

Contents

History	2	Special Programmes and Projects	
Patrons and Senior Adviser	4	China Week 2019 - Greater Bay Area Links and Connections	70
The Council and Committees	4	Global Youth Entrepreneurs Forum 2018	71
From the President	8	HSBC Future Skills Development Project	72
From the Executive Director	10	International Conference on Youth and Cybercrime	73
Administration and Finance	12	NEIGHBOURHOOD First	74
		Youth High Speed Rail – Discovering Technological Advancements in Greater Bay Area	75
Core Services		The Dragon Foundation	76
Youth S.P.O.Ts	18		
M21 Multimedia Services	22	Competitions and Award Schemes	
Employment Services	26	CLP Energy for Brighter Tomorrows Award	80
Leadership Training	32	Cross-boundary Study Tour for Post-secondary Financial Talents	81
Volunteer Services	34	Innovation and Technology Scholarship Award Scheme	82
Youth at Risk Services	36	The HKFYG English Public Speaking Contest	83
Counselling Services	38		
Education Services	40	Appendix	
Parenting Services	44	Financial Highlights	86
Creativity Education and Youth Exchange	45	Supervisory Staff List	92
Leisure, Cultural and Sports Services	47	Organisational Chart	94
Research and Publications	50	Office and Unit Lists	96
		Office and Unit Locations	102
Development and Support		Donation/Sponsorship Form	197
Partnership and Resource Development	56	Acknowledgments	199
Corporate Planning and Staff Training	60		
Sustainable Development	63		
User Experience	65		
Information Technology	66		
Premises Development	67		

In 1960, Mr. George Stokes was sent to Hong Kong by the British Christian Welfare Council to develop local youth services. He founded The Hong Kong Federation of Youth Groups, which was then established under the provisions of the Societies Ordinance in 1962 and incorporated under the provisions of the Companies Ordinance in 1970.

In the early days of its development, the Federation's aims were to promote youth services by liaising with other youth organisations and by setting up youth centres in public housing estates. In the mid to late 1960s the Federation began to expand its services to meet the changing and specific needs of young people. In 1967, a pioneer project known as "Detached Work" was set up to help young people who were unwilling to participate in centralised activities. This was the forerunner of today's Outreaching Social Work.

In the 1970s, a Pilot Youth Guidance Project began to offer advice to young people with emotional or adjustment problems. This has expanded into the Youth Counselling Service. The Service March Project was also started at that time, aimed at promoting community service among youngsters. The School Social Work and Family Life Education services began in the late 1970s.

In 1981 the Federation revised its Constitution and established a Service Unit to provide training for staff and members, which has continued to expand, introducing new services and co-ordinating the development of premises. Youth exchange projects were initiated in the mid 1980s and study tours were arranged to a number of countries. With the setting up of the Lee Shau Kee Youth Exchange Fund in 1995, an increasing number of young people were able to benefit from long-term exchange programmes in varying formats. With the change of sovereignty in 1997, ties between Hong Kong and the Mainland became more frequent, and the Federation began to strengthen its dialogue with Mainland colleagues through regular exchange and training programmes.

For two decades, systematic research on youth issues and concerns has been a part of the Federation's increasing programme portfolio. The monthly *Youth Poll Series* and the in-depth *Youth Study Series* were first published in early 1993 and The Youth Research Centre opened in May 1996, to further provide scholarly resources to the community.

In September 1998, special resolutions were passed again revising the Federation's Constitution to include all necessary mandates pertaining to the operation of a school. September 2000 marked the Federation's first step into the field of education with the establishment and operation of the HKFYG Lee Shau Kee Primary School in Tin Shui Wai. In September 2006 the Federation went one step further with the HKFYG Lee Shau Kee College, a Direct Subsidy Scheme Secondary School, opening its doors in the same district. A third kindergarten was set up in 2013 in addition to the two previous kindergartens-cum-day nurseries, established in 1997 and 1999.

In April 2000, Leadership 21 was initiated by the Federation to train the city's future leaders. As a long-term investment, the Federation's vision of setting up a Leadership Institute in Hong Kong, a special purpose company was incorporated on 19 June 2013 under the name of "The HKFYG Institute for Leadership Development Limited". The HKFYG Leadership Institute is located on the site of the former Fanling Magistracy and formally started operations in September 2018.

The Federation began a process of performance pledges in July 1997 and has published an Annual Plan since 2001 aiming to make its work both more transparent and accountable to the public. It has also formulated a Strategic Plan for the evaluation of services and budgeting.

In 2002 the Youth Centres changed their name to Youth S.P.O.Ts (Space for Participation, Opportunities and Training). Together with u21.hk, set up the same year, the Federation's presence in the community has increased and become more effective.

History

The Youth Employment Network began in October 2002, offering job placements, training and counselling to school leavers and school dropouts. With an increased focus on entrepreneurship, the YEN is slowly expanding its services.

Set up in July 2003, the Partnership and Resource Development Office, focuses on seeking out corporate partners and sponsorship, both financial and in kind, ensuring long term and diversified support.

In 2004-05, the Federation re-focused its services with a new implementation structure to facilitate the delivery of ten Core Services: Multimedia Services, Employment Services, Leadership Training, Volunteer Services, Youth at Risk Services, Counselling Services, Education Services, Parenting Services, Creativity Education and Youth Exchange and Leisure, Cultural and Sports Services, all of which aim to meet the multifarious needs of today's young people. In 2009, the Core Services were expanded to 12, by including all the Youth S.P.O.Ts, as well as Research and Publications.

February 2008 marked a milestone for the Federation with the moving of all the administrative departments, and some service units into The Hong Kong Federation of Youth Groups Building on 21 Pak Fuk Road, North Point. Included in the new headquarters are Youth S.P.O.T. 21, the HKFYG Continuous Learning Centre, as well as Café 21, the first of a series of Youth Social Enterprise projects undertaken by the Youth Employment Network. The HKFYG Museum opened its doors on the 5th floor of the Building in May 2013 and displays artefacts, pottery, ceramics and other art works of distinctive value.

The Federation set up an Organic Farm in 2010, to promote, practically and through example, the importance of healthy living, sustainable development and environmental conservation. In 2019, an Hydroponic Farm, was set up both as a learning platform to promote the link between healthy living and the environment, as well as giving young people hands-on experience in alternative farming methods.

In early 2013, the Federation's unique flagship multimedia hub, The HKFYG Jockey Club Media 21 (or M21) was established as a venue for young people to explore their creativity and innovation through new media. To comprehensively address issues related to emotional health, relationships and sex, learning difficulties as well as media literacy, the Wellness Mind Centre was set up in August 2017 by consolidating the work of the School Social Work Unit, the Student Guidance Team, the Media Counselling Centre and the Youth Wellness Centre.

Owing to the enactment of the new Companies Ordinance (Chapter 622), which took effect on 3 March 2014, as well as requirements from the Education Bureau to incorporate the standard clauses for the operation of kindergartens, the Federation passed a special resolution at an Extraordinary General Meeting held on 9 October 2014 to adopt the new Articles of Association with the old Memorandum and Articles of Association to be deleted in their entirety.

The Jockey Club Social Innovation Centre was formed in 2015. As the first youth-oriented social innovation centre, it encourages young people to be innovative through entrepreneurial activities seeking positive change to the community and environment. This year, the Federation set up the User Experience Unit. The purpose is to apply innovative technology in user research, service design and delivery so as to optimise the user experience.

Patrons and Senior Adviser

Patron

The Hon. Mrs. Carrie Lam, GBM, GBS
Chief Executive of the Hong Kong Special Administrative Region
The People's Republic of China

Vice Patron

The Hon. Sir Ti Liang Yang, GBM

Senior Adviser

Dr. Rosanna Wong Yick-ming, DBE, JP

The Council and Committees

The Council

President

Mr. Wan Man-ye, BBS, JP

Vice President

Mr. Kenneth Chen Wei-on, SBS

Honorary Treasurer

Dr. Allen Fung Yuk-lun

Honorary Secretary

Dr. Peter Tsoi Ting-kwok, JP

Ex-officio

Mr. Lester Garson Huang, SBS, JP

Members

Mr. Edward Kwan Pak-chung, MH
Mr. Vincent Cheng Kin-yuen
Mr. Walter Chan Kar-lok, SBS, BBS, JP
Ms. Junia Ho Suk-yin, JP
Mr. Chung Ling-hoi, BBS
Dr. Hubert Chan Chung-ye, JP
Ms. Clara Shek Ka-lai
Ms. Imma Ling Kit-sum
Dr. Kitty Wu Kit-ying, JP
Prof. Paul Cheung Ying-sheung
Mr. Eugene Liu
Mr. Douglas Lee Kar-yan
Ms. Jennifer Ma Yin-wai

Executive Director

Mr. Andy Ho Wing-cheong

Deputy Executive Directors

Mr. Ken Ngai Yuen-keung
Ms. Alice Lui Wai-lin
Ms. Angela Ngai Mei-mui

Patrons and Senior Adviser, The Council and Committees

Youth Service Advisory Committee

Chairman

Mr. Ken Ngai Yuen-keung

Members

Dr. Ronald Chan Cheong-kin
Mr. Jevons Chan Cheuk-hei
Mr. Ernest Chan Ho-sing
Mr. Tim Chan King-to
Mr. Jason Cheung Pak-ning
Ms. Donna Chiu Lok-yan
Ms. Veronica Chow Tsz-ying
Mr. Chu Man-chun
Mr. Julian Ip Chun-lim
Ms. Wing Kwong Wing-yin
Ms. Sharon Lam Chau-ha
Mr. Derren Lam Wai-yip
Ms. Karam Lau Chui-nga
Dr. Law Lok-yin
Ms. Liu Mei-yan
Ms. Luk Man-sin
Mr. Ivan Ng Mei-chung
Mr. Ng Teng-chun
Ms. Ally Poon Man-yuk
Mr. Pun Kit-shan
Ms. Peann Tam Pui-ying
Ms. Tsang Lok-chi
Ms. Tsoi Sin-man

Audit Committee

Chairman

Mr. Edward Kwan Pak-chung, MH

Members

Dr. Allen Fung Yuk-lun
Dr. Eric Li Ka-cheung, GBS, JP
Ms. Imma Ling Kit-sum
Mr. Andy Ho Wing-cheong

In Attendance

Representative of PricewaterhouseCoopers

Committee on the Provident Fund for the Federation

Chairman

Dr. Hubert Chan Chung-ye, JP

Member

Mr. Andy Ho Wing-cheong

Staff Representatives

Ms. Lau Wai-sum
Mr. Leung Hong-man
Mr. Choy Chi-lun
Mr. Leung Wai-man

In Attendance

Representative of HSBC Institutional Trust Services (Asia) Limited
Representative of Schroder Investment Management
(Hong Kong) Limited
Representative of HSBC Life (International) Limited

Committee on the Federation-Staff Contributory Medical Scheme

Members

Dr. Peter Tsoi Ting-kwok, JP (Hon. Medical Adviser)
Dr. Allen Fung Yuk-lun
Mr. Andy Ho Wing-cheong

Staff Representative

Ms. Peggy Siu Wai-chu

Board of Advisers of The Hong Kong Federation of Youth Groups' Lee Shau Kee Youth Exchange Fund

Chairman

Mr. Wan Man-yee, BBS, JP

Members

Dr. the Hon. Lee Shau-kee, GBM
Mr. Michael Suen Ming-yeung, GBS, JP
Mr. Peter Wong Man-kong, BBS, JP (up to 11 March 2019)
Mr. Kenneth Chen Wei-on, SBS (from 19 March 2019)
Ms. Imma Ling Kit-sum (from 19 March 2019)
Mr. Andy Ho Wing-cheong

The Incorporated Management Committee of HKFYG Lee Shau Kee Primary School

Chairman

Prof. Yip Din-yan

Members

Mr. Wilfred Lee Chee-wah, MH
Mrs. Judy Chua Tiong Hong-sieng, BBS, JP
Ms. Bonnie Ngan Suet-fong
Mr. Chan Kam-cheung, BBS, JP
Dr. Peter Tsoi Ting-kwok, JP
Ms. Alice Lui Wai-lin
Mr. Choi Yu-sing (up to 30 April 2019)
Ms. Hsu Siu-man (from 11 June 2019)
Mr. Lin Chun-pong
Ms. Tse Wai-lok
Mr. Hui Chi-man (up to 20 December 2018)
Ms. Ng Pui-yee (from 16 January 2019)
Mr. Matthew Lee Kwok-leung (from 16 January 2019)
Ms. Lau Fung-ming (up to 31 August 2019)
Mr. Cheng Tsz-man

School Management Committee of HKFYG Lee Shau Kee College

Chairman

Mr. Kenneth Chen Wei-on, SBS

Members

Prof. Yip Din-yan
Dr. Angela Cheung Wong Wan-yiu, MBE, JP
Ms. Bonnie Ngan Suet-fong
Ms. Melissa Kaye Pang, MH, JP
Mr. Chan Tak-hang
Mr. Richard Lam Yin-cheuk
Ms. Alice Lui Wai-lin
Mr. Choi Yu-sing (up to 9 July 2019)
Ms. Hsu Siu-man (from 1 August 2019)
Mr. Lin Chun-pong
Ms. Chau Hiu-wai (up to 31 August 2019)
Ms. Ho Yan-yan
Ms. Lee Shuk-ching (up to 31 August 2019)
Ms. Yeung Wai-man
Mr. Lau Nap-chung (from 9 July 2019 to 31 August 2019)

School Management Committee of HKFYG Kindergartens

Chairman

Ms. Alice Lui Wai-lin

Members

Ms. Junia Ho Suk-yin, JP
Ms. Chen Yuk-chun
Dr. Gail Yuen Wai-kwan
Ms. Tse Wai-lok
Ms. Kitty So Shuk-fong
Ms. Chan Fung-yi
Ms. Chiu Ka-man

Patrons and Senior Adviser, The Council and Committees

Advisory Committee for The HKFYG Leadership Institute

Chairman

Mr. Peter Wong Tung-shun, JP

Vice-chairman

Mrs. Susan Chow Woo Mo-fong

Members

Dr. Moses Cheng Mo-chi, GBM, GBS, JP

Dr. Louis Cheung Chi-yan

Prof. Paul Cheung Ying-sheung

Dr. Raymond Ch'ien Kuo-fung, GBS, CBE, JP

Mr. Fred Lam Tin-fuk, JP

Dr. Simon Lee Hoey, MH

Mr. Joseph Ngai, JP

Ms. Clara Shek Ka-lai

In Attendance

Dr. Rosanna Wong Yick-ming, DBE, JP

Mr. Andy Ho Wing-cheong

Ms. Angela Ngai Mei-mui

Ms. Miranda Wong Ho-yee

Building Management Committee of The HKFYG Building

Chairman

Mr. Walter Chan Kar-lok, SBS, BBS, JP

Owner's Representatives

Mr. Andy Ho Wing-cheong

Ms. Janice Yuen Siu-ling

Tenants' Representatives

Quarry Bay Integrated Family Service Centre,
Social Welfare Department

The Hong Kong Society for the Aged

The Neighbourhood Advice-Action Council

Hans Andersen Club

Hong Kong PHAB Association

Sheng Kung Hui St. Christopher's Home

Hong Kong Children and Youth Services

SAHK

Richmond Fellowship of Hong Kong

The Free Methodist Church of Hong Kong

In Attendance

Synergis Facility Management Limited



This has been a challenging year, my first year as the President of the Federation.

The last few months have been particularly difficult for Hong Kong as a whole, and for us, as a youth service organisation. We are extremely concerned about the young people who have taken to the streets and we worry about their frustrations and safety, their future and sense of hopelessness. Our hearts are broken by the violence we see which we cannot condone. In spite of these difficulties, we are here to serve, and as such we pledge our resources, abilities and our heart to help build trust and to provide opportunities to re-create hope. We are fully aware that this is no easy task and there are many challenges that lie ahead. However, with resolve, determination and passion for young people, we are deeply committed to a peaceful and prosperous future for them and for Hong Kong.

I shall continue to rely on the passion, commitment and professionalism of our staff during this time. Throughout all the years since my association with the Federation, their tireless work for young people is evident. Their skills and professionalism have made great contributions and these are much needed now in the work ahead of us.

The Federation is not a stand-alone organisation. We depend on the partnership, support and encouragement of many others. Their trust in us is what keeps us going.

From the President

I would particularly mention the government departments and agencies, including the Labour and Welfare Bureau, the Social Welfare Department, the Labour Department, the Home Affairs Bureau, the Leisure and Cultural Services Department, the Development Bureau, the Education Bureau, the Financial Services and Treasury Bureau, the Innovation and Technology Commission, the Hong Kong Science and Technology Parks, the Tourism Commission, the Youth Development Commission, the Committee on the Promotion of Civic Education, Narcotics Division and Airport Authority Hong Kong. Thanks also to the Quality Education Fund, the Beat Drugs Fund, the Innovation and Technology Fund for Better Living and the Environment and Conservation Fund.

My deep gratitude also to The Hong Kong Jockey Club Charities Trust, the Lotteries Fund, The Community Chest of Hong Kong, the Hongkong Bank Foundation, The Keswick Foundation, K&K Charity Limited, The D.H. Chen Foundation and Tin Ka Ping Foundation. We are equally grateful for the support from Chinachem Group, CLP Power Hong Kong Ltd., JPMorgan Chase Foundation, Maxim's Caterers Ltd. and Prudential Hong Kong Limited.

I would also acknowledge the support from other donors, individuals and corporates. I am so appreciative; it is all by working together, the government, businesses, private citizens and the Federation – along with young people – that we can all strive for a new beginning.

Finally, without the support to me personally from my fellow Council Members, I would not be able to take on this responsibility. Their insights, wisdom and advice are invaluable and I would like to thank them all.

We shall face all challenges with optimism. By collaboration and hard work, we shall continue to serve the youth of Hong Kong.



Wan Man-ye



This last year has been one of looking forward and planning for the future. It is about anticipating the needs and concerns of young people so that we as an organisation, and as individual staff, can remain proactive, rather than reactive to the changes happening around us.

We have just begun our Fourth Five Year Plan cycle, from 2019 to 2024. Given the various challenges ahead, related to technology, education or employment to inter-generational poverty, housing or aging, the pressures on young people are becoming even more acute. They are finding it harder to see social mobility and its concomitant higher living standards and success, as something realistically attainable.

What we anticipate is that these hot-house pressures will result in greater and greater stresses, which will have a detrimental impact on both physical and emotional health and wellbeing. As a result, we are particularly committed and focused on two areas: advocacy of wellness and preparedness to be competitive.

Advocating wellness is about cultivating a new mindset, with a new lifestyle and attitude to living a more balanced physical, emotional and social life. For school students, apart from online and hotline counselling, public education will also be the focus. The idea is to build resilience in young people, to enable them to make positive and life affirming choices in a world that seems at times overly complicated.

From the Executive Director

We anticipate how competitive the world is becoming and it is our commitment to foster in young people the future skills that they will need. Financial planning and financial literacy are two areas that we believe will strengthen their employability, but so too will knowledge, training and experience of new technologies. The Future Skills Development Project is just one way in which we will be promoting and enhancing competencies.

In formulating these plans, we need to be strategic in our delivery. To ensure efficiency and quality, we are concentrating on three specific areas: engagement, professionalism and innovation.

Perhaps nothing is as important as engagement, not only with our members and volunteers, but also with our stakeholders and the community. With an emphasis always on better user experiences, young participants will always be the priority.

Without a professional cohort of staff, along with well devised and executed programmes, activities and service, we know that there will be no impact. Key performance indicators and other evaluation mechanisms will of course be able to determine how the programmes are run, but more importantly, we need to, at the end of the day, be able to measure the social impact and effectiveness as true indicators of how useful we are.

Finally, as we exhort young people to be innovative and creative, we too must be the same. Our pledge for the next five years is to build an innovative culture that embraces change and encourages continuous learning, both for ourselves and the young people we serve.

Of course none of this would be possible without the support and commitment of the staff. My admiration for the staff has no bounds. With heavy workloads and long hours, they remain committed and passionate in their responsibilities. I thank them all from the bottom of my heart. I am grateful too to the Council and the Senior Adviser; their advice, support and trust enable us to proactively plan for the future.

We are at a moment in history where there are many unknowns. But one thing is certain: The Hong Kong Federation of Youth Groups is always here for young people.



Andy Ho Wing-cheong



There have been changes in the supervisory structure of the Federation with the reshuffling of duties among the incumbents owing to retirements and turnover among the senior staff. A new Deputy Executive Director was appointed based on vacancy, while two Coordinators were also appointed to take up more duties. Promotions were also made, so that there are now five new Supervisors. An up-to-date organisational chart can be seen on pages 94 – 95 for easy reference.

As of 31 March 2019, the Federation had a staff complement of 1,315 persons, 22 of whom are temporary appointments created under the training and job-placement schemes to enhance their employability and facilitate their entrance into the workforce. There are 1,137 staff (or 86%) remunerated on contract terms, while 178 (14%) staff are on perennial terms.

During the year, the Federation promulgated a policy against sexual harassment in handling and preventing any possible incidents. Further in line with family-friendly measures, the Federation also extended maternity leave for all eligible female staff to 14 weeks with effect from 21 December 2018 before the Government Bill was introduced to amend the current Employment Ordinance.

Corporate Governance and Risk Management

The Federation recognises the importance of risk management as an essential element to good corporate governance. During the year, different levels of staff took a more active role in the risk management processes through questionnaires and workshops. The Risk Register was fine tuned, with risks being categorised under eight main headings: strategic, financial, human resources management, project management, operational, technological, reputation and compliance; which were further divided into 20 sub-categories. A Report on Risk Assessment and Risk Management was then prepared.

During the year, there were thorough discussions among all staff in preparation for the Fourth Five Year Plan, which reduced the strategic risk of the Federation. In view of the risks on talent retention and succession planning, the Executive Leadership Programme was launched, and staff with potential were provided with opportunities for further development. Availability of new resources reduced the risk on changing service needs of target users. Greater vigilance was paid to risks in technology development and compliance issues. Within all these areas, risk mitigation plans were worked out, and continuous monitoring will ensure that risks are contained within an acceptable level.

As part of risk management, the Internal Audit Office was set up, with the key role to monitor the adequacy and effectiveness of internal control policies and procedures, as well as to evaluate the efficiency of resource utilisation, and monitoring the risk management process. To ensure improvements, reference continues to be made to best practices and industry guidelines. The Office functions independently, and reports back to the Executive Director, Audit Committee and Council.

During the year, eight checks were conducted: six on unit-level compliance to procedures, one conducted on the procedures for processing cheque payments, and another checking at HKFYG Lee Shau Kee College according to the requirements of the Education Bureau for the Governance Review Sub-committee. Analyses were also carried out on the financial performance of Summer Youth Programmes at the Youth S.P.O.Ts.



Finance

The Hong Kong Federation of Youth Groups

The total income of the Federation for 2018-19 was HK\$564,568,893. Government subvention, which totalled HK\$259,838,237, remained a major source of income. The Federation also received allocations from The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust and other trusts and foundations for recurrent general expenses and special projects.

The total expenditure for the year 2018-19 was HK\$527,183,548, of which 65% was spent on personal emoluments, 32% on other charges and 3% on rent and rates.

The Federation also received capital grants from the Lotteries Fund Block Grant, Sir David Trench Fund for Recreation, Environment and Conservation Fund and Home Affairs Bureau during the year.

Lee Shau Kee Primary School

The Incorporated Management Committee of HKFYG Lee Shau Kee Primary School was established on 30 August 2008 under the Education Ordinance. For the year ending 31 August 2018, the total income of the School was HK\$48,217,801 and its expenditure was HK\$45,229,264. The operation of the School depends mainly on Government grants from the Education Bureau.

Lee Shau Kee College

The HKFYG Lee Shau Kee College, operating as a Direct Subsidy Scheme Secondary School, is incorporated as a separate company, with accounts prepared up to 31 August of each year. For the year ending 31 August 2018, the total income of the College was HK\$66,824,300 and its expenditure was HK\$61,554,902.

Designated Funds

The Lee Shau Kee Youth Exchange Fund was established from designated donations, earmarked for specific purposes at the request of the donor and operates as a separate trust.

Details of the results from the operation of and financial reports and statements for the Federation, the Incorporated Management Committee of HKFYG Lee Shau Kee Primary School, the HKFYG Lee Shau Kee College Limited and the Lee Shau Kee Youth Exchange Fund can be obtained from the Federation on a per request basis.



Staff Commendation

The achievements of the Federation could not have been possible without a dedicated and committed staff team. Long Service Awards were given to 52 staff members and four staff received the Staff Commendation Award in recognition of their loyalty and outstanding performance. The award recipients were:

30-Year Award: Ms. Leung Kam-yin, Mr. Fung Hok-ming, Ms. Fanny Yu Yim-fong, Ms. Jenny Kwok Yuk-har, Ms. Angela Ngai Mei-mui and Ms. Kwan Wai-kwan.

25-Year Award: Ms. Leung Shan-shan, Ms. Chan Lai-ming, Mr. Tong Kong-sang, Ms. Mimi Wong Suk-fong, Ms. Peggy Siu Wai-chu, Ms. Mak Lai-yee, Mr. Hui Keung-mau, Ms. Bob Lee Siu-chui, Ms. Chiu Wai-yin, Mr. Lai Siu-chung, Ms. Hui Chun-chun, Ms. Mary Ho Ming-yee, Mr. Yip Wai-tat, Ms. Karen Tsang Chor-kiu and Ms. Ng Mei-wan.

20-Year Award: Ms. Lo Ka-man, Ms. Lee Yin-ming, Mr. Wallace Yu Ying-ho, Ms. Kathy Lau Wai-mun, Ms. Amy Yuen Siu-man and Ms. Ng Sze-mui.

Administration and Finance

15-Year Award: Mr. Chiu Wah-chun, Ms. Siu Hau-man, Mr. Kong Yick-him, Ms. Ho Sui-sum, Ms. Liu Lai-ying, Ms. Shek Sau-wan and Ms. Lau Hoi-lam.

10-Year Award: Ms. Chan Wing-ki, Ms. Li Wai-ling, Ms. Law Yuen-ting, Ms. Mak Yee-kwan, Ms. Miranda Wong Ho-yee, Ms. Chau Yeuk-kei, Ms. Chow Fung-yee, Ms. Hsia Mei-wah, Ms. Lee Hiu-lam, Mr. Martin Nam Man-ting, Ms. Christa Cheung Shuk-fung, Mr. Hau How-man, Ms. Tam Nga-yuet, Mr. Tsui Ngai, Ms. Li Leut-wai, Mr. Cheng Chi-wai, Mr. Leung Wai-man and Mr. Lau Vai-chong.

Staff Commendation Award: Mr. Gabriel Lee Sze-yeung, Ms. Chau Man-wai, Mr. Choi Tat-wai and Ms. Shek Ka-yan.

Outstanding Programme Awards, Innovation Awards and President's Award

The Federation gives in-house Awards to recognise and appreciate outstanding and innovative services and activities organised by different service units.

Outstanding Programme Awards:

First Prize: To "STEM LEADer Camp", jointly organised by the following Youth S.P.O.Ts: Tsuen King, Jockey Club Hung Hom, Jockey Club Verbena, Jockey Club Tin Yuet, LOHAS, Hung Shui Kiu and Heng Fa Chuen.

Second Prize: To "Project Radar - A counselling treatment programme for youth with hidden drug abuse problems and drug related criminal offences", organised by the Youth Crime Prevention Centre (Tsuen Wan and Kwai Chung Outreaching Social Work Team).

Innovation Awards:

First Prize: To "eGiving", the online donation platform of the Partnership and Resource Development Office in conjunction with the Information Technology Unit.

Second Prize: To the "Big Idea Day" of the Corporate Planning and Staff Training Unit.

The President's Award:

To the Youth Exchange Unit for their excellent team spirit and cooperation, as well as their ability to respond to needs and to provide relevant services.

Staff Social Committee

The Staff Social Committee, responsible for organising social and recreational activities for staff members, once again did a splendid job with the Annual Dinner. Staff members demonstrated their active and enthusiastic support of the event by their high level of participation and response. They were very impressed and greatly entertained by the singing performances of Council Member, Dr. Peter Tsoi, and staff members, and also the youth dance show during the Dinner. They also had fun with the Speed Drinking Contest.

Staff again took part in the Inter-agencies Basketball and Football Tournaments. Two senior men's teams also participated in the Masters Cup of both Tournaments and the Federation men won the first runner-up in the football tournament.

Congratulations to everyone!