on Career Preparation for social Work Students. The online workshop served 120 social work students from Year 1 and Year 2 Social Work Associate Degree program. Through socially designed game, the participants can realise the impact of pandemic on their studies, and can understand the available support for them to better prepare their journey to professional social work career. The workshop engaged Miss LI Hong-yi, a graduate of associate degree, to share her experience in job hunting and how to adapt to the work environment in the process of evolving from a student to a professional social worker. She also analysed the prerequisites for the workplace. Over 90% of the participants indicated that the workshop was practical for them to better prepare for the profession, including enhancement to their capabilities. Almost 90% of the participants indicated that the workshop can enhance their passion to the profession.

Online Sharing with new Graduates

In the year under review, the Committee introduced the Association and shared the work of Student Development Committee to 350 students and graduates from City University of Hong Kong, Hong Kong Shue Yan University, UOW Hong Kong College and Caritas Institute of Higher Education, and also encourage them to equip themselves with professional skills and to build up their professional network.

Guiding Star Scholarship Award Plus

Sponsored by Drs Richard Charles and Esther Yewpick Lee Charitable Foundation, "The Guiding Star Scholarship Award Plus", a four-year project co-organized by the Association and The Hong Kong Council of Social Service, held an online sharing session "Our uniqueness — new social worker stars LV guidance sharing" in March 2022 for about 100 current students in associate degree and higher diploma programs. Miss Mak Si-wan, Service Supervisor, shared her expectation to new social workers, and how to handle good time and bad time. Miss KWOK Shuk-man and Miss FUNG Yee-man, the awardees of the Guiding Star Scholarship Award Plus, shared the meaning of the award, their transition from campus to

professional career lives and how they ride on the advantage of the new generation in workplace. Moreover, the organiser of the award introduced the program with its work on transforming social work students to professional social workers.

The award was concluded on 7 August 2022 in a ceremony. Twenty social work students from deprived families or in hardship were awarded HK\$30,000 scholarship each to alleviate their financial burden. The ceremony was officiated by Mr. CHUA Hoi-wai, JP, Chief Executive of The Hong Kong Council of Social Service, Ms. Lilian LAW, MH, JP, Chairlady, Hong Kong Social Work Association Foundation Company Limited, and Prof. LAM Ching-man, MH, President of Hong Kong social Work Association. Last year awardees, representatives of teachers from tertiary institutions, organisers of the program and the volunteer tutors of the capabilities enhancement program shared the meanings and results of the program in terms of nurturing social work students. The judging panel and awardees told their stories. The attendance of the judging panel, the coordinators and the teachers from tertiary institutions was a token to encourage the social work students of the new generation to continue to dedicate to the profession with passion.

The Capability Program

To equip more students with professional capabilities, the organizer extended the capability program to cover the awardees and the shortlisted participants and applicants. This year the multi-faceted program included story-telling and Innovation workshop, visit to women's hostel, sharing sessions of elderly and rehabilitation service, peer network establishment and personal growth workshop.

We would like to express our sincere thanks to the committee for organising different programmes and to the following professionals for their generous assistance and support in screening and judging the Guiding Star Scholarship Award Plus application, and to share their valuable practise wisdom (no particular order):

Screening and judging panel for the Guiding Star Scholarship Award Plus:

Ms CHAK Tsui Shan, Ramy, Ms CHAN Hiu Yuen, Angie, Ms CHEUNG Tin Yan, Bonnie, Ms CHIN Mei Chi, Mimi, Ms CHIU Wing Man, Ms FUNG Yee man, Melissa, Ms LI Tip Yan, Wendy, Ms HUI Siu Yin, Anny, Ms LAU Po Yu, Kathleen, Ms LEE Hong-yi, Fiona, Ms LEE Suet Wah, Bubble, Ms LI Fung Yee, Teresa, Ms LI Fong, Fion, Mr LI Yum Kwok, Francis, Mr Lo Ka Chun, Mr MOK Ka Keung, Denky, Ms POON Cheuk-yi, Louise, Ms. SZETO Wai-chu, Rachel, Ms WONG Hiu-lam, Daisy, Ms YUEN Shuk Yi, Coey, Ms YEUNG Ka Man Caren, Ms LAW Wing Yan, Ms, WONG Cho Wing Mimi, Mr KAM Tak Kwong Daniel

Guest Speaker of Workshop:

Ms. CHAN Pei-chung, Fiona, Ms FUNG Yee man, Melissa, Ms Kwok Shuk Man, Mr LAW Kam Pan, Ms. LEE Hong-yi, Ms Mak Szw-wan, Mr. TOU King-man, Mr Wilson WONG, Caritas Mother Teresa Hall, Weaving of Wellness - Seniors Mutual Help Development Project--- H.K.S.K.H. Tseung Kwan O Aged Care Complex.

Voluntary Helpers:

Ms. CHONG Hei-wa, Mr LAW Kam Pan, Ms. LEE Hong-yi, Ms LEUNG Choi-yan, Ms. LI Shuk-ying, Mr. LO Ka Chun, Ms. WONG Hiu-lam, Ms YU Ching-ting

Chapter on Ethnically Diverse Social Work

| | | |
|------------|---------------------------|---------------------------|
| Consultant | : LO Kai Chung | |
| Convenors | : ALTERIN Jeffery Andrews | DHILLON Gurbir Singh Jatt |
| Members | : KHANNA Akshit | GHSING Anju |
| | ALI Mohammed Zaiq | MOHAMMAD Waqas Butt |
| | HUSSAIN Shoaib | |

Objectives:

1. To enhance the professional development for Ethnically Diverse Social Workers
2. To raise the public's concerns and awareness on the needs of the ethnically diverse population in Hong Kong.
3. To empower the Ethnically Diverse communities by addressing the barriers to equal opportunities.
4. To provide information and resources required to thrive in the community.
5. To reduce the usage of the term Ethnic Minority.

Formed by a group of Ethnically Diverse Social Workers in **October, 2020**, and Chapter on Ethnically Diverse Social Work Officially launched under HKSWA on **25, Feb 2022**.

Key activities in 2022:

| Date | Activities |
|------------------------|---|
| 21 Mar to 26 Sep, 2022 | Support to families of Ethnic minorities that under going home quarantine or isolation in Covid 5th wave, i.e. Hotline set up and ethnic-specific kits delivered to in needs (Funded by Keswick Foundation limited) |
| 5, 12 and 19 Aug 2022 | Training on Non- Violent communication –Practical Skills |
| 17 Sep, 2022 | Cultural sensitivity & competency Training (Partner: HKU) |

Chapter on Mental Health Social Work

| | | | |
|------------|---|----------------------|-----------------------|
| Consultant | : | NG Siu Man | |
| Convenors | : | TAI Hiu Ning | CHAN Kin Kuen Eric |
| Members | : | HO Ka Chun Peter | NG Ivan |
| | | CHAN Ka Choi | POON Hung Yin Anita |
| | | CHAN Sau Kam | TAM Sau Ling Dora |
| | | CHENG Siu Kuen Fiona | TSUI Kwan Yin Frankie |
| | | LAM Yuk Kit Angus | WAN Ming Chi |
| | | LEE Carina | WONG Lai Moy Carman |
| | | NG Christine | WONG Lo Ming |
| | | NG Chu Kong Morgan | WONG Stephen |

Objective: Advocating for the best practice in mental health.

With the drastic change over the year in membership due to big changes in personnel in the field, committee focused on raising the field interest and involvement on enhancing and establishing mental health social worker role and function for the year. The group continues its focus on mental health social work's development, and has involved and facilitated the development of Professional Competency Framework (PCF) for Social Worker, to extend the chapter's reach to the field.

Chapter on Medical Social Service

| | | | |
|----------------|---|------------------------|---------------------|
| Convenor | : | LEE Ngo Yu Leonard | |
| Vice-Convenor | : | CHEONG Yuen Shan Pearl | |
| Liaison Person | : | CHOW Yin Man Amy | |
| Members | : | CHUNG Ka Po Karre | LO Sin Nie Sinnie |
| | | HO Ka Wing Carol | MO Sin Ling Sharon |
| | | HUI Yee Ling Elaine | SIU Wing Yee |
| | | IP Pui Wa Angela | TAM Tak Wing Victor |
| | | KAM Kar Bo Clara | TSOI Yuen Kan |
| | | LAU Yin Hing Hope | WAN Kit Ming Jamie |
| | | LEE Ching Han Vibro | WONG Yim Hung Ann |
| | | LEE Nga Yan Karen | YIM Kin Yan Edith |

Objectives: To provide a communication platform for medical social workers to share their experience, knowledge and issues concerned.

Meetings were held regularly to enhance the communication among medical social workers. The Chapter aims at promoting professionalism among medical social workers in Hong Kong. Competence development, knowledge transfer, networking with regional and international networks, advocacy and public education would be the five major areas. Members believed that evidence-based practice would be a core element in competence development.

Under the COVID-19 Pandemic, activities were suspended in the year 2021-2022. The Chapter planned to explore the development of a Professional Competency Framework (PCF) for medical social work hereby to provide advanced, specialized services to clients when the COVID-19 pandemic subsided.

Editorial Committee (Journal)

| | | | |
|-----------------|---|----------------------|--------------|
| Chief Editor | : | Prof. WONG Yu-cheung | |
| Managing Editor | : | Dr Yida Chung Yee Ha | Dr. KWOK Kim |

Objectives: To regularly publish the social work journal to enhance exchange of social work theories and practice wisdom.

The forthcoming volume of Volume 56 will be published in 2023.



網上性陷阱：裸聊 · 點數黨
Online Pornographic Traps



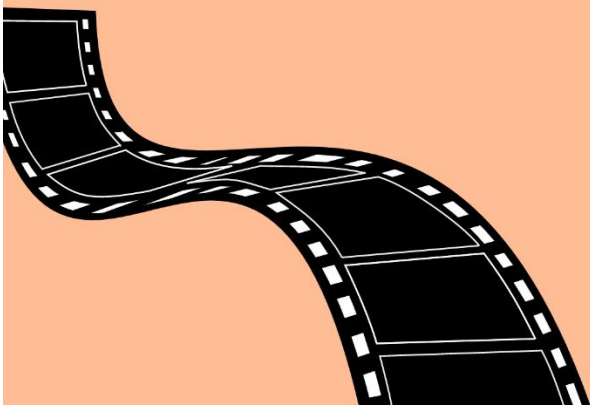
Learn-cation
「學 · 度假」



Certificate Course on
Child Protection
保護兒童證書課程



Self-care programme
自我關顧課程





Guiding Star Scholarship Award
明日北斗星獎學金



31st OSWA Award Ceremony
第三十一屆 優秀社工頒獎典禮



Certificate Course for Family and
Children Service Workers
家庭及兒童社工證書課程



Social Work Journal
香港社會工作學報

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協會簡介

香港社會工作人員協會（本會）創辦於一九四九年，並於一九七五年註冊成為「有限公司」。本會為國際社會工作人員協會會員，亦為香港社會服務聯會會員。

本會的主要宗旨：

- （一） 培養香港社會工作高水平的專業道德和守則。
- （二） 審查與社會工作人員專業地位及福利有關事宜，並向有關方提供意見。

社協灣仔會址：香港灣仔軒尼詩道 15 號溫莎公爵社會服務大廈 703 室

社協佐敦中心：九龍佐敦吳松街191號突破中心9樓

電話：(852) 2528-1802

傳真：(852) 2528-0068

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網址：www.hkswa.org.hk

理事會及委員會 (2020 年至 2021 年)

理事會

| | | |
|-------|------------------|----------------|
| 會 長 | : 林靜雯教授, MH | (自2022年2月25日) |
| 副 會 長 | : 賴君豪先生 | (任期至2023年2月3日) |
| 秘 書 | : 李淑慧女士 | (任期至2023年2月3日) |
| 司 庫 | : 馮丹媚女士, MH, JP | (自2022年2月25日) |
| 理 事 | : 陳文浩先生 | (自2022年2月25日) |
| | 崔志文博士 | (任期至2023年2月3日) |
| | 徐小曼女士 | (任期至2023年2月3日) |
| | 李婉心女士 | (任期至2023年2月3日) |
| | 廖錦鳳女士 | (自2022年2月25日) |
| | 岑家雄先生 | (自2022年2月25日) |
| | 溫艾狄女士 | (自2022年2月25日) |
| | 胡永華先生 | (任期至2023年2月3日) |
| | 楊嘉文女士 | (任期至2023年2月3日) |
| | 范凱傑先生, MH (贊助會員) | (自2022年2月25日) |
| | 何家偉先生(贊助會員) | (任期至2023年2月3日) |
| | 張文健先生(學生會員) | (任期至2023年2月3日) |
| | 李淑怡小姐(學生會員) | (任期至2023年2月3日) |

榮譽會長

梁魏懋賢女士, JP

吳水麗先生, BBS, MBE, JP

阮曾媛琪教授, BBS, JP

楊羅觀翠博士, JP

贊助人

羅致光博士, GBS, JP 勞工及福利局局長

義務法律顧問

鍾浩怡律師

范凱傑大律師, MH

義務核數師

雅輝會計師行有限公司

委員會主席 / 召集人 / 聯絡人

社會工作專科院：

諮詢委員會：周永新教授, SBS, MBE, JP

指導委員會：周燕雯教授

專業能力架構小組：周燕雯教授

課程評核及資歷認證小組：林靜雯教授, MH

專業發展小組：陳文浩先生 及 李婉心女士

福利事件關注：

李淑慧女士 及 岑家雄先生

國際及地區聯絡：

吳水麗先生, BBS, MBE, JP 及 徐小曼女士

會員及業務拓展：

馮丹媚女士, MH, JP

優秀社工選舉：

崔志文博士

專業發展：

陳文浩先生 及 李婉心女士

學生發展：

胡永華先生 及 楊嘉文女士

多元種族社會工作分會：

盧啟聰先生 (義務顧問)

安德里先生 及 狄雷龍先生

精神健康社會工作分會：

吳兆文教授 (義務顧問)

戴曉寧女士 及 陳健權先生

醫務社會工作分會：

李翱如先生

學報出版：

黃於唱教授

會外委員會代表

香港社會服務聯會：

林靜雯教授, MH 及 李婉芬女士

社會工作訓練諮詢委員會：

李婉心女士

香港浸會大學社會工作系諮詢委員會：

李婉心女士

香港大會社會工作及社會行政學系諮詢委員會：

徐小曼女士

社協、社聯、社總三會聯席會議：

林靜雯教授, MH、李淑慧女士 及 岑家雄先生

國際社會工作者聯會：

林靜雯教授, MH、梁佩瑤女士, JP 及 徐小曼女士

社工日 (香港) 籌備委員會：

賴君豪先生

會長報告 2022

當新冠病毒似乎逐漸消退，在這後新冠時代我們正著手善後及進入新常態。縱使有一點點滯後的情況，我們樂見即使在疫情爆發最嚴重的時期我們仍能按計劃順利完成大部份的工作。

香港社會工作專科院在2019年9月正式啟動後已踏入了第三年，而第一階段的發展亦已完成，確立了基礎建設，包括專業勝任能力架構、課程評核及資歷認證系統、持續專業發展。除了已開發的「通用專業勝任能力架構」及「學校社工專科專業勝任能力架構」外，我們在2022年集中開發「家庭及兒童社工專科專業勝任能力架構」，且全面覆核了課程評核及資歷認證政策，又就社工和社福服務的新需要舉辦了各種持續專業發展的培訓課程。截至2022年尾，共有351個社工持續專業發展培訓課程成功獲得審批，以及160名社工獲得資歷認證。未來我們將加強三項基礎建設，開發「精神健康社工專科專業勝任能力架構」和「復康社工專科專業勝任能力架構」，並與不同持份者保持聯繫，共同朝著專業深造和優良實踐去培養一種持續專業發展文化。我想藉此衷心感謝凱瑟克基金，承諾在未來三年繼續支持專科院第二階段的發展，讓我們能實現抱負。

新成立的「多元種族社會工作分會」於2022年2月25日正式啟動，目的為團結及支援多元種族社工，促進他們的專業發展，及提高公眾關注少數族裔的需要。在第五波疫情期間，很多少數族裔人士及家庭受到感染，除了面對檢疫、隔離、物資短缺(包括日常用品、食物、尤其是抗疫物資)外，語言及文化差異亦帶來困難，分會獲凱瑟克基金—短期抗疫基金的緊急支援，組織了義工隊，在2022年3月至9月期間，提供熱線支援和運送符合少數族裔生活需求的物資包予有需要人士及家庭。

在第五波疫情最嚴峻的時候，凱瑟克基金的短期抗疫基金亦支援了另外一項及時的抗疫項目，本會與兩間地區中心合作，即幸福傳聲基金會和中國基督教播道會康福堂白普理社區健康發展中心，在九龍東區及沙田區，找出那些被邊沿化的人士及家庭，包括長者、低收入或零收入組別、有特殊學習需要子女的弱勢家長、少數族裔，為他們提供食物、日常用品和抗疫物資。

另一項與凱瑟克基金合辦的獎項項目(Champion for Change Award)，主題為泰然老去迎善終亦在今年開始了，共有7個得獎計劃，各得港幣四十萬元作為計劃資金，並需於18

個月內(2022年7月至2023年12月)完成這項計劃，得獎計劃以嶄新的手法，透過例如社交媒體、上網和手機軟件、音樂、運動等去協助長者，希望這些具開創性的項目可為長者服務帶來新意，且產生漣漪效應，為長者服務注入創新方法以切合新的護老需要。

我們繼續推行由利銘澤黃璧瑤慈善基金贊助的「明日北斗星獎學金Plus計劃」。與上年一樣，我們頒發了二十個獎學金支持就讀社會工作的副學士和高級文憑學生，並提供能力提升和朋輩互助計劃。

其他持續推行的活動包括優秀社工選舉、社工日及國際社會工作議題、社工專業及學生發展計劃、政策及時事議題回應。熟識的還有我們利用不同平台在香港與本會會員及夥伴保持聯絡，又重新連繫海外的合作單位，且與他們進行了視像會議，包括國際社會工作者聯會，新架坡社會工作者協會、澳門社會工作人員協進會、社團法人高雄市社會工作師公會。我們會繼續活躍參與，並維持我們在國際與地區上的影響力。

最後，我想藉此機會多謝本會理事會和委員會成員、政府和非政府組織的同工、捐贈者、義工和朋友，感謝各位的付出、貢獻和不斷支持，同時非常感謝職員團隊辛勤工作，欣喜我們一同走過這段艱難時期，展望疫後新一頁來臨。



香港社會工作人員協會會長

林靜雯

二零二三年一月

香港社會工作專科院

贊助人 : 許宗盛先生

諮詢委員會

主席 : 周永新教授

當然委員 : 林靜雯教授 (香港社會工作人員協會會長)

委員 : 陳麗雲教授 梁佩瑤女士
莊明蓮教授 馬麗莊教授
周燕雯教授 吳水麗先生
馮伯欣先生 楊羅觀翠博士
阮曾媛琪教授

國際顧問

張錦芳教授 休斯頓大學
Prof. Louise HARMS 墨爾本大學
Dr. David JONES 英國社會工作者協會
李慕儀教授 俄亥俄州立大學

指導委員會

主席 : 周燕雯教授

當然委員 : 林靜雯教授 (香港社會工作人員協會會長)

委員 : 張錦紅博士(直至 2022 年 8 月) 梁佩瑤女士
崔永康教授 李紫媚博士
洪雪蓮教授 文孔義先生(直至 2022 年 8 月)
黎永開先生 吳國棟博士
李婉心女士 曾潔雯博士
梁魏懋賢女士 黃慧蘭博士

背景

在 2013 年，一班充滿熱誠的社會工作者及社會工作教育學者抱著提升香港社會工作勝任能力及優質實務的共同使命，在香港社會工作人員協會內成立香港社會工作專科院。專科院旨在推動社會工作者實務能力的發展，並建立一個社會工作專業交流的平台。在凱瑟克基金的支持下，「為達致社會工作者最佳實踐勝任能力模式而創建的社會工作持續專業發展系統」在 2019 年九月啟動。香港社會工作專科院更於 2020 年正式成立，透過創建專科及發牌制度去評核高質素的持續專業培訓課程及建立一套透過認證以促進社會工作者專業發展的階梯，對社會工作發展起帶頭作用。

我們的願景

透過追求卓越的社會工作專業勝任才能，提升社會工作專業的整全質素，以追求一個關懷、包容、具凝聚力及公義的社會。

我們的使命

專科院致力：

- 透過將社會工作實務更新、提升及專科化，培育社會工作者在獲取社會工作註冊資格後由基礎專業進階至專科實踐；
- 提供一個頒授資歷的架構及社工持續專業發展的系統，提升專業勝任能力；及
- 推動社會工作理論與時並進、增進知識、技巧、優化介入手法及實證為本的實務，促使社會服務更臻完善。

我們的目標

為推動社會工作者的專業提升，專科院致力發展：

- 一套香港社會工作者的專業勝任能力架構；
- 專業資格後的社會工作實務教育課程認可制度；
- 以專業社工認證為本的社會工作者持續專業發展系統；
- 社會工作者認證系統及獲認證的社會工作者名冊；及
- 社會工作的專科課程及項目，推動社會工作者發展專業勝任能力。

專業勝任能力架構小組

召集人：周燕雯教授

委員：陳紹銘博士

崔永康教授

洪雪蓮教授

林靜雯教授

李紫媚博士

黃慧蘭博士

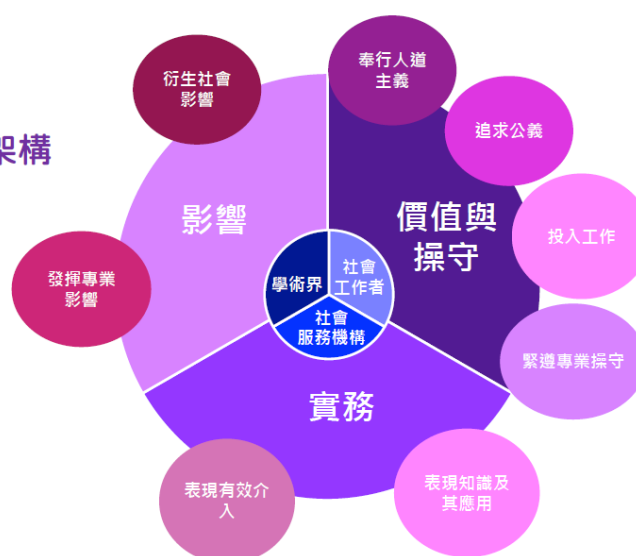
專科院於 2019 年十一月一日開始本地研究以開發一套屬於香港社會工作的「專業勝任能力架構」。研究團隊使用範疇界定回顧研究(scoping reviews)、共識工作坊(consensus workshop)及德爾菲研究法(Delphi Study) 在 2020 年開發了香港社會工作者「通用專業勝任能力架構」,及後於 2021 及 2022 年分別開發了「學校社工專科專業勝任能力架構」和「家庭及兒童社工專科專業勝任能力架構」。

與前兩個架構相同,家庭及兒童社工專科專業勝任能力架構亦由三個層次、八個範疇所構成(圖一),在八個範疇下列有 69 項,其中 40 項專為家庭及兒童服務而設,例如:尊重兒童觀點、承諾保障兒童和家庭成員的安全和福祉、了解家庭和兒童社會工作的目的、認識家庭及兒童社工直接服務中隱含的法律要求等。

家庭及兒童社工專科專業勝任能力架構

(三方協作,三個層次,
八個範疇、共69項)

(香港社會工作專科院, 2022)



圖一：家庭及兒童社工專科專業勝任能力架構

課程評核及資歷認證小組

召集人：林靜雯教授

委員：陳文浩先生

洪雪蓮教授

黎永開先生

李婉心女士

梁佩瑤女士

梁魏懋賢女士

曾潔雯博士

小組成立的目的是認證社會工作持續進修課程及活動，及頒授不同程度的資歷予社會工作者。

社工持續專業發展培訓課程評核系統於 2020 年 7 月正式推出。今年專科院收到來自 13 間機構共 156 份課程評核申請，交由 5 個不同的評核小組評核及最終審批了 148 個課程。我們的評核隊伍共有 41 認可評核員，包括來自社會服務機構具名望的社工(17)、來自學院的社工教育學者(11)、及來自其他專業背景的专业人員，包括精神科、會計、護理、教育及法律等(13)。評核的準則是根據專業勝任能力架構(PCF)制定而成的。

社工資歷認證系統於 2021 年 1 月正式推出。為推廣此系統，專科院於 2022 年 1 月舉辦了 4 次網上簡介會，在 2022 年共收到 149 份社工資歷認證申請，當中 147 位申請獲得認證。

經過逾一年的運作，專科院於 2022 年 4 月就課程評核及資歷認證系統，包括其政策及程序進行了一次全面覆核，是次覆核由課程評核及資歷認證小組成員聯同 3 位應邀的評核員(學者、社工和其他專業各一名)共同處理，他們覆核了有關課程評核及資歷認證的政策和標準，以及申請要求和程序，例如：社工資歷認證的專業發展階梯，專科分類和專科持續專業發展時數的批核程序，處理申請的後勤運作和所需文件等。



認證課程清單



認證社工名單

專業發展小組

召集人：李婉心女士

陳文浩先生

委員：李普光先生

吳國棟博士

文孔義先生

專科院致力推動在職社會工作者繼續發展專業，從通材進深到各個範疇的社會工作專科發展，是以專科院開創了一系列的證書課程、持續專業進修項目及其他學習活動去支援社會工作者達到認證社工、認證高級社工、認證專科社工及認證社工督導的資歷認證要求。

專科院於2020年7月建立了持續專業發展系統以推廣及認可持續專業發展培訓及活動，當中設立了一套頒授社工持續專業發展學分的計劃。此外，專科院亦舉辦一些持續專業發展培訓課程，主要集中在 i) 提升社工在不同的服務範疇的實務能力，及 ii) 具認證的專業證書課程。還有機構也可接洽專科院，按機構的需要安排一些包班訓練課程。由於疫情持續，在本年度內有50%以上的課程以網上形式進行。除了本地導師和講者外，專科院邀請了數名海外學者在網上主持一系列的海外學者研討會，主題包括精神健康、個案評估及治療、移民、應對疫情系列等。下列是2021-22年度的課程摘要：

| | 勝任能力提升 課程 | 專業證書 課程 | 機構包班 培訓課程 | 總數 |
|------|--------------|------------|--------------|------|
| 課程數目 | 53 | 3 | 11 | 67 |
| 節數 | 205 | 76 | 27 | 308 |
| 參加人數 | 2025 | 476 | 360 | 2861 |
| 出席人次 | 4419 | 526 | 768 | 5713 |

圖二：2021-22 課程摘要

除了一般提升能力及技巧的訓練外，在 2022 年預視到各種挑戰，包括因移民潮帶來人才流失、在疫情下的新常態服務、在後疫情時代社工新畢業生如何由學院學習過渡到工作實務，因此培訓課程的主題也集中在這些社工實務的迫切需要。

另外，我們亦建立了不同的社會工作者分享平台讓社工交流他們的實務智慧並一起辨識新服務需要與趨勢。已建立的社工分享平台包括精神健康服務社工、長者服務社工、家庭及兒童服務社工、復康服務社工、學校及青少年服務社工。

我們繼續整合資源套，為同工提供簡便的小貼士和資訊去協助服務使用者。在過去一年，專科院推出了兩個資源套，包括社工抗疫資源套(2022 年 3 月) 及 MIRROR 演唱會意外事件 – 社工資源套(2022 年 7 月)。



歡迎瀏覽香港社會工作專科院的網頁 <https://academy.hkswa.org.hk>

福利事件關注委員會

| | | |
|-----|-------|-----|
| 召集人 | ： 岑家雄 | 李淑慧 |
| 委員 | 陳曉園 | 梁佩瑤 |
| | 賴君豪 | 方富輝 |
| | 林旭政 | 彭桓基 |
| | 劉翀 | 黃子瑋 |

聲明及立場書

委員會在 2021-2022 年曾發出了多個立場書，列具如下：

2022 年 12 月 24 日 回應輔導專業記者招待會「有關社會工作者於輔導工作的角色和職務」言論

2022 年 11 月 25 日 對《行政長官 2022 施政報告》的回應

2022 年 6 月 21 日 孫玉菡先生獲任命為勞工及福利局局長 社協期望與社福界建立良好溝通、積極回應民生問題和挑戰

2022 年 1 月 31 日 社協就 香港保護兒童會獨立檢討委員會「童樂居事件」首階段報告建議之回應

國際及地區聯絡委員會

| | | | |
|-----|-------|------|-----|
| 召集人 | ： 吳水麗 | 徐小曼 | |
| 委員 | ： 區潔盈 | 賴君豪 | 梁佩瑤 |
| | 仇雁清 | 李律文 | 盧啓聰 |
| | 黎永開 | 李淑慧 | 溫艾狄 |
| | 林靜雯 | 梁魏懋賢 | |

目的：聯繫國際及亞太地區社會工作團體及舉辦交流活動

由於新冠疫症仍在全球橫行，上年度的計劃了都未能如期進行籌備，更談不上推行。本年度委員會確定了個清楚的方向，就是以線上形式重建及深化與地區社工組織的聯繫，包括了以下：

- 1) 以 zoom 形式與 IFSW Asia Pacific Region 新任執委會成員交流，加強聯繫，同時擴闊社協對地區社工事務發展的視野。線上會議在 2022 年 11 月 7 日舉行。
- 2) 與新加坡社協的線上會議於 2022 年 10 月 11 日舉行。
- 3) 與高雄地區社工持份者的線上會議於 2022 年 11 月 15 日舉行。
與其他亞太地區的交往也在聯絡中。

期盼全球疫情平靜時，本委員會的工作可重新全面出發。

會員及業務拓展委員會

召集人：馮丹媚
委員：蔡裕星 賴君豪 林靜雯
李淑慧 李婉心

目的：為協會開拓會員及發展可持續營運模式。

截至 2022 年 9 月 30 日，本會之會員數字如下：

| 會員類別 | 新會員人數 | 總會員人數 |
|------|-------|-------|
| 永久會員 | 10 | 469 |
| 基本會員 | 223 | 360 |
| 贊助會員 | 7 | 19 |
| 學生會員 | 139 | 174 |
| 總數 | 379 | 1022 |

背景

會員是協會營運和發展的重要基礎，提升會員人數一直以來都是協會最關注的策略性目標。現時，會員發展主要透過「會員及業務拓展委員會」和「學生發展委員會」進行。

會員招募和計劃

會員及業務拓展委員會制訂會員招募和業務拓展計劃，並訂立了三項主要目標，包括：(i) 增加會員數目；(ii) 加強與會員的聯繫；及(iii) 增加收入。年度內，會籍年期由現時 4 月至 3 月的周期已更改為由登記或更新會籍後起計算的 12 個月內。惟於此過渡期間，香港正值面對第五波新冠疫情的高峰期，協會的課程全面停頓，故大大影響了今年度的會籍人數。年度內亦釐訂清楚社工學生首次免費申請會籍的政策，以及重點鼓勵社工學生，於畢業後把學生會籍轉至基本會籍時享有五折會費優惠的措施，從而加強社工畢業學生與協會的聯繫和參與。

委員會來年的焦點將會繼續擴大會員數目、深化與會員的聯繫及探討會籍電子化的方案。

優秀社工選舉委員會

召集人：崔志文
委員：陳曉園 盧恩霖
陳嫻聰 倪曉暉
徐小曼 沈煒強
李律文 黃慧蘭

本會主辦的「優秀社工選舉」已經踏入第三十一屆，選舉除了表揚優秀及默默耕耘的專業社工及鼓勵新晉社工外，亦促進社會各界對社工專業之認識，以及提升社工的專業形象。

鑑於新冠狀病毒病疫情及持續防疫措施，評選團面試及網上頒獎典禮分別於 2022 年 1 月 15 日及 2 月 25 日舉行。網上頒獎儀式由主禮嘉賓安老事務委員會主席林正財醫生將獎項頒發給以下當選人：

優秀社工獎

鄭慧君女士 黑暗劇場/藝造人才
李芳女士 香港聖公會福利協會

新秀社工獎

劉寶榆小姐 保良局
梁兆騏先生 香港青年協會

本會繼續邀得明報和 Jump 作為本年度「第三十一屆優秀社工選舉」的協辦單位，讓本會能有效地於這兩個主要媒體進行宣傳及推廣的工作。經過甄選團推薦的候選人，將同時競逐由明報舉辦的「最有啟發助人歷程獎」，而此獎項將於 2022 年 2 月由明報讀者公開投票選出。

最後，本會謹此向甄選團成員、評選團成員、明報、JUMP、歷屆優秀社工得獎者及籌委會成員，致以衷心的感謝。

專業發展委員會

| | | |
|---------|--------|-----|
| 召集人 | : 陳文浩 | 李婉心 |
| 委員 | : 歐陽國緯 | 鄭惠卿 |
| | 蔡文麗 | 許秀卿 |
| | 盧希皿 | 郭志英 |
| | 沃馮熾琮 | 黃慧蘭 |
| [專科院代表] | 李普光 | 文孔義 |
| | 吳國棟 | |

目的

致力促進社工專業發展; 提升業界的實務表現水平, 並針對同工的需要而舉辦不同的訓練課程, 以達致持續專業教育。

年度重點

隨著香港社會工作專科院(專科院)於2019年開展工作, 本委員會聯同專科院舉辦了不少訓練課程。

我們舉辦專業發展培訓課程以提昇社工在不同範疇的實務能力, 包括具資歷認證的專科證書課程, 和實務能力提升短期課程。今年, 培訓集中於支援服務使用者的精神健康、在新冠疫情新常態下的社會工作實踐、家庭社會工作(包括虐兒處理、保護懷疑受虐兒童多專業個案會議(MDCC)的主持技巧及報告撰寫要訣等), 以及提升社工的個案紀錄書寫能力。

此外我們為7間機構安排了11項包班培訓課程, 以應同工的訓練需要, 主題包括臨床督導、網上應用、家庭介入手法、籌款、寫作技巧、表現評估、法律知識。

雖然疫情持續, 但我們已能應對新常態, 在過去一年, 我們舉辦了67項培訓活動(共308節)予2,861名參加者, 出席人次達5,713。他們的反應及回饋令人鼓舞。在此, 我們衷心感謝所有培訓導師的鼎力支持, 特別是那些為我們提供義務培訓服務的講者(標註*者)。

2021-2022 年舉辦的培訓活動

I. 勝任能力提升課程

| 日期 | 課程 | 講者 | 出席人次 |
|----------------------------------|--|----------------------------|------|
| 2021年10月16日 | 《動機式訪談法》理論和實務應用工作坊 | 謝家和博士 | 12 |
| 2021年10月21 & 22日 | 以家為本藝術小組 | 張文茵博士 | 83 |
| 2021年10月23日 | 優秀社工系列——「延緩腦退化良方：應用嶄新手法及早識別、診斷及支援腦退化人士」工作坊 | 崔志文博士* | 11 |
| 2021年10月23日 | 敘事概念運用 為生活找解方 | 秦安琪博士* 葛思恆女士* 梁瑞敬博士* | 26 |
| 2021年11月9日 | 論壇劇場體驗工作坊 | 余漢傑先生 | 16 |
| 2021年11月13 & 20日 | 情緒導向(個人)治療「用『心』聆聽：協助案主跳出情緒的困難」工作坊 (第十五屆) | 林婉華女士 | 110 |
| 2021年11月26日 | 人與動物的聯繫：社工角度與實踐 | 倪曉暉女士* | 14 |
| 2021年12月1日 | 高效評核：激發員工動力線上工作坊 | 吳國棟博士 | 42 |
| 2021年12月7日 | 神經及體感導向創傷治療 | 郭志英博士 | 26 |
| 2021年12月10日 | 點評下屬為 MDCC 所作的報告 | 張林淑儀女士 | 44 |
| 2022年2月22日、3月1 & 8 & 22、4月5 & 9日 | 敘事實踐初階課程 | 秦安琪博士 | 294 |
| 2022年3月16日 | Zoom 視像熱身及小組遊戲帶領技巧 | 黃幹知先生 | 67 |
| 2022年3月17日 | 以 Zoom 白板帶領團隊遊戲及討論技巧 | 黃幹知先生 | 30 |
| 2022年3月24 & 31日 | 活用 Apps 帶討論 – 網上帶領反思解說技巧 | 黃幹知先生 | 90 |
| 2022年3月22日 | 網上桌遊、密室及虛擬考察帶領技巧 | 葉文俊先生 | 42 |
| 2022年4月16 & 26日、5月3 & 10日 | 敘事實踐小組督導 | 秦安琪博士 | 32 |
| 2022年4月26 & 27日 | 如何主持《保護懷疑受虐兒童多專業個案會議》 | 張林淑儀女士* | 95 |
| 2022年5月13日 | 《保護懷疑受虐兒童多專業個案會議》主持人關注議題分享 | 張林淑儀女士* | 30 |
| 2022年5月19 & 26日 | 小組解說技巧課程系列 (初階) | 黃幹知先生 | 92 |

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| 2022年6月9 & 16 & 23日 | 小組解說技巧課程系列（進階） | 黃幹知先生 | 93 |
| 2022年6月24日 | 網上性陷阱：裸聊·點數黨 | 鍾詩韻女士 黃家明先生 | 16 |
| 2022年7月21日 | 個案紀錄撰寫技巧 | 蘇廣強先生 | 60 |
| 2022年8月1日 | 以表達藝術回應社會創傷 | 蔡杏華女士* 黃慧蘭博士* | 17 |
| 2022年8月2日 | 山嶺活動安全——危機及傷者處理 | 民眾安全服務隊 民盡其才計劃* | 22 |
| 2022年8月16日 | 「動」「人」情·難·捨 動物離世的哀傷及支援 | 鄧海甄女士 | 14 |
| 2022年8月5 & 12 & 19日 | 非暴力溝通訓練 | 伍佩華女士* | 46 |
| 2022年9月21日 | 如何預備一場有感染力的家長講座 | 施倩俐女士 | 11 |
| 2022年9月13 & 20 & 27日 | 敘事實踐中階 | 秦安琪博士 梁瑞敬博士 | 21 |
| 2022年5月26日 | 學校社工工作平台 | 戴曉玲女士 | 57 |
| 2022年9月28日 | 新冠疫情與社會工作 精神健康服務 業界分享交流會 | 袁漢林先生* 蔡耀玲女士* 饒文傑先生* 游綺文女士* 嚴若芝女士* 王錦楨女士* | 27 |
| 海外學者系列 | | | |
| 2022年3月28日 | 渡過「疫」境：在逆境中的靜觀親職 *與香港理工大學合辦 | Prof. Susan Bögels | 489 |
| 2022年4月2日 | 輔導個案概念化：以「動機式訪談法」 通向高效評估與治療之路 | 張錦芳教授* | 99 |
| 2022年4月4日 | 渡過「疫」境：在數碼世界中履行專業 道德：在新冠疫情下的社工慢倫理 *與香港理工大學合辦 | Prof. Sarah Banks | 138 |
| 2022年4月8日 | 渡過「疫」境：在新冠疫情下的社工實踐： 界定服務使用者的需要及界線改變 *與香港理工大學合辦 | Prof. Faye Mishna | 144 |
| 2022年6月21日 | 移民家庭的需要與挑戰：對香港社會工作實務的啟示 | 殷妙仲教授* | 32 |

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| 2022年7月19日 | 透過影像發聲處理青少年精神健康問題 | 郭兆明教授* 譚美英教授* | 26 |
| 2022年8月24日 | 知行易徑:後專業時代的實踐系統 | 曾家達教授* | 35 |
| 初職社工增潤課程系列 | | | |
| 2021年11月2日 | 與案主結連的技巧 | 盧愛月女士 | 26 |
| 2021年11月23日 | | | 25 |
| 2021年11月16日 | 個案評估技巧 | 盧愛月女士 | 23 |
| 2021年17月7日 | | | 25 |
| 2021年11月30日 | 桌遊 & 小組連結 | 葉文俊先生 | 21 |
| 2021年12月13日 | | | 25 |
| 2021年12月14日 | 活動籌劃/帶領 | 包添隆先生* | 19 |
| 2022年1月6日 | | | 27 |
| 2021年12月28日 | 小組工作技巧 | 黃幹知先生 | 21 |
| 2022年1月20日 | | | 23 |
| 2021年12月11日 | 由自我照顧到專業成長 | 袁巧仙女士 | 15 |
| 2022年3月31日 | | | 25 |
| 「學·度假」 | | | |
| 2021年12月16 & 17日 | 復康服務「學·度假」 | 吳堃廉先生 黃健強律師 林適一先生 歐陽妙雯女士 袁巧仙女士 | 57 |
| 2021年12月29 & 30日 | 學校服務「學·度假」 | 范凱傑大律師 袁巧仙女士 呂匡中先生 郭志英博士 | 46 |
| 表達藝術治療專業證書課程 | | | |
| 2021年10月-2022年9月 | 表達藝術治療專業證書課程 21-22 | Ms Nina (Anin) Utigaard、 Dr Markus Scott-Alexander、 Dr Kate Donohue、蔡杏華女士、 | 953 |

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| | | 鄧穎鏞女士*、 黃慧蘭博士* | |
| 2022年7-9月 | 表達藝術治療專業證書課程 22-23 | Ms Nina (Anin) Utigaard、 Dr Markus Scott- Alexander、 Dr Kate Donohue、蔡杏華 女士、 鄧穎鏞女士*、 黃慧蘭博士* | 598 |

II. 機構包班培訓課程

| 日期 | 課程 | 講者 | 出席人次 |
|--|---------------------|------------------|------|
| 2021年10月11日、 11月2日 | 臨床督導理論課程 | 郭志英博士 黃慧蘭女士 | 200 |
| 2021年11月8 & 15日 | 網上小組工作坊：活用APP帶討論 進階 | 黃幹知先生 | 59 |
| 2021年10月1 & 13 & 14 & 27日 | 進階沙維雅模式家庭輔導 | 黃慧蘭女士* | 72 |
| 2021年11月16日 | 撰寫外間基金計劃書之技巧及竅門 | 羅淑君女士* | 56 |
| 2021年12月2日 | | | 72 |
| 2022年5月10日 | 撰寫外間基金計劃書之技巧及竅門(進階) | 羅淑君女士* | 20 |
| 2021年12月6日 | 書寫個案紀錄的有效技巧 | 曾嘉儀女士 | 30 |
| 2022年3月14日 | 績效評核工作坊 | 陳國榮先生 | 34 |
| 2021年10月20日、 11月17日、12月15日、 2022年1月5日、4月6日 | 臨床督導服務--與性相關個案處理 | 黃慧蘭博士* | 55 |
| 2022年5月18日 | 法律與康復社會服務 | 凌煒鏗先生* 范凱傑大律師 | 92 |
| 2022年9月22日 | 法律與長者服務 | 范凱傑大律師 | 78 |

III. 專業證書課程

| 日期 | 課程 | 講者 | 出席人次 |
|-----------|----------------|-------------------------|------|
| 學校社工臨床督導 | | | |
| 2022年2-5月 | 學校社工臨床督導(個人督導) | 吳國棟博士 陳國榮先生 鄭惠卿女士 | 60 |

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|-------------|--|------------------|----|
| | | 郭志英博士 | |
| 家庭及兒童社工證書課程 | | | |
| 2022年4月7日 | 透過網上多家庭小組支援有特殊需要兒童的家庭 | 羅穎嘉博士* | 14 |
| 2022年4月13日 | 綜合家庭服務中心的個案管理、個案接收與外展服務的實踐智慧 | 陳文駒先生* | 14 |
| 2022年5月18日 | 以系統方法進行社會工作評估和介入(I) | 馬麗莊教授 | 30 |
| 2022年5月18日 | 以系統方法進行社會工作評估和介入(II) | 馬麗莊教授 | 29 |
| 2022年6月1日 | 自殺及他殺的危機處理 | 黎穎之女士* | 28 |
| 2022年6月1日 | 如何處理家庭暴力及虐待 | 吳偉顏女士* | 23 |
| 2022年6月10日 | 兒童福利個案評估：領養及住宿服務 | 吳小麗女士* | 31 |
| 2022年6月10日 | 善用社區資源的實踐智慧 | 張慧玲女士* | 26 |
| 2022年6月29日 | 如何處理精神病突發事件 | 黃樹輝先生* | 21 |
| 2022年6月29日 | 如何應對高難度及具挑戰行為的求助者 | 李淑儀女士* | 17 |
| 2022年7月5日 | 如何識別及評估懷疑受虐兒童個案 | 張林淑儀女士* | 40 |
| 2022年7月5日 | 《保護懷疑受虐兒童多專業個案會議》的保護兒童調查及報告 | 張林淑儀女士* | 39 |
| 保護兒童證書課程 | | | |
| 2022年8月13日 | 何謂「虐待兒童」？ 預防及處理虐待兒童問題的策略 認識受虐待兒童 | 張林淑儀女士 林玉葉博士 | 40 |
| 2022年8月13日 | 認識性侵犯受害人及其家庭 家庭內兒童性侵犯的特性 | 林玉葉博士 | 39 |
| 2022年9月2日 | 認識性侵犯兒童者 | 徐佩宏博士 | 38 |
| 2022年9月2日 | 預防兒童受虐待及性侵犯 識別受虐待的兒童—身體徵象 醫療檢驗 | 黃翠玲女士* 張志雄醫生* | 37 |

學生發展委員會

| | | | | |
|------|-------|-----|-----|-----|
| 召集人 | ： 楊嘉文 | 胡永華 | | |
| 委員 | ： 陳偉良 | 劉嘉雯 | 金司朗 | 鄧惠雄 |
| | 周學斌 | 羅穎欣 | 甘德廣 | 黃楚穎 |
| | 趙啟榮 | 凌煒鏗 | 馬玉玲 | |
| | 蔡文麗 | 奚天愛 | 鄧健華 | |
| 學生代表 | ： 張文健 | 李淑怡 | | |

目的：

1. 鼓勵不同持分者參與社工學生發展，增加協同效應。
2. 創建裝備專業及實踐平台。
3. 強化社工學生對社工專業的價值觀、使命及提升專業能力。

準社工裝備線上工作坊

本委員會與香港伍倫貢學院社會科學院為 120 名一及二年級副學士社工學生合辦線上工作坊。透過遊戲剖析疫情對同學學習的影響，同學可以得到的支援服務，以便可以在社工專業路上有佳發展。副學士課程畢業生李康怡女士更應邀與同學分享尋找工作的體會及如何適應從社工學生過渡至專業社工的歷程，並拆解進入社工職場宜具備的條件。逾九成同學表示工作坊鼓勵其及早為踏入專業作好能力提升的準備，近九成同學表示工作坊增進他們對社工專業的熱誠。

與應屆學生及畢業生分享

是年本委員會為城市大學、樹仁大學學士課程、伍倫貢學院及明愛專上學院副學士，共約 350 名應屆畢業生及學生舉辦簡介會，介紹本會及學生發展委員會的工作，增加同學對本會的認識，並鼓勵同學持續裝備自己及建立網絡。

明日北斗星獎學金 PLUS

承蒙利銘澤黃瑤璧慈善基金的贊助，本會與香港社會服務聯會合辦為期 4 年的「明日北斗星獎學金 PLUS」計劃，於 2022 年 3 月為近 100 名應屆副學士及高級文憑同學舉辦線上「不一樣的我們 – 新晉社工『星』Lv 指南分享會」，簡介獎學金目的及宗旨，大會並

邀請服務督導麥詩韻女士分享上級對新晉同事期望、個人面對順境及逆境心法。去屆明日北斗星獎學金得獎者郭淑汶女士、馮綺雯女士出席分享獎學金對其意義，如何計劃持續進修、從社工學生過渡至專業社工的心路歷程及如何運用新世代優勢發揮於工作間。此外，亦由獎學金統籌介紹計劃及可如何協助同學裝備成為專業社工。

經過遴選，頒獎禮於 2022 年 8 月 7 日舉行，香港社會服務聯會行政總裁蔡海偉先生, JP、香港社會工作人員協會基金有限公司主席羅淑君女士, MH, JP 及本會會長林靜雯教授, MH 主持儀式，勉勵及頒發獎學金予二十位來自低收入家庭或面臨困境的同學，每位同學獲贈港幣三萬元。上屆得獎者、學院老師代表、本計劃統籌、能力提升計劃義務導師分享了計劃對培育社工學生的意義及成效；應屆得獎者及評審亦分享了他們的故事及經驗。評審、學院課程主任及老師的參與和出席不啻是對新一代社工同學委身社工專業的實際鼓勵。

能力提升計劃

能力提升計劃今年不但惠及得獎同學，更擴大範疇至涵蓋入圍及報名同學，讓更多同學獲得專業裝備支援。是年繼續舉辦多元化體驗，包括說好故事及創新服務工作坊、女生宿舍機構探訪、長者及復康服務分享、朋輩網絡建立活動及個人成長體驗等。

衷心感謝本會委員協助籌劃與推行各項目。更感謝下列人士義務為本會擔任評審、工作坊分享嘉賓，或提供協助（排名不分先後）：

明日北斗星獎學金 PLUS 甄選及評審：

植翠珊女士，陳曉園女士，張婷茵女士，錢美芝女士，趙穎敏女士，馮綺雯女士，許少燕女士，劉寶榆女士，李康怡女士，李雪華女士，李芳女士，李鳳儀女士，李疊恩女士，李蔭國先生，盧嘉俊先生，莫家強先生，潘卓懿女士，司徒偉珠女士，王曉霖女士，袁淑儀女士、楊嘉文女士、羅穎欣女士、黃楚穎女士、甘德廣先生

工作坊分享嘉賓 / 講者：

陳嫻聰女士、馮綺雯女士、郭淑汶女士、羅錦彬先生、李康怡女士、麥詩韻女士、杜敬文先生、黃允誠先生、明愛樂恩中心、香港聖公會將軍澳安老服務大樓「織福 – 長者互助發展計劃」

義務工作人員：

莊熙樺女士、羅錦彬先生、李康怡女士、梁彩恩女士、李淑瑩女士、盧嘉俊先生、王曉霖女士、余靜婷女士

多元種族社會工作分會

義務顧問：盧啟聰
召集人：安德里 狄雷龍
委員：簡雅智 GHISING Anju
穆崇熙 MOHAMMAD Waqas Butt
許素賢

目的：

1. 加強多元種族社會工作者的專業
2. 提昇公眾對在港的多元種族人士的關注及了解有關的需要
3. 消除多元種族人士的阻礙，增強種族多元人士的社區的能力
4. 為多元種族人士提供資訊及資源
5. 減少公眾使用少數族裔一詞

2020年10月由一群多元種族社會工作者組成工作小組，並於2022年2月25日正式成立多元種族社會工作分會。

2022年主要活動

| 日期 | 活動 |
|-------------|---|
| 3月21日至9月26日 | 設立熱線及防疫包，協助受第五波因新冠疫情而隔離的多元種族家庭(由 Keswick Foundation limited 資助) |
| 8月5、12及19日 | 非暴力溝通訓練-實用技巧 |
| 9月17日 | 文化敏感性和能力培訓 (合作伙伴: 香港大學) |

精神健康社會工作分會

| | | | |
|------|---|-----|-----|
| 義務顧問 | : | 吳兆文 | |
| 召集人 | : | 戴曉寧 | 陳健權 |
| 委員 | : | 何家俊 | 伍志華 |
| | | 陳加才 | 潘紅燕 |
| | | 陳秀琴 | 譚秀玲 |
| | | 鄭少娟 | 徐群燕 |
| | | 林旭傑 | 尹明志 |
| | | 李卉君 | 黃麗梅 |
| | | 吳毓珊 | 黃露明 |
| | | 吳柱剛 | 黃敏信 |

目的：積極倡導精神健康的最佳實踐。

2021-2022 年度活動

年內不同代表機構之人事變動影響分會成員會員構成，分會集中力量提升業界對提升精神健康社會工作角色及功能。分會持續關注精神健康社會工作之發展，參與協助協會專業才能架構：精神健康社會工作(PCF)推動，並以擴闊分會接觸相關同業之機會。

醫務社會工作分會

召集人：李翱如
副召集人：張苑珊
聯絡人：周燕雯
委員：鍾家寶 何嘉詠 許綺玲
 葉佩華 甘家寶 劉燕卿
 李靜嫻 李雅欣 羅倩妮
 毛倩玲 蕭詠儀 談德榮
 蔡宛芹 溫潔明 王艷虹
 嚴健欣

目的：為醫務社工提供一個溝通平台，分享工作經驗、知識及關注事項。

分會定期召開會議以促進醫務社工之間的溝通。分會目標為促進香港醫務社工的專業化，並以能力發展、知識傳遞、與區域和國際網絡聯繫、倡導和公共教育作為五大領域。成員亦認為，循證實踐將成為能力發展的核心要素。

在 2019 冠狀病毒病的疫情影響下，去年分會的活動需暫停進行。分會計劃於疫情緩和後探討發展一套醫務社工的專業核心才能架構，為服務對象提供高階、專科實踐服務。

學報出版委員會

總編輯：黃於唱教授
執行編輯：鐘綺霞博士 郭儉博士

目的：定期出版社會工作學報，以促進社會工作理論及實踐的經驗交流。

編輯團隊正在籌備出版第五十六期學報。學報將於 2023 年出版。

Financial Statements for the Year ended 30th September 2022 **核數報告 (截至 2022 年 9 月 30 日)**

INDEPENDENT AUDITOR'S REPORT

Hong Kong Social Workers Association For the year ended 30 September 2022

To the members of Hong Kong Social Workers Association

Opinion

We have audited the financial statements of Hong Kong Social Workers Association (the "Association") set out on pages 7 to 15, which comprise the statement of financial position as at 30 September 2022, the statement of income and expenditure, and the statement of changes in funds for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements of the Association are prepared, in all material respects, in accordance with the Hong Kong Small and Medium-sized Entity Financial Reporting Standard ("SME-FRS") issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") and have been properly prepared in compliance with the Hong Kong Companies Ordinance.

Basis for Opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSA") and with reference to Practice Note 900 (Revised), Audit of Financial Statements Prepared in Accordance with the Small and Medium-sized Entity Financial Reporting Standard issued by the HKICPA. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the HKICPA's Code of Ethics for Professional Accountants ("the Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Statements and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the director's report and detailed statement of income and expenditure but does not include the financial statements and our audit report thereon.

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

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

Responsibilities of the Directors and Those Charged with Governance for the Financial Statements

The directors are responsible for the preparation of the financial statements in accordance with the SME-FRS issued by the HKICPA and the Hong Kong Companies Ordinance, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSA will always detect a material misstatement when it exists.

Auditor's Responsibilities for the Audit of the Financial Statements (cont'd)

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with HKSA's, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

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



Cheng Kwan Sing, Peter
PC No.: P02347
Certified Public Accountant (Practising)
Alpha Bright CPA Limited
Certified Public Accountants
Room 706A, Harbour Crystal Centre,
No. 100 Granville Road, Tsim Sha Tsui,
Kowloon, Hong Kong
1 February 2023

STATEMENT OF INCOME AND EXPENDITURE

Hong Kong Social Workers Association For the year ended 30 September 2022

| | 2022 (HK\$) | 2021 (HK\$) |
|---|---------------------|---------------------|
| Revenue | | |
| Professional development courses income | 2,513,305.64 | 1,886,200.00 |
| Funds from Keswick Foundation Ltd | 2,502,040.00 | 1,402,386.00 |
| Funds from HK Social Workers Foundation | 520,000.00 | 520,000.00 |
| Supportive Supervision Scheme 2.0 | - | 202,000.00 |
| Funds from Guiding Star | - | 110,158.50 |
| Sponsorship received | - | 138,000.00 |
| Government subsidies | 136,000.00 | 103,026.00 |
| Income from activities | 63,300.00 | 96,485.00 |
| | 5,734,645.64 | 4,458,255.50 |
| Direct costs | | |
| Activities and project expenses | (1,446,007.80) | (1,537,984.98) |
| | 4,288,637.84 | 2,920,270.52 |
| Gross surplus | | |
| Other revenue | | |
| Advertisements income | 16,000.00 | 1,000.00 |
| Bank interest income | 134.22 | 510.49 |
| Donations income | 670.00 | 440.00 |
| Exchange gain | - | 688.28 |
| Members' subscription fee | 69,570.00 | 147,050.00 |
| Room facility income | 9,250.00 | 34,225.00 |
| Sales of journals and books | 5,706.08 | 1,143.00 |
| Other income | 24,416.19 | 24,564.00 |
| | 125,746.49 | 209,620.77 |
| Administrative expenses | | |
| Accountancy fee | 23,400.00 | 21,600.00 |
| Advertisement | 4,864.28 | 7,046.50 |
| Bank charge | 17,509.45 | 23,409.07 |
| Building management fee | 116,928.00 | 116,928.00 |
| Business registration fee | 500.00 | 500.00 |
| Cleaning | 2,200.00 | 7,028.25 |
| Computer assessories | 854.24 | 7,513.00 |
| Consultancy fee | 5,643.00 | - |
| Depreciation | 69,742.00 | 75,264.23 |
| Electricity and water | 10,541.00 | 10,526.00 |
| Insurance | 26,169.49 | 20,017.39 |
| IT Support | 123,166.12 | 95,901.83 |
| Local travelling | 2,102.20 | 5,405.70 |
| Membership fees | 9,069.60 | 21,746.00 |
| Postage and stationery | 4,695.84 | 24,225.85 |

STATEMENT OF INCOME AND EXPENDITURE

| | 2022 (HK\$) | 2021 (HK\$) |
|--|---------------------|---------------------|
| Printing and photocopying | 59,795.02 | 58,187.89 |
| Rates | 11,378.00 | 6,874.00 |
| Rent | 488,528.01 | 473,148.35 |
| Repairs and maintenance | 24,350.00 | 39,186.00 |
| Salaries and provident fund contribution | 2,360,370.81 | 1,771,532.26 |
| Sundry | 14,667.23 | 7,688.08 |
| Telephone, fax and Internet | 29,613.46 | 30,410.00 |
| Transportation | 5,320.00 | 4,538.09 |
| Volunteer allowances | 10,837.50 | 4,950.00 |
| | 3,422,245.25 | 2,833,626.49 |
| Surplus before tax | 992,139.08 | 296,264.80 |
| Taxation | | |
| Income tax expenses | (53,525.00) | - |
| Surplus for the year | 938,614.08 | 296,264.80 |

The accompanying Notes to the Financial Statements form an integral part of, and should be read in conjunction with, these financial statements.

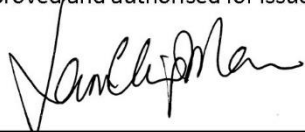
STATEMENT OF FINANCIAL POSITION

Hong Kong Social Workers Association

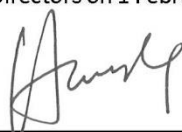
As at 30 September 2022

| | NOTES | 2022 (HK\$) | 2021 (HK\$) |
|--------------------------------------|-------|---------------------|---------------------|
| Non current assets | | | |
| Property, plant and equipment | 5 | 251,570.83 | 288,532.13 |
| | | 251,570.83 | 288,532.13 |
| Current assets | | | |
| Accounts receivable | | 92,500.00 | 32,372.40 |
| Prepayment | | - | 2,400.00 |
| Tax refundable | | - | 5,638.00 |
| Utility deposits | | 5,318.00 | 5,318.00 |
| Bank and cash balances | | 4,141,135.12 | 3,247,408.37 |
| | | 4,238,953.12 | 3,293,136.77 |
| Current liabilities | | | |
| Accounts payable and accruals | | 45,734.01 | 99,343.04 |
| Advance receipts and unearned income | | 1,740,770.50 | 1,761,807.50 |
| Amount due to related parties | 6 | 400.00 | 400.00 |
| Tax payable | | 44,887.00 | - |
| | | 1,831,791.51 | 1,861,550.54 |
| Net current assets | | 2,407,161.61 | 1,431,586.23 |
| Net assets | | 2,658,732.44 | 1,720,118.36 |
| Equity | | | |
| General fund | | 1,440,198.30 | 501,584.22 |
| Designated funds | | 1,218,534.14 | 1,218,534.14 |
| | | 2,658,732.44 | 1,720,118.36 |

Approved and authorised for issue by the Board of Directors on 1 February 2023



Lam Ching Man, Director (President)



Fung Dun Mi Amy, Director (Treasurer)

The accompanying Notes to the Financial Statements form an integral part of, and should be read in conjunction with, these financial statements.

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