

## **Video Clip of Awardee Organisation of “Outstanding Inclusive Team Award” (Script)**

### **Awardee Organisation: Hong Yung Services Limited – Inclusive Team of City Café**

Yvonne Hui  
Business Manager  
Hong Yung Services  
Limited

Established by the Fu Hong Society in October 2003, Hong Yung Services Limited is a social enterprise providing employment opportunities for persons with disabilities, so that they can show their talents, be independent and integrate into the community.

Look Siu-lung, Rambo  
Waiter  
City Café

I am a slow learner. When I first joined this company, I worked slow and felt tired easily. I worried about my performance.

Cindy Cheung  
Restaurant Manager  
City Café

To assist employees with disabilities to improve their performance, Hong Yung focuses on staff training. We provide different types of training, internship opportunities and in particular, a 40-hour pre-work training for employees with disabilities.

We arrange staff gatherings regularly and subsidize staff's further education. There is promotion arrangement to enhance their sense of belonging and let them show their talents.

Yvonne Hui  
Business Manager  
Hong Yung Services  
Limited

Local training mainly focuses on the 40-hour pre-work training for employees with disabilities including skills in operating and cleaning the machines. We provide training subsidies for employees' enrolment of relevant courses.

Overseas training mainly refers to visits and exchanges by our management for learning the experience of overseas social enterprises and make use of the knowledge to contribute to our company's development.

Some part-time disabled employees of another group of Hong Yung, Cleaning Team of the University of Hong Kong, became full-time staff and two employees were promoted to team leaders. In City Café, some part-time employees have also been appointed as full-time staff. We offer salary increase according to individual performance. A colleague even became self-reliance and no longer requires Comprehensive Social Security Assistance.

Cindy Cheung  
Restaurant Manager  
City Café

For continuous staff development, Hong Yung has established an assessment system. For staff with good performance, they will be offered continuous employment, salary increase or promotion. If they need emotional support, we will refer them to social workers for follow-up.

As the Manager, I share my experience and knowledge with the colleagues. Through role-playing, the staff can get to know each other better so as to create an inclusive workplace.

Yvonne Hui  
Business Manager  
Hong Yung Services  
Limited

The good performance, loyalty and smiles of our disabled employees enable our company to develop continuously.

City Café has developed a bonus system. When the business target is being exceeded, we will grant a portion of the surplus to staff as bonus. We believe the employees can build a sense of belonging if they feel an ownership of the company's achievement.

The inclusive team of City Café works closely and has achieved great success. The Café was selected as one of the eight most popular social enterprises in Hong Kong. As a social enterprise, Hong Yung actively promotes the potential of persons with disabilities in different media and platforms as well as demonstrates to the public the achievement of inclusiveness.

We hope organisations from different sectors are willing to employ persons with disabilities and let them show their strengths in different fields.

Look Siu-lung, Rambo  
Waiter  
City Café

Our Manager, as a mentor and friend, shows good care to the disabled employees. She always joins office activities, maintains close working relationship with colleagues, thus building up an inclusive working environment. Thank you for the support from the company and the team. We will keep working hard.

Hong Yung Services  
Limited - Inclusive Team  
of City Café

Inclusive Team of City Café, yummy food is ready for you. YEAH!