



職業性失聰補償管理局

Occupational Deafness Compensation Board



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# 職業性失聰補償

## 為您提供周全保障



# 勞工及福利局局長序言

## Preface by the Secretary for Labour and Welfare



能夠見證職業性失聰補償管理局(管理局)成立二十周年的歷史一頁，並與管理局及職業性失聰醫事委員會歷屆的成員，及工作夥伴，一同慶賀管理局在補償、預防及復康等領域所取得的豐碩成果，我感到相當榮幸。

管理局自一九九五年六月成立以來，職能已由發放補償，擴展至向社會大眾宣揚預防聽覺危害的信息，以至提供復康服務。透過各成員多年的努力，截至二零一五年五月底，共有3 674名職業性失聰人士在補償計劃下獲得補償，發放的補償總額超過3億2千萬元，並資助了近1 300名職聽人士在聽力輔助器具方面的開支，涉及約1,616萬元。

管理局不斷在教育及宣傳方面推陳出新，讓愛耳護耳的信息深入不同的行業、社區；更與各夥伴機構攜手，為職聽人士提供全面的聽力、社群及職業復康服務，幫助他們克服聽力損失帶來的不便，重新融入社群。

展望將來，我期盼管理局於主席陸偉成醫生的領導下，加上各成員及持份者的支持，可以繼往開來，為職聽人士提供更適切的服務，並進一步提高社會大眾對預防職業性失聰的認知。

I am greatly honoured to witness the 20th anniversary of the Occupational Deafness Compensation Board (the Board). It gives me great pleasure to celebrate this historic milestone, and the Board's fruitful achievements in the domains of compensation, prevention and rehabilitation.

Since its establishment in June 1995, the Board has expanded its functions from compensation payment to the promotion of prevention against hearing hazards among the general public and the provision of rehabilitation services. Thanks to the Board's unceasing efforts over the years, a total of 3 674 persons suffering from occupational deafness were compensated under the Compensation Scheme with a total payout of over \$320 million as at the end of May 2015. Of the recipients of compensation, nearly 1 300 were subsidised for expenses incurred in hearing assistive devices, involving about \$16.16 million.

The Board has spared no effort in launching education and publicity programmes to spread ear protection messages to various industries and communities. It has also joined hands with all partners in providing comprehensive hearing, social and vocational rehabilitation services for occupational deafness sufferers so as to help them overcome the inconvenience caused by hearing loss and reintegrate into society.

Looking ahead, I am confident that the Board, under the capable leadership of Chairman Dr Albert Luk, will continue to provide occupational deafness sufferers with quality services and further enhance the public awareness of prevention against occupational deafness.

張建宗

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勞工及福利局局長

**The Honourable Matthew Cheung Kin-chung, GBS, JP**  
Secretary for Labour and Welfare





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職業性失聰補償管理局二十周年誌慶

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職業性失聰補償管理局二十周年誌慶



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職業性失聰補償管理局二十周年誌慶

# 凝聚業界力量 共創職安文化



黃天祥工程師，銅紫荊星章，  
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職業性失聰補償管理局成立二十周年誌慶



李嘉輝先生  
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香港聾人福利促進會主席  
李嘉輝 敬賀



## 主席獻辭 Chairman's Message



踏進2015年，職業性失聰補償管理局(管理局)懷著既欣喜、又興奮的心情去迎接新的一年。我們於2015年的推廣主題是「關懷職聽二十載，保護聽覺免傷害」。藉著管理局雙十年華的誌慶，我在此希望與大家回顧一番，管理局和香港職業性失聰補償在過往多年的發展。

Stepping into 2015, the Occupational Deafness Compensation Board (the Board) was in a joyful and excited mood to welcome the new year. The theme that we promoted for the year was "Caring for occupational deafness for 20 years, taking hearing protection to avoid damage". In virtue of the Board's 20th anniversary, I would like to review the development of the Board and compensation for occupational deafness in Hong Kong over the past years.

### 二十年重點回顧

管理局是在1995年6月1日，根據《職業性失聰(補償)條例》(《條例》)而成立的法定機構，初期的工作是按照法例的規定管理職業性失聰補償基金，並處理及裁定職業性失聰補償的申請，向因受僱而患上噪音所引致失聰的人士提供補償。在多個政府部門的協助下，管理局在一個月後即成功推出職業性失聰補償計劃，開始接受及處理職業性失聰補償申請，首批補償個案在1996年1月獲批，為幫助推動香港經濟繁榮的工人提供額外的保障。而在這之前，職業性失聰並不屬於可獲補償的職業病，故此因長期在高噪音中工作而引致失聰的工人無法得到任何補償。

其後，隨著《條例》的多次修訂，管理局的職能及服務範疇不斷擴增，提供給職業性失聰患者的服務亦不斷提升，包括進行及資助教育及宣傳活動以防止職業性失聰，為因工作噪音而罹患失聰的人士提供復康計劃，並資助他們購買聽力輔助器具。

《條例》於1996年12月的首次修訂放寬了已離開高噪音工作的人士的申請期限，而1997年6月的修訂則降低了對雙耳失聰程度的規定，由50分貝降低至只需40分貝的要求。在1998年3月，《條例》的修訂包括將涵蓋的指定高噪音工作由17項增加8項至共25項，並放寬了其中4類特別高噪音工作的服務年期規定，由10年縮減至5年。

### Key retrospections of the past 2 decades

The first day of June in 1995 marked the establishment of the Board founded under the Occupational Deafness (Compensation) Ordinance (the Ordinance). In accordance with the Ordinance, at the early stage the Board was responsible for managing the Occupational Deafness Compensation Fund; processing and determining applications for compensation in respect of occupational deafness; and making compensation to employees who suffered from noise-induced hearing loss due to employment. With the assistance of various Government departments, one month later the Board succeeded in launching the Occupational Deafness Compensation Scheme and started to take and process applications for occupational deafness compensation. The first batch of compensations was successfully made in January 1996 which provided additional welfare for workers who helped promote Hong Kong's economy and prosperity. Prior to that, occupational deafness was not a compensable occupational disease and hence the workforce suffering hearing loss due to protracted exposure to excessive noise at work would not be able to get any compensation.

Subsequently, the scope of services and responsibilities of the Board has continuously expanded following several revisions of the Ordinance. The services provided to occupational deafness persons have been enhanced and improved continuously. These included educational and publicity programmes conducted and financed for the purpose of preventing occupational deafness; rehabilitation programmes; and financial assistance given to the people concerned for acquiring hearing assistive devices.

The Ordinance was first revised in December 1996 to extend the deadline for compensation applications for those who had left service in the noisy occupations, while the revision made in June 1997 relaxed the threshold of the binaural hearing loss requirement from 50dB to 40dB. In March 1998, revisions to the Ordinance included expanding its coverage to 25 specified noisy occupations by adding 8 additional occupations to the list of 17 specified noisy occupations, and relaxing the service requirement of 4 particularly noisy occupations from 10 years to 5 years.

另外，管理局亦增強了教育和推廣的職能，向工友和市民大眾推廣預防職業性失聰的訊息。就這方面，管理局開展了很多不同類型的教育和宣傳的項目，其中包括為普羅大眾及特別為從事高噪音工作的員工而設的推廣項目，重點提倡勞資合作，保護聽覺的精神。管理局除透過大眾媒體，例如報章、電視及電台廣告、公開比賽及大型巡迴展覽活動外，還派員到各類高噪音工作場所舉辦講座及與其他職安健機構舉辦推廣活動，宣揚聽覺保護的訊息。

2003年5月是管理局邁進另一個階段的新里程。《條例》新增了4類指定高噪音工作，即至現今共29個指定的高噪音工作，令到受補償計劃所保障的行業更多元化。再者，除了肩負教育和推廣的職能，管理局的工作更延展至為職業性失聰人士推行及舉辦復康服務，並資助他們購買聽力輔助器具，為患有職業性失聰的人士提供更完善的服務。同時，根據名義工資指數的增幅，將用以計算永久喪失工作能力補償的最低及最高金額向上調整。上述修訂使成功獲得職業性失聰補償的人士無論在補償金額、聽力復康、及社群復康幾方面的服務也得到周全的保障。

其後，《條例》在2010年4月中再有新一輪的大修訂，進一步放寬補償至單耳失聰人士、並增設再次補償的權益及提高了購買聽力輔助器具的首次資助限額及總資助限額，讓更多職業性失聰人士得到保障。

最近一次的修訂剛在2015年3月5日起實施，根據名義工資指數的增幅，將用以計算永久喪失工作能力補償的最低及最高金額分別上調至港幣426,880元和2,502,720元。再者，《條例》訂明的聽力輔助器具首次資助限額由港幣12,000元上調至15,000元，而總資助限額則由港幣36,000元提高至現時的52,000元。

以上的簡報可清楚顯示，政府在這二十年間，時常關心職業性失聰人士的權益，適時地檢討並且修例，以確保《條例》賦予的保障能與時並進。

Moreover, the education and promotion functions of the Board were also enhanced. The Board was empowered to conduct publicity programmes to the public and workforce for the purpose of preventing noise-induced deafness by reason of employment. In this regard, the Board has introduced a wide spectrum of educational and publicity projects, such as promotional campaigns for the general community and special programmes targeted at workers engaged in noisy occupations. The main objective is to advocate hearing conservation by means of cooperation between employers and employees. In order to publicise the message of hearing protection, the Board has conducted a number of promotional programmes including mass media advertising through newspaper, television and radio, open contests, large-scale roving exhibitions, safety talks to various noisy workplaces and joint events organised with other occupational safety and health organisations.

May 2003 was a milestone in the Board's history. Another 4 new noisy occupations were added to the list of specified noisy occupations in the Ordinance, making the current list of 29 specified noisy occupations in total. The industries being covered by the compensation scheme thus became more diversified. Also, on top of conducting educational and publicity programmes, the Board was empowered to conduct rehabilitation programmes for occupational deafness persons as well as to finance their purchase of hearing assistive devices. The scope of services provided to occupational deafness persons was hence further improved. Moreover, by making reference to the increase in the Nominal Wage Index, the minimum and maximum sums used for calculating the amount of compensation for permanent incapacity were adjusted upwards. Thanks to the aforementioned revisions, successful claimants for occupational deafness compensation are accorded all-round protection in terms of the compensation amount, aural and social rehabilitation services.

Thereafter, another round of substantial revisions to the Ordinance took place in April 2010 which included extending the coverage of the compensation to cover monaural hearing loss, introducing the right for further compensation, and raising the first-time financing limit and aggregate financing limit for hearing assistive device expenses to extend protection to more occupational deafness persons.

The most recent revision just took effect from 5 March 2015. In accordance with the increase in the Nominal Wage Index, the minimum and maximum sums used for calculating the amount of compensation for permanent incapacity were adjusted upwards to HK\$426,880 and HK\$2,502,720 respectively. Furthermore, the first-time financing limit stipulated in the Ordinance was raised from HK\$12,000 to HK\$15,000, whereas the aggregate financing limit was raised from HK\$36,000 to HK\$52,000.

The above brief report clearly demonstrates that the Government has always cared about the rights and benefits of occupational deafness persons in the past 20 years, reviewed and amended the Ordinance in a timely manner, so as to ensure that the protection accorded by the Ordinance could keep pace with the times.



## 年內報告

在2014/15年度，管理局共收到308宗補償申請，同期間共有150宗個案被審批為合資格而成功獲得補償，涉及的補償金總額約港幣1,115萬元，其中包括118宗首次補償和31宗再次補償申請，以及一宗過往曾因只罹患單耳失聰而被拒絕人士的個案。另一方面，管理局於本年度接獲了516宗關於資助罹患職業性失聰人士購買、維修和更換聽力輔助器具的申請，當中有66宗是首次提交的。同期間內，管理局批准了486宗申請，資助總額約為港幣156萬元。一如既往，助聽器是申請資助購買的主要項目，佔整體資助計劃開支的83.6%。

管理局於2014/15年共收到約港幣5,489萬元的收入，當中的80.78%乃於《僱員補償保險徵款條例》下獲分配得的徵款，年內我們的支出總額約為港幣3,433萬元，因而錄得約港幣2,056萬元的盈餘。

為使從事高噪音工作的員工更了解自己的聽力健康，管理局於本年度增設了一項以嶄新形式推行的流動聽覺篩查服務計劃，在高噪音工地現場提供簡單及免費的聽力測試服務予工友，從而加強員工對保護自身聽覺的意識。此外，在聽力復康服務方面，管理局本年增強了聽力學家為職聽人士提供專業的個別諮詢服務及耳鳴遮蔽器試用計劃，教導職聽人士如何舒緩耳鳴的不適，和讓他們更了解各類型聽力輔助器具的功能。

關於提供給職聽人士的社群復康服務，本年度我們舉辦了448個社群復康活動，並錄得創歷史新高的8 223個參與人次，參與者包括職業性失聰人士及他們的家人。但根據管理局的紀錄，我們發現有部份職聽人士並非那麼活躍，他們可能是工作繁忙，又或許受到情緒困擾或有身體及家庭的問題，寧可留在家裡也不願參加管理局為他們舉辦的活動。所以，管理局在未來會安排多些家訪及關懷服務，希望藉此了解他們，幫助他們擴闊社交圈子、增加他們與別人溝通的機會從而提高他們溝通的技巧。我衷心鼓勵各位職聽朋友，大家應多些參與社區聚會及守望相助，彼此交流生活點滴和使用聽力輔助器具的心得。

## Report for the year

In 2014/15, the Board received a total of 308 applications for compensation. During the same period, a total payout of about HK\$11.15 million was made for 150 approved cases consisting of 118 first-time and 31 further applications for compensation as well as one previously rejected application for which the claimant was suffering from monaural hearing loss only. With respect to our Financial Assistance Scheme for expenses incurred in purchasing, repairing and replacing hearing assistive devices (HAD), 516 applications for financing hearing assistive devices including 66 first-time submissions were received by the Board in the year. During the same period, the Board approved 486 applications with a total amount of approximately HK\$1.56 million paid. Similar to the circumstances in the past, acquisition request for hearing aids was the major claim which amounted to 83.6% of the total expenses of the scheme.

On the financial side, in 2014/15 we received a total income of about HK\$54.89 million, with 80.78% coming from the levy distributed under the Employees' Compensation Insurance Levies Ordinance. During the year, our expenditure amounted to approximately HK\$34.33 million and hence we recorded an operating surplus of about HK\$20.56 million.

In order to let the employees working in noisy occupations learn more about their hearing health, this year the Board has inaugurated a new scheme for mobile audiometric screening service, so that workers can improve their consciousness of hearing protection by taking complimentary simple tests at their noisy workplaces. On the other hand, regarding the aural rehabilitation services rendered by the Board, in the year we have strengthened our audiologist's individual consultation services provided to occupational deafness persons. At the same time, we have introduced a new trial scheme for tinnitus maskers. By doing so we educate occupational deafness persons how to relieve the discomfort caused by tinnitus and also brief them on the functions of various hearing assistive devices.

On the spectrum of our social rehabilitation services, this year we organised 448 social rehabilitation programmes which achieved a record-high number of 8 223 participations by occupational deafness sufferers and their family members. Nevertheless, with reference to the Board's record, we observed that some occupational deafness persons might not be that active, likely as a result of their busy work schedule, emotional distress, physical or family problems. They preferred staying home to participating in the activities the Board organised for them. In the future, the Board will hence arrange more home visits and caring services in the hope of having a better understanding of them. It will help the parties concerned to extend their social circles and improve their communication skills through more communication opportunities with others. To all my occupational deafness friends, I wholeheartedly encourage you to be more active in participating in community gatherings, looking after one another, sharing your special moments of life, and exchanging your experience of using hearing assistive devices.

踏入二十周年，其中一件最令我欣慰的事，是管理局部署多年購置自用辦事處的計劃終於達成。為求更優化現有的服務，管理局已於九龍長沙灣區購置新辦事處，並於2015年6月15日正式喬遷。

新辦事處比以往的稍為大一些，除提供一般的恆常服務如會見職聽工友、處理補償申請、提供聽力輔助器具的資助計劃之外，我們的新辦事處增設了一個聽力檢查室及一些相關的基本驗耳設施和聽力儀器，以便進一步提升管理局為從事高噪音工作的工友及職聽人士提供的聽力檢查和復康輔導的服務。

此外，新辦事處亦會加強提供給個別人士的耳鳴諮詢服務，我們的聽力學家可以利用添置的新設施，例如高頻耳筒及耳聲反射儀等設備，為受到耳鳴困擾的職聽人士提出適當的建議或安排。管理局已準備就緒，就迎接新的一頁全力以赴，繼續竭盡所能的為廣大市民提供更優化的服務。

在此，我謹向與管理局經常緊密合作的勞工處、醫院管理局、職業安全健康局、我們三個職聽復康網絡的合作夥伴，包括香港聾人福利促進會、工業傷亡權益會及香港建造業總工會，和各個職工會和僱主組織致以衷心的感謝，多謝你們對職業性失聰補償計劃和復康服務作出長期的支持。此外，我更感激職業性失聰補償管理局的同僚為管理局付出的貢獻，以及醫事委員會的同僚在聽力評估方面向管理局提供的寶貴專業意見。最後，我亦希望表揚管理局穩定的秘書處團隊，他們多年的默默耕耘確保了管理局的優質服務。

邁向另一個十年，我希望管理局往後能繼續得到您的支持，攜手努力並共創佳績。面對未來的各項新發展與挑戰，我深信管理局的團隊定可排除萬難，為香港各行各業的工友提供完善的服務。

Stepping into our 20th anniversary, I am most gratified that the Board has successfully purchased its self-used office after years of planning. With the aim of optimising our current services, the Board has acquired a new office in Cheung Sha Wan, Kowloon and officially moved on 15 June 2015.

The new office is a bit larger than the previous one so as to provide more services aside from our routine work of meeting occupational deafness persons, processing applications for compensation, and providing the Financial Assistance Scheme for HAD. There is an audiology room with some related facilities and basic audio equipment for hearing tests. The hearing check and aural rehabilitation services rendered to workers engaging in noisy occupations and occupational deafness persons are further enhanced now.

Moreover, we will strengthen our tinnitus consultation service to individuals with our new office. Our audiologist can make use of the new equipment such as high frequency headphone and otoacoustic emission diagnostic unit to make suitable arrangement and suggestion to occupational deafness persons suffering from tinnitus. To the best of our ability, the Board is all set for a new chapter of rendering even better services to the general public.

Taking this opportunity, I would like to extend my heartfelt gratitude to the parties which closely cooperate with the Board, namely the Labour Department, Hospital Authority, Occupational Safety and Health Council, our 3 Occupational Deafness Rehabilitation Network partners including the Hong Kong Society for the Deaf, Association for the Rights of Industrial Accident Victims and Hong Kong Construction Industry Employees General Union, and various employees and employers associations. I am thankful for all your long-term support given to the Occupational Deafness Compensation Scheme and our rehabilitation services. In addition, I highly appreciate the contributions made by the Board's fellow members as well as the professional advice given by our Medical Committee on hearing assessment matters. Lastly, I would also like to praise our stable secretariat whose years of diligence and dedication ensure the service quality rendered by the Board.

Marching towards another decade, I sincerely wish that the Board can have your continued support so that we will join hands to achieve excellent results together. Facing various new developments and challenges in the future, I trust that the Board will be able to overcome all difficulties and provide consummate services to the workforce in Hong Kong.

**袁寶榮教授，太平紳士**

職業性失聰補償管理局 主席

**Professor Anthony Yuen, JP**

Chairman

Occupational Deafness Compensation Board



## 管理局簡介

### Profile of the Board

根據《職業性失聰(補償)條例》(香港法例第469章)，職業性失聰補償管理局(下稱管理局)於1995年6月1日成立，負責執行以下由法例所賦予的職能：

- ① 按法例的規定管理職業性失聰補償基金；
- ② 處理及裁定職業性失聰補償的申請；
- ③ 處理及裁定有關付還或直接支付聽力輔助器具開支的申請；
- ④ 進行或資助教育及宣傳活動，以防止職業性失聰；及
- ⑤ 為因工作噪音而罹患失聰人士進行或資助復康計劃。

經香港特別行政區行政長官委任，管理局由9位成員組成，分別代表僱主、僱員、醫學界專業人士及公職人員。管理局定期開會以製訂活動計劃的方向，同時對根據《職業性失聰(補償)條例》所提出的申索作出裁定。

The Occupational Deafness Compensation Board (the Board) was established on 1 June 1995 under the Occupational Deafness (Compensation) Ordinance (Cap.469) (the Ordinance). It is responsible for carrying out the following functions under the Ordinance:

- A to manage the Occupational Deafness Compensation Fund in accordance with the law;
- B to process and determine applications for compensation in respect of occupational deafness;
- C to process and determine applications for reimbursement or direct payment of expenses for hearing assistive devices;
- D to conduct or finance educational and publicity programmes for the purpose of preventing noise-induced deafness by reason of employment; and
- E to conduct or finance rehabilitation programmes for persons suffering from noise-induced deafness by reason of employment.

The Board consists of 9 members, who are appointed by the Chief Executive of the Hong Kong Special Administrative Region, including representatives of employers, employees, medical professionals and public officers. It meets regularly to set directions on the programmes of activities to be carried out and to determine applications made under the Ordinance.



勞工及福利局局長張建宗先生，金紫荊星章，太平紳士(右五)、管理局主席袁寶榮教授，太平紳士(左五)、職業性失聰關懷大使歐錦棠先生(左一)與一眾管理局成員攝於2014/15年的巡迴展覽開幕禮上

Secretary for Labour and Welfare the Honourable Matthew Cheung, GBS, JP (5th from right), ODCB Chairman Professor Anthony Yuen, JP (5th from left), Caring Ambassador for Occupational Deafness Mr Stephen Au (1st from left) and a group of Board members at the Opening Ceremony of ODCB Roving Exhibitions 2014/15

# 職業性失聰補償管理局成員

## Membership of the Occupational Deafness Compensation Board (ODCB)

(2014.4.1 – 2015.3.31)



袁寶榮教授  
太平紳士  
Professor YUEN Po-wing,  
Anthony, JP

管理局主席  
ODCB Chairman



黃唯銘博士  
Dr WONG Nai-keung,  
Philco

僱主代表  
Representing employers



董美嫻女士  
Ms TUNG Mi-wah,  
Elsa

僱主代表  
Representing employers  
(至2014.11.30 止)  
(Up to 2014.11.30)



顏吳餘英女士  
榮譽勳章，太平紳士  
Mrs NGAN NG Yu-ying,  
Katherine, MH, JP

僱主代表  
Representing employers  
(由2014.12.1 起)  
(From 2014.12.1)



周聯僑先生  
榮譽勳章  
Mr CHOW Luen-kiu, MH

僱員代表  
Representing employees



李秀琼女士  
Ms LEE Sau-king,  
Amy

僱員代表  
Representing employees



蘇顯斌醫生  
Dr SO Hin-pan

醫院管理局代表  
Representative of  
Hospital Authority



趙潔儀醫生  
Dr CHIU Kit-ye,  
Sherlannie

耳鼻喉科專科醫生  
ENT Surgeon



畢咏彤女士  
Ms BUT Wing-tung,  
Christine

勞工處高級勞工事務主任  
Senior Labour Officer  
Labour Department



梁禮文醫生  
太平紳士  
Dr LEUNG Lai-man,  
Raymond, JP

衛生署社會醫學  
(職業健康) 顧問醫生  
Consultant  
(Community Medicine)  
(Occupational Health)  
Department of Health



吳惠英女士  
Ms NG Wai-ying,  
Erica

管理局行政總監(秘書)  
ODCB Executive Director  
(Secretary)



## 職業性失聰醫事委員會簡介

### Profile of the Occupational Deafness Medical Committee

職業性失聰醫事委員會(下稱醫事委員會)是根據《職業性失聰(補償)條例》而成立的另一個法定組織，其職能是就聽力評估及為職業性失聰人士配備聽力輔助器具事宜向管理局提供技術、醫學及專業方面的意見。醫事委員會共有5名成員，他們分別是醫事或聽力學方面的專家。

The Occupational Deafness Medical Committee (the Medical Committee) is another statutory body established under the Ordinance. Its function is to advise the Board on the technical, medical and professional aspects of hearing assessment and provision of hearing assistive devices to persons suffering from occupational deafness. The Medical Committee comprises 5 members who are specialists of the medical profession or expert in the field of audiology.



一眾醫事委員會成員攝於管理局辦公室

Members of the Medical Committee at the Board office

# 職業性失聰醫事委員會成員

## Membership of the Occupational Deafness Medical Committee

(2014.4.1 – 2015.3.31)



梁禮文醫生  
太平紳士  
**Dr LEUNG Lai-man,**  
**Raymond, JP**

由衛生署提名  
Nominated by  
Department of Health



吳港生醫生  
**Dr WOO Kong-sang,**  
**John**

由醫院管理局提名  
Nominated by  
Hospital Authority



陸偉成醫生  
**Dr LUK Wai-sing,**  
**Albert**

由香港醫學專科學院  
香港耳鼻喉科醫學院提名  
Nominated by  
Hong Kong College of  
Otorhinolaryngologists  
Hong Kong Academy of  
Medicine



霍佩珠醫生  
**Dr FOK Pui-chu,**  
**Joan**

由香港醫學專科學院  
香港社會醫學學院提名  
Nominated by  
Hong Kong College of  
Community Medicine  
Hong Kong Academy of  
Medicine



王家昌先生  
**Mr WONG Ka-cheong,**  
**Terence**

由香港聽力學會提名  
Nominated by  
Hong Kong Society of  
Audiology



陳英偉先生  
**Mr CHAN Ying-wai,**  
**Alfred**

管理局營運監督(秘書)  
ODCB Director of Operations  
(Secretary)



# 職業性失聰補償計劃

## Occupational Deafness Compensation Scheme



職業性失聰是香港最常見的職業病之一，其成因是由於工作關係長期暴露於高噪音之下，而導致內耳的神經細胞受到損害。當這些神經細胞被損害或破壞後便不能復原，因此造成的聽力損害是永久性和不能治愈的。

職業性失聰補償計劃向那些因受僱從事指定高噪音工作而罹患噪音所致的聽力損失的僱員提供補償，申索人須符合《職業性失聰(補償)條例》中有關職業及失聰方面的規定，才符合資格獲得補償。

Occupational deafness is one of the most common occupational diseases detected in Hong Kong. It is caused by prolonged exposure to high level of noise at work, which results in the damage of the nerve cells of the inner ear. Once damaged or destroyed, these nerve cells will not recover. The resulting hearing impairment will be permanent and cannot be cured.

The Occupational Deafness Compensation Scheme provides for the payment of compensation to those employees who suffer from noise-induced hearing loss due to employment in specified noisy occupations. Claimants have to fulfil both the occupational and hearing loss requirements as stipulated by the Ordinance in order to be entitled to receiving compensation.

## 職業規定

### Occupational Requirements

在職業規定方面，申索人須曾在香港受僱從事指定的高噪音工作合計最少10年，或從事其中4類特別高噪音工作合共最少5年。指定的高噪音工作是指那些由《職業性失聰(補償)條例》所指定涉及高噪音生產程序或使用高噪音機器的工作。現時該條例共指定了29類高噪音工作，這些指定的高噪音工作表列於附錄一。

此外，申索人在向管理局申請補償前的12個月內，須曾按連續性合約在香港受僱從事指定的高噪音工作<sup>1</sup>。

To meet the occupational requirements, a claimant should have at least 10 years of employment in aggregate in any of the specified noisy occupations in Hong Kong or at least 5 years of employment in the case of 4 occupations that are particularly noisy. Specified noisy occupations refer to those occupations that are specified under the Ordinance, involving either noisy production processes or the use of noisy machinery. At present, 29 noisy occupations are specified, a full list of which is given at *Appendix 1*.

Moreover, a claimant has to be employed under a continuous contract of employment<sup>1</sup> in any specified noisy occupations in Hong Kong within the 12 months before making an application for compensation.



<sup>1</sup> 假如一名申索人曾連續受僱於同一僱主4星期或以上，而每星期均工作18小時或以上，則他/她將被視為按連續性合約受僱。

A claimant is regarded as having been employed under a continuous contract of employment if he/she has been employed continuously by the same employer for 4 or more weeks and has worked for 18 hours or more in each of such weeks.

## 失聰規定

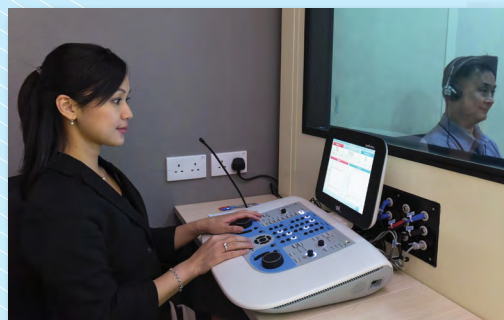
### Hearing Loss Requirements

在條例下，如申索人經聽力測量法在1、2及3千赫頻率量度得的平均神經性聽力損失，符合以下規定便會被裁定為患有職業性失聰：

- ① 雙耳聽力損失 - 雙耳的神經性聽力損失均不少於40分貝，而其中最一耳之聽力損失是因噪音所導致；或
- ② 單耳聽力損失 - 僅有一耳的神經性聽力損失不少於40分貝，而此聽力損失是因噪音所導致。

Under the Ordinance, a claimant will be determined as suffering from occupational deafness if he/she has sensorineural hearing loss, as measured by audiometry averaged over the 1, 2 and 3 kHz frequencies, in the following manner:

- A **Binaural hearing loss** - sensorineural hearing loss amounting to not less than 40 dB in both ears, where such loss of at least one ear is due to noise; or
- B **Monaural hearing loss** - sensorineural hearing loss amounting to not less than 40 dB in only one ear, where such loss is due to noise.



## 再次補償

### Further Compensation

如申索人符合以下條件，可以在獲批補償後提出再次補償申請：

A person who has previously received compensation from the Board shall be entitled to further compensation if he/she fulfils the following requirements:

#### 職業規定

- 對上一次成功獲得補償的申請日期後，曾受僱在香港從事任何指定的高噪音工作，為期共最少3年；及
- 在向管理局申請再次補償前的12個月內，須曾按連續性合約在香港受僱從事指定的高噪音工作。

#### Occupational Requirements

- Having at least 3 years of employment in aggregate in any specified noisy occupations in Hong Kong after the application date of his/her latest application for which compensation has been approved; and
- Having been employed under a continuous contract in a specified noisy occupation in Hong Kong within the 12 months prior to making the application for further compensation.

#### 進一步永久喪失工作能力規定

- 經聽力測量試驗確定罹患噪音所致的單耳或雙耳聽力損失；及
- 管理局裁定該申索人因罹患噪音所致的永久喪失工作能力百分比，較對上一次成功獲得補償時的程度為高。

#### Additional Permanent Incapacity Requirements

- Confirmed by hearing test as suffering from binaural or monaural hearing loss; and
- The percentage of permanent incapacity as determined by the Board is greater than that of the latest application for which compensation has been approved.



## 支付補償

### Payment of Compensation

根據《職業性失聰(補償)條例》，首次補償或再次補償是以一筆過的方式支付，款額則按申索人的年齡、每月入息及因職業性失聰而導致的永久喪失工作能力百分比計算，其計算辦法如下：

Under the Ordinance, the first-time compensation or further compensation is paid in a lump sum calculated with reference to the claimant's age, monthly earnings and percentage of permanent incapacity resulting from occupational deafness in the following way:

申索人年齡 Age of Claimant	補償的金額 Amount of Compensation	
40歲以下 Under 40	96個月入息 96 months' earnings	永久喪失工作能力之百分比 (首次補償) Percentage of permanent incapacity (Compensation for the first time)
40至56歲以下 40 to under 56	72個月入息 72 months' earnings	或 or
56歲或以上 56 or above	48個月入息 48 months' earnings	進一步永久喪失工作能力之百分比 (再次補償) Percentage of additional permanent incapacity (Further compensation)

在計算補償款額時，申索人的每月入息是按照他/她提出申請的日期前，在香港受僱於指定高噪音工作的最後12個月的平均入息計算。假如申索人無法提交書面證據，又或者提交的證據不獲管理局接納，補償款額將按政府統計處所發表的香港就業人口總數的每月入息中位數計算。但不論採用那一個方法來評定，每月入息均以港幣23,580元(至2015年3月4日止)或26,070元為上限(由2015年3月5日起)。

For the purpose of calculating the amount of compensation, the average monthly earnings received by the claimant in his/her last 12 months' employment in specified noisy occupations in Hong Kong prior to the date of application shall be taken as his/her monthly earnings. If the claimant cannot provide documentary evidence on his/her earnings or the evidence provided by him/her is not accepted by the Board, the median monthly employment earnings of the total employed population of Hong Kong published by the Census and Statistics Department will be adopted for computing the compensation amount. Irrespective of which figure is used, the amount is subject to a maximum of HK\$23,580 (up to 4 March 2015) or HK\$26,070 (from 5 March 2015).

永久喪失工作能力百分比是根據申索人雙耳的聽力損失程度而評定的，根據《職業性失聰(補償)條例》，永久喪失工作能力百分比最低為0.5%，最高則為60%。

The percentage of permanent incapacity is determined by the hearing loss suffered by the claimant in both ears. Under the Ordinance, it ranges from a minimum of 0.5% to a maximum of 60%.

## 接獲的申請 Applications Received

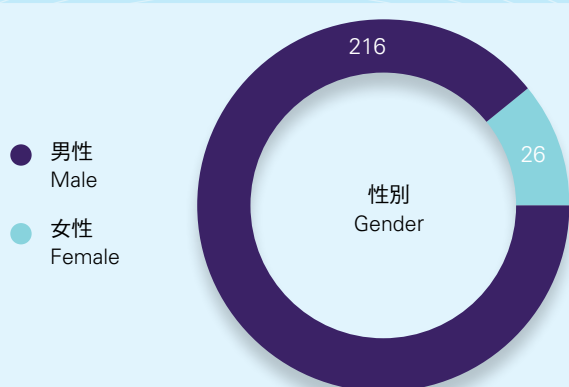
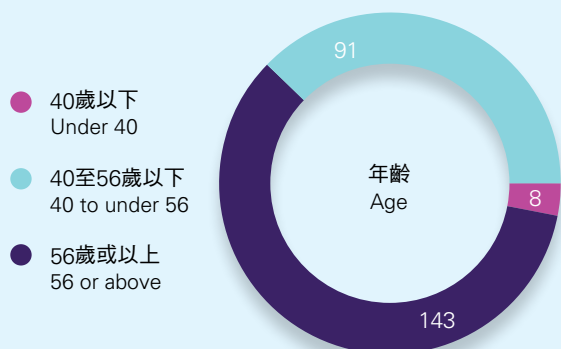
在2014/15年度，管理局共接獲308宗補償申請如下：

- 首次補償 (圖表1) ..... 242
- 再次補償 (圖表2) ..... 65
- 單耳聽力損失的補償  
~ 過往曾被管理局拒絕補償之人士 ..... 1

During the year 2014/15, the Board received a total of 308 applications for compensation with the following breakdown:

- Compensation for the first time (Figure 1) ..... 242
- Further compensation (Figure 2) ..... 65
- Compensation for hearing loss in only one ear  
~ having been previously refused by the Board ..... 1

### 首次補償 First-time Compensation



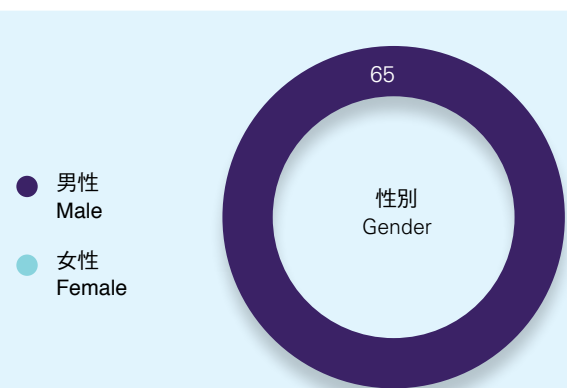
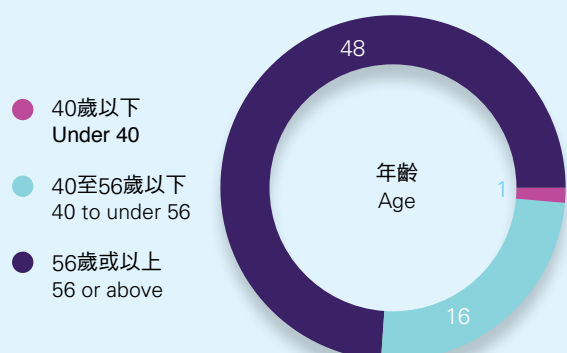
申索人年齡及性別統計(首次補償)  
Profile of Claimants  
(First-time Compensation)

年齡 Age	申索人數目 No. of Applicants	比率 Percentage
40歲以下 Under 40	8	3.3%
40至56歲以下 40 to under 56	91	37.6%
56歲或以上 56 or above	143	59.1%
總和: Total:	242	100%

圖表  
Figure 1



## 再次補償 Further Compensation



申索人年齡及性別統計(再次補償) Profile of Claimants (Further Compensation)		
年齡 Age	申索人數目 No. of Applicants	比率 Percentage
40歲以下 Under 40	1	1.5%
40至56歲以下 40 to under 56	16	24.6%
56歲或以上 56 or above	48	73.9%
總和: Total:	65	100%

圖表 2  
Figure

在本報告年內，因職業性失聰而提出的242宗首次補償申請，大多數是從事使用機動工具研磨、開鑿、切割或衝擊石塊(35.6%)，其次最多工友申請首次補償的是與在內燃機、渦輪機、加壓燃料爐頭或噴射引擎的附近工作有關(23.6%)，以及紡織的工作(15.7%)。有關申請首次職業性失聰補償人士的工作統計資料分析載於附錄二內。

另一方面，關於65宗的再次申請職業性失聰補償的個案，大部份的申索人是從事使用機動工具研磨、開鑿、切割或衝擊石塊的有關工作(46.2%)，其次是研磨金屬(27.7%)，以及在內燃機、渦輪機、加壓燃料爐頭或噴射引擎的附近工作(20.0%)。有關申請再次職業性失聰補償人士的工作統計資料分析載於附錄三內。

The majority of the 242 applications for compensation for the first time were related to those who engaged in the use of power driven grinding, chiselling, cutting or percussive tools on rocks (35.6%). The next largest group involved those working near internal combustion engines, turbines, pressurised fuel burners or jet engines (23.6%), followed by those who engaged in textile manufacturing (15.7%). A set of the occupational profiles of the claimants who applied for first-time compensation is given at *Appendix 2*.

Regarding the 65 applications for further compensation, the majority of the claimants were engaged in the use of power driven grinding, chiselling, cutting or percussive tools on rocks (46.2%), while those engaged in metal grinding (27.7%) were the next largest group of claimants. Workers who engaged in working near internal combustion engines, turbines, pressurised fuel burners or jet engines (20.0%) were the third majority group of all applications for further compensation. A set of the occupational profiles of the claimants who applied for further compensation is given at *Appendix 3*.

## 申請的處理 Applications Processed

在本年度，管理局批准了150宗申請，批出的補償款額為港幣11,150,996元。以下是獲批核的個案分類概覽：

For the year under review, the Board approved 150 applications with a total compensation payout of HK\$11,150,996 made. A breakdown of the applications approved by their respective types are as follows:

	批准申請數目 Number of Approved Application	補償款額支出 (港元) Amount of Compensation Paid (HK\$)
首次補償 Compensation for the first time	118	8,901,294
再次補償 Further compensation	31	2,217,642
單耳聽力損失的補償 Compensation for hearing loss in only one ear		
(甲) 過往曾被管理局拒絕補償之人士 (A) Previously refused by the Board	1	32,060
(乙) 過往曾自行安排聽力測量試驗 (B) With hearing test arranged by oneself	0	
<b>總數 Total:</b>	<b>150</b>	

在118名成功獲得首次補償的申索人中，有70.3%人士的較佳耳朵的聽力損失程度是在50分貝之下(圖表3)，絕大部份的成功申索人(93.2%)的永久喪失工作能力的程度不超過20%，平均發放給每位的補償金額為港幣75,435元(圖表4)。

Regarding these 118 successful claimants who received compensation for the first time, 70.3% suffered a hearing loss of less than 50dB in the better ear (Figure 3) and a large majority (93.2%) of them suffered from a permanent incapacity of not greater than 20%. The average amount of compensation awarded was HK\$75,435 (Figure 4).

成功個案的聽力損失統計(首次補償)  
Approved Cases by Level of Hearing Loss  
(Compensation for the First Time)

聽力程度 (分貝) Hearing Level (dB)	較佳的耳朵 Better Ear	較差的耳朵 Worse Ear
<40	31	不適用 N.A.
40 – 49	52	53
50 – 59	26	36
60 – 69	9	18
70 – 79	0	5
80 – 89	0	3
>=90	0	3
<b>總數 Total:</b>	<b>118</b>	<b>118</b>

圖表  
Figure 3

成功個案的支付補償統計(首次補償)  
Approved Cases by Compensation Payment  
(Compensation for the First Time)

永久喪失工作能力百份比 Percentage of Incapacity	個案數目 No. of Cases	支付總額 (港元) Total Payment (HK\$)
0.5%	19	104,977
1%-4.5%	37	754,591
5%-10%	28	1,905,290
11%-20%	26	4,229,095
21%-30%	8	1,907,341
31%-40%	0	不適用 N.A.
41%-50%	0	不適用 N.A.
51%-60%	0	不適用 N.A.
<b>總數 Total:</b>	<b>118</b>	<b>8,901,294</b>

平均補償金額 **Average Compensation Paid:** 75,435

圖表  
Figure 4



另一方面，在31名成功獲得再次補償的申索人中，有90.3%人士的較佳耳朵的聽力損失程度是在60分貝之下(圖表5)，大部份(83.9%)的進一步永久喪失工作能力之百分比為0.5%至10.5%，平均發放的再次補償金額為港幣71,537元(圖表6)。兩組有關獲發首次及再次補償人士的聽力損失程度分析分別載於附錄四及附錄五內。

As for those 31 claimants who received further compensation, 90.3% suffered a hearing loss of less than 60dB in the better ear (Figure 5) and a large majority (83.9%) of them suffered from additional percentage of permanent incapacity ranged from 0.5% to 10.5%. The average amount of further compensation paid was HK\$71,537 (Figure 6). Two sets of analysis of approved cases of first-time and further compensation by level of hearing loss are at Appendix 4 and Appendix 5 respectively.

成功個案的聽力損失統計(再次補償)  
Approved Cases by Level of Hearing Loss  
(Further Compensation)

聽力程度 (分貝) Hearing Level (dB)	較佳的耳朵 Better Ear	較差的耳朵 Worse Ear
<40	3	不適用 N.A.
40 – 49	5	2
50 – 59	20	14
60 – 69	2	8
70 – 79	1	3
80 – 89	0	1
>=90	0	3
總數 Total:	31	31

圖表 5  
Figure 5

成功個案的支付補償統計(再次補償)  
Approved Cases by Compensation Payment  
(Further Compensation)

進一步永久喪失工作能力 百份比 Additional Percentage of Incapacity	個案數目 No. of Cases	支付總額 (港元) Total Payment (HK\$)
0.5%	1	4,955
1%-4.5%	8	174,270
5%-10.5%	17	1,275,836
11%-20.5%	5	762,581
21%-30.5%	0	不適用 N.A.
31%-40.5%	0	不適用 N.A.
41%-50.5%	0	不適用 N.A.
51%-59.5%	0	不適用 N.A.
總數 Total:	31	2,217,642

平均補償金額 Average Compensation Paid: 71,537

圖表 6  
Figure 6

在本年度遭拒絕的75宗首次補償申請，有60宗(80%)是由於申索人未能符合失聰方面的規定，而其餘的15宗(20%)則由於申索人未能符合職業方面的規定，另一方面，有12名申索人自行撤銷申請。

另關於24宗被拒的再次補償申請，21宗(87.5%)是由於申索人未能符合失聰方面的規定，而其餘的3宗(12.5%)則由於申索人未能符合職業方面的規定，此外，有4名申索人自行撤銷申請(圖表7)。

Regarding the 75 applications for compensation for the first time being refused during the year under review, 60 applications (80%) were due to failing to meet the hearing loss requirements whereas 15 applications (20%) failed to meet the occupational requirements. On the other hand, 12 claimants had withdrawn the applications by themselves.

With respect to the 24 applications for further compensation being refused, 21 of them (87.5%) could not meet the hearing loss requirements whereas 3 applications (12.5%) failed to meet the occupational requirements. There were 4 withdrawn cases in the year (Figure 7).

2014/15年已處理申請的結果統計  
Breakdown of Applications Processed in the Year 2014/15

	個案數目 (首次補償) No. of Cases (Compensation for the First Time)	個案數目 (再次補償) No. of Cases (Further Compensation)
批准支付補償 Compensation payment approved	118	31
未能符合失聰規定 Failed to meet hearing loss requirements	60	21
未能符合職業規定 Failed to meet occupational requirements	15	3
沒有出席聽力測驗 Failed to attend hearing assessment	0	0
撤銷 Withdrawn	12	4

圖表  
Figure 7



# 聽力輔助器具的資助計劃

## Financial Assistance Scheme for Hearing Assistive Devices

凡任何有資格根據《職業性失聰(補償)條例》獲得補償的人士，若因噪音導致聽力受損而需要配備聽力輔助器具，經醫事委員會審批後可申請資助因取得、裝配、修理或保養該等器具而招致的合理開支。在本報告年度開始至2015年3月4日，每名申請人第一次申請購買及裝配聽力輔助器具的數額以港幣12,000元為上限，而可申請資助的開支總額合共不可超過36,000元。根據《職業性失聰(補償)條例》在2015年3月5日起生效的修訂，聽力輔助器具的首次資助限額已由以往的12,000元上調至15,000元，總資助限額則由以往的36,000元提高至現時的52,000元，增幅分別高達25%及44.44%。提升首次資助限額的目的，是容許職聽人士與時並進，可購置功能較佳的助聽器，以配合他們的個別需要。至於上調總資助限額的目的，則是讓因已用罄總資助限額而不再在計劃下享有任何資助的職聽人士，可重新在計劃下獲得資助。

在2014/15年度，管理局接獲了516宗資助聽力輔助器具的申請，其中66宗是首次申請。在同一期間，管理局批准了486宗申請，合共支出的款額約達到港幣156萬元。助聽器是申請資助購買的主要項目，佔資助計劃整體開支的83.6%。

Any person who is entitled to compensation under the Ordinance may also apply for the reasonable expenses incurred in the acquisition, fitting, repair or maintenance of hearing assistive devices in connection with his/her noise-induced deafness subject to the Medical Committee's determination. For the year under review up to 4 March 2015, regarding the first-time application relating to the acquisition and fitting of a hearing assistive device, the claimed amount was subject to a maximum of HK\$12,000 for each eligible person. The aggregate amount of financial assistance given to each of them under the scheme should not exceed HK\$36,000. Whereas according to the revised Ordinance which took effect from 5 March 2015, the claimed amount for the first-time application relating to the acquisition and fitting of a hearing assistive device was revised upwards to a maximum of HK\$15,000 from the previous HK\$12,000 for each eligible person. The aggregate amount of financial assistance given to each of them under the scheme was also revised upwards to HK\$52,000 from the previous HK\$36,000. The percentages of the increment are 25% and 44.44% respectively. The purpose of increasing the maximum amount for first-time applications is to allow occupational deafness persons to acquire hearing aids with better functions so that their personal needs can be met. As regards increasing the maximum aggregate amount of financial assistance, it is to allow occupational deafness persons who have used up their previous aggregate amount can be entitled to financial assistance under the scheme again.

In 2014/15, 516 applications for financing hearing assistive devices were received by the Board, of which 66 were first-time applications. During the year, the Board approved 486 applications with a total amount of approximately HK\$1.56 million paid. Acquisition of hearing aids was the major claim which amounted to 83.6% of the total expenses of the scheme.



根據《職業性失聰(補償)條例》，聽力輔助器具包括：

- ① 助聽器；
- ② 經特別設計以供有聽力困難人士使用的電話擴音器；
- ③ 設有閃燈或其他視像裝置以表示鈴聲的桌面電話；
- ④ 管理局根據醫事委員會的意見裁定罹患噪音所致的失聰人士在與該失聰情況有關連的情況下合理地需要使用的任何器具；或
- ⑤ 上述聽力輔助器具的任何部件或配件。

Under the Ordinance, hearing assistive devices shall include:

- A hearing aid;
- B telephone amplifier specially designed for use by persons with hearing difficulty;
- C desktop telephone with flashing light or other visual device to indicate ringing;
- D any device the use of which by a person suffering from noise-induced deafness is determined by the Board, upon the advice of the Occupational Deafness Medical Committee, to be reasonably necessary in connection with such deafness; or
- E any accessories or parts of the above hearing assistive devices.



## 教育及宣傳工作報告 Report on Education and Publicity

職業性失聰是由於內耳的神經細胞遭受破壞而造成，當這些神經細胞長期暴露於高噪音下便不能復原，逐漸形成永久性的聽力損失。職業性失聰屬於神經性聽力損失，並沒有方法可以治療，而預防是唯一有效的途徑去保護在高噪音行業下工作之人士。

為提高市民大眾對預防職業性失聰的意識，管理局一向積極地推行廣泛的教育及宣傳活動，並致力向公眾人士及於高噪音行業工作之僱員介紹職業性失聰補償計劃的詳情。

本年度，管理局再次參加了由香港政府資訊科技總監辦公室和平等機會委員會合辦的『無障礙網頁嘉許計劃』，並連續第3年榮獲金獎。此計劃的目的是表彰採用無障礙網頁設計的網站，推動更多企業和機構在其網站採用無障礙網頁設計，讓社會各階層包括殘疾人士更方便地獲取網上資訊和使用網上服務。

此外，要有效地應付工作上的噪音危害，督導與管理人員須明確了解有關的問題及解決方法。有鑑於此，管理局繼續與職業安全健康局攜手合作，為其行業涉及噪音工序的管理或督導人員合辦季度之**工作噪音評估合格證書課程**，並繼續提供學費資助計劃予有興趣的學員，鼓勵有關人士主動更新關於在工作場所中如何評估噪音的知識。

Occupational deafness is caused by damages to the nerve cells of inner ear. If these nerve cells are exposed to high-level noise for a prolonged period, they would not be able to recover and thereby leading to gradual and permanent hearing loss. The resulting sensorineural hearing loss cannot be cured. Prevention is the only effective way to help protect the hearing of those workers engaged in noisy occupations.

The Board has been undertaking a variety of educational and publicity programmes to raise the public's awareness of preventing occupational deafness. Moreover, the Board also makes great efforts in introducing to the general public and workers engaging in noisy occupations details of the Occupational Deafness Compensation Scheme.

This year, the Board once again participated in the **"Web Accessibility Recognition Scheme"** co-organised by the Office of the Government Chief Information Officer and the Equal Opportunities Commission, and has won the Gold Award for the third consecutive year. The objectives of such recognition scheme are to show appreciation to businesses and organisations which have made their websites accessible and to encourage adoption of web accessibility to facilitate access to online information and services by all segments of the community including persons with disabilities.

Furthermore, in order to eliminate the hazards of noise at work, it is important that supervisors and managers should have a good understanding on the problems and are able to resolve them effectively. As such, the Board keeps on working with the Occupational Safety and Health Council (OSHC) on a sponsorship scheme for the course **Certificate of Competence in Workplace Noise Assessment**. Such sponsorship scheme aims at encouraging parties concerned to take an active role in updating their knowledge about noise level assessment at workplaces.





## 巡迴展覽 Roving Exhibitions

為求接觸公眾人士和社群，管理局繼續在不同的場地舉辦一連串的巡迴展覽，竭力宣傳補償計劃及在工作場所保護聽覺的重要訊息，此乃非常有效的途徑去接觸公眾社群。

本年中管理局共舉辦了18場展覽，地點包括購物商場、建造業議會訓練中心及其他與勞工處和職業安全健康局合辦活動的場所。

To promulgate the compensation scheme and the importance of hearing conservation at work, the Board has continued to stage a series of roving exhibitions at various sites which proved to be a very effective platform for reaching out to the public community.

During the year under review, a total of 18 exhibitions were launched at different shopping malls, training centres of Construction Industry Council as well as other venues where promotional activities were jointly organised with the Labour Department and OSHC.



勞工及福利局局長張建宗先生，金紫荊星章，太平紳士(右)與管理局主席袁寶榮教授，太平紳士(左)主持管理局2014/15年的保護聽覺巡迴展覽開幕禮，呼籲勞資雙方須團結一心，攜手合作

At the Opening Ceremony of ODCB Roving Exhibitions 2014/15, Secretary for Labour and Welfare the Honourable Matthew Cheung, GBS, JP (right) and ODCB Chairman Professor Anthony Yuen, JP (left) appeal for cooperations between employers and employees by making a united effort



職業性失聰關懷大使歐錦棠先生(右三)與一眾嘉賓及現場觀眾參與護聽教育遊戲

Caring Ambassador for Occupational Deafness Mr Stephen Au (3rd from right), a group of guests and audiences participate in educational games on hearing conservation

## 工地安全講座及流動驗耳服務

### Safety Talks at Worksites and Mobile Hearing Check Services

管理局在2014/15年度於不同的高噪音工作地點共舉辦了40多場安全探訪及就職講座，到訪的工地包括建築地盤、石礦場和船廠等，約有1 600位工友參加了這些講座，以了解職業性失聰補償計劃的詳情及正確保護聽覺的方法。

此外，管理局更在年中開展了一項新的驗耳服務，派出流動驗耳專車及聽力學家親臨高噪音工地，為工友們作初步聽覺篩查評估，若發現受檢驗工友出現聽力問題，便即時向他們提出協助建議。另一方面，管理局亦繼續和數個與高噪音行業有關的主要工會合作，舉辦特別推廣活動以宣傳防止噪音危害的措施，直接聯繫受僱於高噪音行業的工人及向他們講解職業性失聰補償計劃的詳情。

In 2014/15 the Board conducted more than 40 safety visits and induction talks at different workplaces including construction sites, stone quarries and shipyards where noisy work processes were conducted. It was estimated that these activities had reached out to about 1 600 workers.

In addition, this year the Board has started a new scheme of hearing check services. With the aim of helping employees working in noisy occupations assess their hearing health, the Board arranged our audiologist to visit noisy workplaces to carry out mobile audiometric screening services. Should there be hearing problems with the examined workers, assistance and recommendations would be given to them immediately. On the other hand, the Board also kept on working together with a number of major trade unions related to noisy occupations for special campaigns on avoidance of noise hazards. Details of the Occupational Deafness Compensation Scheme and the proper way to protect hearing at work were explained to the workers who are likely in contact with high level of noise at work.



管理局安排流動驗耳車為從事高噪音工作之工友作聽覺篩查評估

Mobile hearing screening service is arranged for workers engaged in noisy occupations



管理局行政總監吳惠英女士探訪建築工地並向工友介紹職業性失聰補償計劃

ODCB Executive Director Ms Erica Ng introduces the Occupational Deafness Compensation Scheme to workers during a visit to a construction site

## 勞工團體活動贊助計劃

### Labour Group Activities Sponsorship Scheme



為鼓勵職工會和勞工團體在他們為其會員舉辦的活動內宣傳補償計劃及聽覺保護的訊息，管理局本年度繼續舉行此項贊助計劃，共批出津貼予105個勞工團體，總贊助額達約港幣72萬元。超過23 000名工友參加了這些團體舉辦的贊助活動，當中約有24%參與者是從事高噪音行業的工作。

To encourage trade unions and labour groups to help publicise the compensation scheme and promote the hearing conservation message in the activities carried out for their members, the Board continued to conduct such sponsorship scheme this year. In 2014/15, a sponsorship amount of about HK\$720,000 was granted to 105 labour unions and organisations. More than 23 000 workers took part in the sponsored activities delivered by these organisations, of which 24% were engaged in high-level noise occupations.



## 職業安全及健康聯辦活動

### Joint Functions on Occupational Safety and Health

於本報告年度，管理局繼續以合辦形式與勞工處及其他主要的職安推廣機構攜手舉辦大型安全運動，其中包括飲食業安全獎勵計劃及建造業安全獎勵計劃。此外，管理局亦繼續與職業安全健康局合作舉辦了聽覺保護大獎，嘉許那些在保護工人聽覺方面推動有效措施的機構。

During the year under review, the Board continued to support and participate in several other major annual safety campaigns, including **The Catering Industry Safety Award Scheme** and **The Construction Safety Award Scheme**, which were jointly organised with the Labour Department and other prominent occupational safety promotion organisations. In addition, the Board kept on co-organising with the Occupational Safety and Health Council **The Hearing Conservation Best Practices Award** which aimed at giving recognition to companies and organisations that had made significant efforts to implement effective measures to protect the hearing of workers.



管理局主席袁寶榮教授，太平紳士(右)於建造業安全獎勵計劃頒獎典禮上接受由勞工處處長唐智強太平紳士(左)致送的感謝狀

Commissioner for Labour Mr Donald Tong, JP (Front row left), presents a certificate of appreciation to ODCB Chairman Professor Anthony Yuen, JP (Front row right) at the Construction Safety Award Ceremony

# 復康服務及活動報告

## Report on Rehabilitation Services and Programmes

在《職業性失聰(補償)條例》下，管理局被賦予權力為罹患職業性失聰的人士舉辦或資助推行復康計劃。這些計劃的目標是幫助他們克服聽力損失帶來的不便，而所有的復康活動均在由管理局及其夥伴機構組成的「職聽復康網絡」下舉行。

Empowered by the Occupational Deafness (Compensation) Ordinance, the Board is responsible for conducting and financing rehabilitation programmes for those persons who suffer from occupational deafness. The mission of such programmes is to help occupational deafness sufferers overcome their handicap brought about by the ailment. All the rehabilitation activities are organised under the name of Occupational Deafness Rehabilitation Network (ODRN), a set-up formed by the Board and its partnering organisations.

## 聽力復康計劃

### Aural Rehabilitation Programmes

聽力復康計劃旨在透過向職業性失聰人士提供適合的聽力輔助器具及訓練有效的溝通技巧，協助他們克服聽障。為了幫助職業性失聰人士對助聽器的功用有更多的了解，管理局在2014/15年度為職聽人士舉辦了20多場有關驗配助聽器的工作坊及講座。

除了管理局之聽力學家出席講解配戴助聽器的益處及如何選配合適的助聽器具外，管理局及「職聽復康網絡」的職員亦向與會者介紹申請資助聽力輔助器具費用的程序，及配備助聽器後的其他服務。

因很多使用者在取得助聽器後均需要時間和努力去適應配戴該新的器具，管理局就此亦為他們舉辦驗配助聽器後講座，藉此指導他們如何有效地使用助聽器及提升溝通能力。在講座中，管理局之聽力學家和社工與到會者分享使用助聽器和其他因失聰而需要使用的器具之技巧，及如何建立使用助聽器時的正確態度。

The objective of aural rehabilitation is to help those persons with occupational deafness overcome the hearing impairment through the provision of suitable hearing assistive devices and effective communication skills. In order to help occupational deafness persons gain a better understanding of hearing aids, in 2014/15, the Board organised more than 20 workshops and seminars for information on hearing assistive devices.

Apart from having the Board's audiologist to give talk on the use of hearing aids and how to choose a suitable device, staff of the Board and ODRN also briefed participants on the procedures of applying for the financial assistance scheme for hearing assistive devices and other follow-up services available to them.

Some hearing aids users would take time and efforts in adapting to the new devices after acquiring them. Therefore, the Board also organised post-fitting seminars for the hearing aids users. The objective was to give advice to them on how to better use their hearing aids so as to enhance their communications capability. In the seminars, the Board's audiologist and social worker shared with the participants tips and tricks on how to make better use of hearing aids and other devices which are reasonably required in connection with the noise-induced deafness. The right attitudes in the use of hearing aids were also shared among participants.





## 助聽器及耳鳴遮蔽器試用計劃

助聽器試戴計劃的構思，是幫助那些對使用助聽器持保留態度的職業性失聰人士。

另一方面，為幫忙受到耳鳴困擾的人士，管理局年中亦推出了一項新的耳鳴遮蔽器試用計劃，以提供協助予有需要的職業性失聰人士。在計劃下，參加者可在一個月內免費試用助聽器和耳鳴遮蔽器。在試用期間，管理局的聽力學家會先與職聽人士會面，了解他們的個別情況後再提供專業意見，確保參加者正確地配戴助聽器或使用耳鳴遮蔽器。

## 社群復康計劃

### Social Rehabilitation Programmes

面對聽障的問題，很多職業性失聰人士在日常生活或會遇到與其他人士溝通的障礙。為了幫助他們重新融入社交生活，「職聽復康網絡」舉辦了多項活動，以協助他們重拾信心和動力與家人或社會的其他人士交往。

透過與香港聾人福利促進會、工業傷亡權益會及香港建造業總工會三間機構的合作，管理局舉辦了多種類的社群復康活動予職聽人士。這些活動包括主題參觀、戶外旅行、生日聚會、興趣小組、教育講座和健康檢查等等。

在2014/15年度，管理局舉辦了448個此類型的活動給予職聽人士，比上一年度增加了約20%。這些活動皆深受職聽人士歡迎，目標以擴闊他們的社交圈子，並提高他們與別人溝通的興趣及技巧為大前提。「職聽復康網絡」的工作人員經常透過不同渠道，盡力接觸所有職聽人士，希望能向他們提供適當的協助。於本報告年度內，這些社群復康服務活動錄得8 223參與人次，參與者包括職業性失聰人士及他們的家人。

針對某部份非活躍參加復康活動的人士，「職聽復康網絡」職員亦積極地透過關懷探訪和問暖電話等方式去了解他們近況。在2014/15年度，「職聽復康網絡」安排了約230次關懷探訪，12節愛心大使服務，和5 400次問暖電話予有關人士。

## Hearing Aid and Tinnitus Masker Trial Schemes

The Hearing Aid Trial Scheme was designed to help those occupational deafness persons who have reservation about using hearing aids.

On the other hand, with a view to assisting occupational deafness persons suffering from discomfort caused by tinnitus, the Board has launched another trial scheme for tinnitus maskers. Under the schemes, participants could try out hearing aids and tinnitus maskers free of charge for a period of one month. During the trial period, individual interviews between the audiologist and occupational deafness persons would be arranged first so that professional advice could be given according to particular situations. This can also ensure the proper use of hearing aids and tinnitus maskers by the trial scheme participants.



A lot of occupational deafness sufferers encountered problems in communicating with others and could not take full enjoyment of daily life. To help them re-integrate into social life in spite of their hearing difficulties, ODRN organised various activities to let them regain confidence and motivation to interact with family members and other people in the community.

Joining forces with the Hong Kong Society for the Deaf, Association for the Rights of Industrial Accident Victims and Hong Kong Construction Industry Employees General Union, the Board organised a wide spectrum of fascinating social rehabilitation activities for the interest of occupational deafness persons. These activities included thematic visits, outdoor picnics, birthday parties, interest group gatherings, educational talks and health check sessions, to name just a few.

In 2014/15, the Board organised 448 such activities for persons suffering from occupational deafness which represented an increase of about 20% as compared with that of last year. These activities aimed at broadening their social circles and strengthening their motivation and skills to communicate with others were very well received by ODRN members. Staff of ODRN always try hard to reach out to all occupational deafness persons via different channels so as to provide them with relevant services. During the year, these social rehabilitation programmes recorded 8 223 participations by occupational deafness persons and their family members.

For those occupational deafness persons who were not active in taking part in the social rehabilitation activities, ODRN had made special efforts in reaching out to them by means of paying caring visits and making telephone calls so as to catch up with them. In 2014/15, ODRN had arranged about 230 caring visits, 12 sessions of caring ambassador services and made 5 400 greeting calls to the people concerned.



## 職業復康計劃

### Vocational Rehabilitation Programmes

職業復康計劃旨在向那些仍有就業能力及意願的職業性失聰人士提供職業輔導、技術培訓及職業介紹服務。在計劃下，有興趣的參加者更可獲得就業配對服務。在2014/15年度，共有1 060人次參與了職業輔導資訊活動，當中有約60名職聽人士根據他們個別的職業需要，參加了不同的技術再培訓課程。

To help those occupational deafness persons who still have the capability and motivation to undertake employment, the Board also runs the vocational rehabilitation programmes which aimed at providing career counselling, job skills training and placement service for the parties concerned. Job matching services are offered to interested participants under such programmes. In 2014/15, 1 060 participations by occupational deafness persons were recorded for career counselling information sessions of which about 60 persons had taken part in the job skills retraining programmes based on their different vocational needs.



職聰復康網絡為會友舉辦極受歡迎的旅行活動

ODRN organises popular picnics for members



初試高爾夫球運動，會友皆十分雀躍並踴躍參與

As first-timers, ODRN members are excited to participate in playing golf



齊到廟宇參觀，並為大家祈福

ODRN members visit a temple and bless for one another





皮革手工藝班

At a leather handicraft course



職聰健行組員

ODRN's hiking group members



會友畢業於保護精神健康課程

ODRN members graduate from a mental health course



由專業物理治療師指導的舒筋活絡小組

A physiotherapist coaches ODRN members at a muscle relieving class



職聰義工嘉許禮

ODRN members are awarded for their voluntary work



## 「職聽復康網絡」夥伴心聲 Sharing by ODRN Partners

### ① 由香港聾人福利促進會撰寫

香港聾人福利促進會於2006年起為職業性失聰補償之工友提供社群復康及輔導服務，透過輔導及復康活動，鼓勵職聽工友積極投入參與家庭及社交生活，改善溝通，並建立社交支援網絡。

從職聽工友的交流與分享，部分工友表示因為聽力受損，其日常生活受到不同程度的影響，但他們並不懂得尋求社會資源協助解決問題。為此，「職聽個案輔導服務」旨在幫助職聽工友克服因聽障帶來的生活問題及困難。職聽工友求助的個案性質有不同的範疇，如聽力適應的問題、情緒困擾、家庭關係、健康及經濟問題等。輔導個案除了透過工友主動提出或轉介，亦有賴積極參與「職聽復康網絡」活動的工友，憑藉大家強大的支援網絡，幫助社工及早接觸有需要協助的工友，盡快轉介適切服務。

很多個案因為不了解輔導服務或社會資源的分配，往往不懂主動求助，令問題無法解決，甚至讓情況惡化。也許以男性居多的職聽工友習慣獨力撐起半邊天，獨自承受壓力；然而，經驗告訴我們，若當事人能夠踏出一步，願意與人傾訴或尋求協助，很多處於困局的求助人士都能得以舒緩或克服問題。由於參與「職聽復康網絡」活動的工友，聽力受到不同程度的損害，在互動與交流中容易產生共鳴及認同感。工友們以同理心互相幫忙，分享生活感受，進而打開心窗，傾訴自身的困擾，有助輔導服務的效益。

「職聽復康網絡」為職聽工友提供多元化的社群復康活動，助他們擴闊社交圈子及加強他們溝通的動力和技巧。這些年來，「職聽復康網絡」有賴工友們的積極參與，發展逐漸成熟，不但增加了協辦機構，活動類型亦越趨廣泛，與時並進，目的都是為切合各職聽工友的需要。活動不但鼓勵了職聽工友投入社群活動，讓不同行業的工友聚首一堂，亦締造了一個互相關懷的環境，從而建立社交支援網絡。



### Written by the Hong Kong Society for the Deaf

Since 2006, the Hong Kong Society for the Deaf has been providing counselling services and social rehabilitation programmes for occupational deafness persons (OD persons). We aim to facilitate the communication and interaction within their families and the community, as well as to build up and strengthen their social support network.

From our interaction and sharing with OD persons, some of them revealed that their daily lives have been affected to various degrees due to their hearing impairment. However, they did not know how to seek help from social resources to solve such problems. Our counselling services aim to help them overcome their daily problems and difficulties brought about by their hearing impairment. Case nature ranges from adjustment to the hearing impairment, emotional distress, family relationships, health or financial issues. Aside from the direct applications made by OD persons or referrals made by our ODRN partners, our social workers also actively identify and match our services with persons who need help through their participation in our activities.

Many OD persons seldom seek help proactively as they do not understand our counselling services or the social resources available. As a result, their problems cannot be resolved or even get worse and worse. This is particularly true for male OD persons who are usually the sole bread winners. They shoulder the family responsibilities and seldom seek help. From our experience, if they are willing to take an extra step to share their problems or seek assistance, their problems could have been alleviated or solved. As the participants of our ODRN all have different levels of hearing impairment, their genuine empathy and identification also form a social support network. When facing life challenges, open one's heart to share, the amazing mutual support also maximises the benefits of counselling.

ODRN provides OD persons with a variety of social rehabilitation activities to help them broaden their social network and to strengthen their communication motivation and skills. Over the years, with the proactive participation by our OD persons, ODRN has become well-developed with more partnering agencies, offering a greater variety of events to meet the needs of our service targets. These events not only allow OD persons to participate in social activities, they also give them an occasion to meet, share and support each other, thus strengthening the social support network.





多姿多彩的「職聰復康網絡」活動，為職聰工友提供了聚會、交流的機會。透過興趣班，一群職聰工友更能善用餘暇，培養出多方面的興趣，如太極、水墨畫、手語、氣球造型等等。當中的太極班及手語歌隊更學有所成，進而作公開表演，大大提升工友的能力感及滿足感。

職聰義工隊，透過訓練工作坊學習手語和氣球造型後，到不同的長者中心及院舍作探訪，並教授長者相關知識，讓他們學以致用。參與之會員均感受深刻，除了得到助人的喜悅，亦對自己更有信心。

此外，「職聰復康網絡」透過小組歷程及互動，提高職聰工友的社會適應及解難能力。「智樂無窮小組」通過活腦的訓練活動、遊戲及分享資訊，喚醒會員對腦部健康的關注，有助會員預防腦認知障礙症。「舒筋·活樂小組」由物理治療師專業指導，因應會員不同的程度而教導簡易拉筋及日常運動，強化筋絡，保持健康。「園藝治療小組」以園藝活動作介入點，以提起會員的興趣，從活動分享中，滲透生命教育的元素。

一群職聰工友由陌生至相識，進而成為好朋友，不單只在活動中互相照應、互相關心，更經常交流生活上的大小事，建立起牢固的社交支援網絡。大家分享快樂趣事之餘，亦會分享生活上的困難或困擾，從而互相支持及鼓勵，此為「職聰復康網絡」成立的目標。祝願他們百尺竿頭，更進一步。一些工友因退休及聽力衰退而沒有與朋友聯繫，社交圈子越來越小，但因「職聰復康網絡」的緣故，讓為數不少的工友能夠在活動中久別重逢及認識新朋友，促使大家更積極投入社交活動，繼續豐盛的人生。

We offer multifarious classes such as Taichi, Chinese painting, sign language and balloon twisting, etc, to encourage persons with occupational deafness to better use their leisure time and to cultivate their interests. Our Taichi class participants and sign language choir challenged their learning to another level and showcased their performance in public, which certainly boosted their sense of achievement and satisfaction.

Our ODRN volunteer group also visited different elderly centres and institutes. With their training in balloon twisting and sign language, they are able to pass on their skills to the elderly and those in need. Being able to help others can make them happy and for sure boost their self-confidence.

Through the group process and interaction within the ODRN, persons with occupational deafness could acquire problem-solving skills and have better social adjustment. Our "Brain Health Group" offers cognitive training activities, games and information sessions aim to raise their awareness on brain health and to prevent neurocognitive disorders. The "Muscles Relaxation Group", which is led by professional physiotherapists, educates our members simple daily stretching exercises to strengthen muscles and to enhance blood circulation. The "Horticultural Therapeutic Group" aims to introduce the element of life education by raising members' interest in gardening.

Persons with occupational deafness became acquaintances from strangers and to close friends in life, looking out and caring for one another, sharing bits and pieces in their lives, and establishing a strong social support network. Not only do they share happy events in life, but also their difficulties and distress. They support and encourage one another. This indeed is the very aim of the establishment of "Occupational Deafness Rehabilitation Network". We hope they could make further progress and advancement. Some of our members lost contact with their friends and colleagues due to retirement or hearing impairment. With the programmes organised by ODRN, they are able to reunite with old friends at the events and make new friends. This in turn enhances their motivation in social interactions and inspires them to move on with a more prosperous life.



## ② 由工業傷亡權益會撰寫

自2006年「職聽復康網絡」(下稱網絡)成立以來，工業傷亡權益會(下稱工權會)已是網絡中的一員，多年來為職聽人士及其親友提供不同類型的活動及服務，並竭力與其他網絡成員合作，讓職聽人士及其親友均可以參加多元化活動之餘，更可擴闊其社交社群，找到同路人。

「職聽勵會」(下稱勵會)是工權會自網絡成立以來已經舉辦的活動項目，目的是讓居住在相近地域的職聽人士和家屬就有關健康的話題及資訊交流，並互相認識、支持和鼓勵，至現在更發展成為可跨越另一區域跟其他參加者見面，以進一步增強他們的社交網絡。因參加人數逐漸增多，由原先只在6個區域舉行，增加至現在分別於香港、九龍及新界共12個區域進行，當中「葵荃青」區的參與者眾多。

參加勵會的人士大致上可分為兩大類，一為積極分子，即是參加者是經常出席網絡內不同成員所舉辦的活動如小組、興趣班及各項抽籤活動等；另一類為只參與勵會的職聽人士，他們因為居住地較接近舉行勵會之場地，加上工作人員曾到他們府上拜訪，所以他們願意定期出席勵會，但他們卻不會主動報名參加小組及其他的抽籤活動。很多參加者會提早於舉行勵會的時間前到達會場，在以前他們多是安靜地等候勵會的開始，有些或許會看報紙，有些會看手提電話，有些則會用耳筒聽收音機。經過多年聚會後，他們仍會早於勵會開始前到達場地，有所不同的是現在他們會於等待勵會開始前的時間四處張望，跟到來的參加者打招呼，更會彼此傾談，會場變得熱鬧，有時工作人員須讓他們安靜方能開始聚會。多年的定期見面讓參加者彼此間變得熟悉及親近，同樣地，參加者跟工作人員的關係亦變得更密切，儼如大家庭聚會一般，這種凝聚力是他們積極參與勵會的成果。

## Written by the Association for the Rights of Industrial Accident Victims

Since the establishment of the ODRN in 2006, the Association for the Rights of Industrial Accident Victims (ARIAV) has become one of the members of the partnership. Over the years, we are committed to delivering a wide range of activities and services, together with other ODRN partners, for OD persons and their relatives and friends. These services and activities not only provide a variety of joyful experiences for them, but also broaden their social network which enable them to share similar life experiences with others.

The regional meeting programme, which has been launched by the ARIAV in different districts since the establishment of the ODRN, is an ongoing programme that aims at broadening the social network of OD persons. Through introducing topics on health and information exchange, mutual understanding, support and encouragement were developed among OD persons from the same district. Gradually some of the OD persons have been able to build up cross-district social networks owing to this programme. To meet the increasing demand, the coverage of the regional meeting programme has been extended to 12 districts from the original 6, including the Hong Kong Island, Kowloon and the New Territories. "Kwai Tsuen Tsing" is the district with the largest number of participants in the programme.

OD persons, their relatives and friends joining the meetings could be generally categorised into 2 groups with distinctive characters. People from one group are more active and they frequently participate in all activities of the ODRN. Another group is less active that tends to join the meetings at the district nearby rather than other activities like groups and outdoor activities. A lot of less active participants are now willing to attend regional meetings regularly after our ODRN colleagues paid visits to their families. Most of the participants tend to arrive early before the meetings start. They are more familiar with each other and have built up strong relationship throughout the years. One of the interesting dynamics among them is observed. Before the meetings start, the participants interact with each other by warm greetings and chats. Sometimes they are too involved in their conversations and we have to interrupt them nicely in order to get the meetings started. This is also usual between the participants and our staff members that makes a meeting like a cheerful family gathering. We are very pleased to see such a close and interactive relationship building up after years of efforts.





多年來，工權會因應職聽人士的需要，開辦了不同主題的復康小組，在眾多復康小組之中，「溝通話咁易」小組是舉辦得最悠久的。從2007年起開始，至今於不同區域已舉行超過29期的小組，當中不乏組員們各式各樣開心、憂傷及感人的故事。

尤記得某位職聽男士(化名阿暉)參與小組後的故事：阿暉是一位很傳統的中國男士，聽力一般，需要家人較大聲跟他說話才可以聽得清楚，平日他不會做家中任何事務，與家人溝通亦很少。於參與小組期間，工作人員已留意到他的轉變，由起初於邀請下才開口說話，轉變為與其他組員主動傾談，有講有笑，更在小組中高聲唱出一首他參軍時的歌曲。可惜的是，小組完結不久後，阿暉卻突然因身體不適入院，最後更離開人世。從阿暉的家人口中得知，自參與小組後，阿暉開始跟家人多說話，最令家人開心的是極為大男人的他願意主動幫忙家中的事及太太。家人向工作人員表示若阿暉離世時像以前一般，關係較疏離，他的離世或會較容易被接受；但是家人剛剛感受到阿暉的關愛及轉變後離世，更令家人傷心難過。縱然如此，家人回想起阿暉的轉變，亦令他們留下十分美好的回憶，可見社群復康小組確實對職聽人士有一定的影響及成效。

於2010年，工權會開始提供就業輔導計劃服務，協助職聽人士從高噪音行業轉往較低噪音行業工作，以避免職聽人士的聽力因工作進一步受到損害。有一位職聽人士(化名阿華)，他原是本會另一服務(工傷)的服務對象，後來得知阿華是職聽人士，工作人員主動接觸他，發現他正因工傷問題而受困擾，不但他的傷勢復康程度停滯不前，連帶他的工傷個案法律處理進度也不太順利；加上當時阿華家中經濟上亦有壓力，以至他身心受壓、心情低落，就算接受保安班培訓時亦見其悶悶不樂，只是常常將有關工傷的文件隨身攜帶，並向工作人員講述他自己的個案狀況。工作人員最後成功為阿華配對工作——擔任官地保安員，工作後的阿華跟之前比較可說是判若兩人，工作人員可從他面上的笑容及從容的態度感受得到，阿華表示有工作的他既可肯定自己的能力，亦可以賺錢，以減輕家中經濟上的壓力，人變得比以前開朗及積極，參與職聽季度旅行也會用心打扮一番呢！工作人員很高興見到轉換行業後的職聽人士的正面轉變，不但職聽人士個人可以感覺到，就連他身邊的親人亦同樣可以感受得到工作為他帶來的喜悅及舒懷。



Over the years, with respect to specific needs of OD persons and their families, social rehabilitation groups with different themes have been introduced. Among these groups, “Communication Skill Training Group” has been rooted in our services since 2007. Until now, more than 29 series of the corresponding training group have completed in different districts. At the group meetings, various OD persons’ life stories have been witnessed.

One of the group participants who impressed us significantly is Ah Fai (an alias), a traditional Chinese male in poor hearing condition. Before he joined the group, he seldom took up housework and had little communication with his family members. Yet we witnessed the positive changes of him during the process of the group. He became more active in sharing and communicating joyfully with other group members. It amazed us more that he even shared his life experiences of serving in the army by singing a song at the group meeting. Sadly, shortly after the group finished, Ah Fai passed away due to health problems. Although his family members felt much sorrow for his death, they were delighted with his positive changes. The remarkable and happy memories they treasure most are that Ah Fai were more willing to share housework with his wife after the group had been completed. The positive influences of social rehabilitation group are shown by our ODRN members throughout the life stories of Ah Fai and many other OD persons.

The prolonged exposure to noise at workplaces is the cause of occupational deafness. To avoid OD persons suffering from further hearing loss, since 2010, the ARIAV has started to provide vocational rehabilitation services to help OD persons pursue another career with lower noise at workplace. We are pleased to see the benefits brought to OD persons by the service. One of our clients, Ah Wah (an alias) firstly approached the ARIAV for advices on his case of occupational injury. At that time, he was under various pressures caused by his health condition, juridical procedures related to his occupational injury and his family’s financial problem. After knowing Ah Wah’s difficult situation, our colleagues actively engaged him in ODRN activities and provided him with the vocational rehabilitation services. After taking different vocational training courses, Ah Wah successfully got employed as a security officer via our job matching service. He has changed positively ever since. With the smile on his face, the great joy is shown while he has actively joined ODRN outdoor activities recently. The new job not just provides him a source of income for his family, but also helps him regain his role and a sense of capability. We are not the only one who feel glad to witness the positive changes of OD persons after getting a new job through vocational rehabilitation services, their family members also share joys and happiness brought by the changes.



作為網絡的一分子已經超過9個年頭，當中與網絡成員一起經歷了服務計劃項目和質量的優化、法例的修改、網絡新成員的加入等，亦見過不少職聽人士及其親友不同的面孔，包括笑臉、愁容和哀傷等，當然亦會與職聽人士及其親友一起體驗喜怒哀樂及人生的無常，如疾病及離世等，這些時刻都是與職聽人士及其親友共同擁有的寶貴點滴及回憶。期望日後工權會於網絡中持續為職聽人士提供優質的服務，跟他們一起經歷種種的變更。

Being a part of ODRN for more than 9 years, we are dedicated to make our services better along with other ODRN partners at different stages. We have witnessed the improvement of service programmes, the refinement of the Ordinance and the participation by new ODRN members. We have been experiencing both joyful and agonising moments with our ODRN service targets, their families and friends. We hope all of these valuable experiences will keep motivating us to improve our services in the future, and also allow us to accompany OD persons to face their various changes in life.





### ③ 由香港建造業總工會撰寫

職業性失聰補償管理局成立至今已經踏入20年，管理局不但向因工作噪音而罹患失聰的僱員提供補償，而且亦為罹患職業性失聰的人士推行及資助復康活動。由2012年開始，香港建造業總工會非常榮幸能加入「職聰復康網絡」大家庭，針對社群復康及職業復康的層面籌辦多項嶄新的課程及班組活動，為職聰人士提供更多元化的復康活動。這些年來，本會希望透過舉辦多元化的復康活動，提升職聰人士的自信心及溝通技巧，鼓勵他們走進社群。本會舉辦的復康活動主要涵蓋三大範疇，包括：健康/聽力講座及檢查、義工服務及關懷電話/家訪等。

#### 健康/聽力講座及檢查

健康教育講座是一個較嶄新的復康活動，本會定期於每季舉辦一至兩場健康教育講座，向職聰人士及其家屬介紹常見的健康及疾病資訊，亦會提供基本的聽力及健康檢查服務，讓參加者提升全面健康管理的意識，並會安排專業醫護人員為有需要的人士提供建議或安排轉介，所以每一場講座均受到職聰人士及其家屬的熱烈支持。

### Written by the Hong Kong Construction Industry Employees General Union

It has been 20 years since the establishment of the Occupational Deafness Compensation Board. The Board not only provides compensation for employees suffering from hearing impairment due to employment in noisy occupations, it also conducts and finances rehabilitation activities for the occupational deafness workers. Since 2012, Hong Kong Construction Industry Employees General Union (HKCIEGU), has been honoured to join the network of ODRN, and has started to offer more diversified rehabilitation activities for OD persons, including several new programmes for social rehabilitation and vocational rehabilitation services. In order to encourage OD persons to integrate into their communities, during the past years HKCIEGU has been trying hard to improve the confidence and communication skills of ODRN members by providing them with diverse activities. These activities can be categorised into 3 types, namely body checkups and talks on general and hearing health, volunteer services and caring calls/home visits.

#### Body checkups and talks on general and hearing health

Health talk is a relatively new rehabilitation programme. Our union holds regular health talks once or twice a quarter to introduce common health issues and diseases to OD persons and their families. We also provide basic body checkups so that the participants can improve their awareness on general health management. Professional medical staff are available to provide consultations or referral services for those in need. These talks are popular among the ODRN members and their families.





由2012年至今，「職聽復康網絡」舉辦的健康教育講座的參與人數有明顯的上升趨勢。這3年來，本會共舉辦了22場健康教育講座，共有逾850名職聽工友及其家屬出席。每場講座的内容都非常豐富，我們除了邀請註冊中醫師為職聽工友及其家屬介紹常見的健康及疾病資訊外，亦邀請了註冊藥劑師及聽力師為與會者講解多方面的保健資訊。講座內容非常多元化，包括由註冊中醫師主講的「冬季養生」、「秋冬治療」、「鼻敏感、哮喘的防治(天灸)」、「中醫耳朵保健全面睇」、「秋冬食療」、「夏日保健養生」、「情志保健養生」及「穴位保健按摩」等。

我們另亦有由註冊藥劑師主講的「三高知多少?」、「認識糖尿病」、「痛症/妥善用藥有益健康」、「常見都市病的預防與治療」、「藥物過敏安全」及「高血壓」等，而當中頗受歡迎的是由聽力師主講的「耳鳴」講座。通過問卷調查，我們發現耳鳴除了困擾患有耳鳴毛病的職聽工友外，或許他們的家屬也有同樣問題。所以除了由聽力師主講耳鳴外，我們亦會邀請註冊中醫師講解耳朵保健方面的資訊，希望可以藉此幫到職聽工友及他們的家屬紓緩有關的不適。

為讓職聽工友提升全面健康管理的意識，每次於講座完結後我們亦會安排專業醫護人員提供基本的聽力及健康檢查服務，基本聽力檢查內容包括耳鏡檢查、中耳道檢查、聽力諮詢及耳鳴諮詢服務。而基本健康檢查內容則包括量度身高、體重、血壓、血糖、膽固醇、脂肪及尿液試紙分析。對於講座的内容及檢查服務，職聽工友及其家屬的反應非常理想，超過90%參加者表示健康資料對他們有幫助，亦表示滿意講座的安排。因為我們大部分的職聽工友年齡比較大，所以我們非常鼓勵他們定期進行身體檢查，在家亦要留意體重及血壓，關注自己的健康。



Since 2012, the number of participants taking part in these health talks organised by ODRN has been increasing. For the past 3 years, a total of 22 health talks were conducted which attracted over 850 OD persons and their family members to attend. The talks were presented by registered Chinese medicine practitioners who elaborated on common health issues and diseases. Registered pharmacists and audiologists were also invited to further explain how to maintain good health. The themes of the talks were diversified, including such topics as "How to manage your health in winter", "Treatments for autumn and winter", "How to prevent allergic rhinitis and asthma through moxibustion", "Comprehensive care for your ear through Chinese medicine", "Dietary therapy in autumn and winter", "Health maintenance in summer", "Health maintenance on emotions", "Health-keeping acupoint massage", etc.

Furthermore, topics like "How much do you know about hypertension, hyperlipidemia and hyperglycemia", "An introduction to medicines for diabetes", "The benefit of proper use of medicine", "Prevention and treatment for common disease of lifestyle", "Drug safety and allergy" and "Hypertension" were presented by registered pharmacists as well. Among the talks, information on tinnitus presented by audiologists was well received by the audience. Through questionnaire surveys, we noticed that tinnitus has not only bothered our OD persons suffering from it but also their family members. Accordingly, registered Chinese medicine practitioners were invited to talk on how to maintain the general health of ears with the objective of helping relieve the related discomfort of OD persons and their family members.

To help OD persons improve their general awareness of health management, we arranged professional medical staff to carry out basic hearing and health checkups for participants after the talks. These hearing checkups covered endoscopic examination, middle ear examination, hearing consultation and tinnitus consultation services. As for basic body checkups, measuring of height, weight, blood pressure, blood sugar, cholesterol, fat and the urine test paper analysis were arranged. More than 90% of the participants found the talks and health checkups very helpful, and they were also satisfied with the talk arrangements. Given that our OD persons are mostly aged people, we highly encourage them to take regular body checks and watch out their weight and blood pressure at home.



## 義工服務 - 工地安全巡迴演講

由於約有60%的職聽工友是曾經或仍然從事建造業的，因此於2013年開始，本會與職業性失聰補償管理局合辦「預防職業性失聰：建造業工地安全巡迴演講」活動，希望向從事建造業的前線工友及判頭，宣傳與推廣工作安全的訊息，當中亦特別向工友加強宣揚避免職業性失聰的重要性，促使工友們注意採取合適的保護措施，從而減少工業意外及職業性失聰的發生。

本會除了邀請職業性失聰補償管理局的工作人員到各個建築工地介紹職業性失聰補償計劃外，亦邀請了「職聽復康網絡」的職聽義工以過來人的身份去親身敘述他們的問題，分享他們在高噪音行業工作時的經驗，以及當初該如何保護聽覺的訊息。另外，我們更安排了職聽工友的家屬與建造業的工友分享作為職聽人士的親人的感受，分享相處當中的苦與樂及如何面對困難，藉此提醒工友注意採取合適的保護措施，更帶出「愛惜自己，即是愛惜家人」的訊息。「職聽復康網絡」的義工由第一次參與分享時抱著戰戰兢兢及緊張的心情，到現在能充滿自信地、流暢地於數十人甚至過百人面前演講，表示非常開心，同時亦覺得自己的分享非常有意義，希望將義工活動推薦給更多職聽工友。

## 關懷電話/家訪

針對某部份非活躍參加復康活動的人士，「職聽復康網絡」的同事需透過關懷探訪及問暖電話了解他們近況，同時會鼓勵他們參與復康活動。其實某些職聽人士基於自己聽力衰退，與家人未能好好溝通而導致關係欠佳，容易情緒低落，並自覺越年長越無事可做，自尊心受損，所以拒絕與人接觸及參加復康活動。這類職聽人士往往不太願意讓我們進行探訪，本會因此會先透過問暖電話了解他們的近況，慢慢與他們建立互信關係後才進行探訪活動。

其實這些職聽人士最需要我們的聆聽與關懷，因為他們其實有很多話想說，只是平時找不到傾訴的人，所以我們便成為他們最好的聆聽者。另外，我們會與「職聽復康網絡」的義工以持續的探訪形式，每月不定期探訪深居簡出的職聽人士，並鼓勵他們參與網絡的活動，希望可以提升他們的自信心及溝通技巧，從而重新走進社群並擴闊社交圈子。期望日後透過關懷探訪及問暖電話，將能令更多職聽人士參與我們的活動。

## Volunteer services — Roving safety talks at construction sites

Since about 60% of those who suffered from occupational deafness used to work or are currently working in construction industry, starting from 2013 we have joined hands with the Board to co-organised roving safety talks at various construction sites. This aims at promoting workplace safety to frontline construction workers and contractors, in particular highlighting the importance of occupational deafness prevention. We hope to urge them to take appropriate protection measures so that industrial accidents and occupational deafness could be reduced.

Apart from inviting the Board colleagues to explain the Occupational Deafness Compensation Scheme, we also invited ODRN volunteers to share their own experiences and problems they encountered when they worked in noisy occupations. They also shared on how they should have protected their ears back then. In addition, family members of those who suffered from occupational deafness were invited to share with the audience their feelings, joyfulness and bitterness being family members of the OD sufferers. Through the talks and sharing, we hope to remind workers of taking appropriate protections at work and more importantly the message of "Loving yourself means loving your family". ODRN volunteers were nervous about sharing with others at the beginning, but now they are so confident and good at giving presentations to a large number of audiences. They are pleased about their meaningful sharing with others and wish to recommend other OD persons to take part in the volunteer services too.

## Caring calls / home visits

For those who are not active in participating in rehabilitation activities, ODRN staff need to learn more about their situations by paying home visits and making caring calls. We wish to encourage them to join our activities. In fact, some OD persons are upset about their relationship with their family members due to hearing impairment. Their self-esteem are subsequently affected. They would refuse interacting with others or joining our rehabilitation activities. Usually they are reluctant to be visited by us, thus, we would make telephone calls to learn more about them first, try to build up mutual trust before home visits are arranged.

Actually, what these people need most is our listening and caring for them. They might have a lot of matters to say, however, they couldn't find someone to listen. So, we became their best listeners. Working with the ODRN volunteers, we would continue to pay visits to the needy and encourage them to take part in our activities. We look for their reintegration into social circles by improving their confidence and communication skills. It is hoped that by making caring calls and paying home visits, more OD persons will participate in our programmes in the future.



## 聽力學家之分享

### Words from the Audiologist

#### 預防勝於治療

#### Prevention is better than cure

聽覺是人類不可缺少的感官，良好的聽力促使我們與社會、家庭和朋友溝通。在不同類型的聽力問題當中，感音神經性聽損屬於永久傷害，成因包括遺傳疾病、病毒或細菌感染、免疫性疾病、外源性毒素、或由高噪音過度刺激所引致。

高噪音工作環境乃全球性問題，直接危害職業安全和聽力健康，甚至可以引伸出嚴重的社會和生理問題，包括噪音性聽力損失 (Nelson et al, 2005)。人類的內耳毛細胞是負責聽力感官的細胞，從出生起，毛細胞的數量只會隨著年紀的增長而遞減。內耳毛細胞非常脆弱，一旦損壞，便沒法再次生長、更換或痊癒。噪音所引致的聽力損失可以是暫時性的，然而當重複或長期暴露於高噪音水平後，內耳毛細胞會進一步受到破壞，聽力損失從而演變為永久性。

噪音性聽力損失可導致患者溝通困難、抑鬱、自卑、與社會隔離、最終令生活質素下降。噪音同樣可以引起生理上的問題，如耳鳴，壓力，和心血管疾病。根據 Rawool(2013)，在實際的工作環境裡，噪音可干擾工作效率、溝通、社交、專注力、並可能導致過勞、延遲體力恢復。儘管聽力損失的過程緩慢而無法逆轉，職業性失聰(職聽)是絕對可以預防的！

過去10年，雖然醫學迅速發展，尤其在耳鼻咽喉科幹細胞研究和生物學修復受損耳蝸方面的研究非常蓬勃，但是以科學化和臨床實證來治療感音神經性聽力損失的方案，至今仍未有突破。鑑於世界各地的研究證據均顯示減少暴露於高噪音可減少其對聽力和健康上負面的影響，故此聽力保護是我們首要必須重視的事情。

Hearing is one of the essential senses that allows us to communicate and connect with our society, family and friends. Among different types of hearing loss, the irreversible sensorineural hearing loss can be caused by hereditary disease, viral or bacterial infections, autoimmune conditions, exogenous toxins, or overstimulation by noise or sound.

Excessive noise at workplaces is a global occupational health hazard with considerable social and physiological impacts, including noise-induced hearing loss (NIHL) (Nelson et al, 2005). NIHL can be temporary after exposure to high noise levels, but after several such instances the hair cells of the inner ear become damaged and the loss will become permanent. These vulnerable inner ear hair cells are the sensory cells that are responsible for hearing, and are expected to survive, without renewal, for a lifetime.

NIHL may result in communication difficulties, depression, poor self-esteem, social isolation, and eventually poor quality of life. The physiological impacts of noise are related with other health problems such as tinnitus, high stress levels, and cardiovascular ailments. According to Rawool (2013), in actual work setting, hazardous noise reduces job productivity by interfering with work communication, social exchanges, concentration, and may cause excessive fatigue with slow recovery. The process of NIHL is chronic, progressive and irreversible, however, a good news is that occupational deafness is preventable.

Despite the medical advances in terms of stem cell research in otolaryngology and the development of biological methods to repair damaged cochlea have flourished in the last decade, significant scientific and clinical solutions to curing deafness are still awaiting. Research evidences show that reduction of hazardous noise exposure can decrease the chances of having negative impact on hearing and health – hence hearing conservation is a matter of utmost importance.



## 關於噪音性聽力損失的統計

聽力障礙是一個分佈不均的世界性問題。據世界衛生組織 (WHO, 2012) 估計，全球約有3.6億人口患有40分貝或以上的聽力損失，其中3.28億是成年人。在挪威，職業噪音為誘發成年男性聽力損失的風險因素，發病率約12%至21%，而成年女性則約為10%至19% (Engdahl & Tambs, 2010)。在美國，現時被診斷為患有聽力損失的4 000萬個人士中，約有1 000萬宗個案(即25%的發病率)是由於噪音而引起的聽力損失 (NIHL; Dangerous Decibels, 2011)。

根據香港特別行政區政府統計處的《第62號專題報告書》，從綜合住戶統計調查搜集所得的社會資料，顯示於殘疾人士及長期病患者中，有約155 200人報稱有聽力困難(患病率約總人口的2.2%)。一些自90年代的本地研究顯示，噪音性聽力損失的平均發病率是受試工人的38%至40% (Chew, 1991; Lao et al, 2013)，較全球許多國家的發病率為高。

## 跨學科的計劃

在香港，自1993年實施《工廠及工業經營(工作噪音)規例》以來，監管有關工業經營的責任是由勞工處擔任。然而美國的Occupational Safety & Health Administration (OSHA)(1995)認為，在任何職業性聽力保護計劃下，合資格和具經驗的聽力學家應承擔計劃內容制定和實施的領導角色，並負責加入其他學科的成員，利用跨學科團隊的模式，按需求及資源度身訂做實際而高效能的聽力保護計劃。

聽力保護計劃可以應用於下列的高危噪音行業：例如建築業、製造業、採礦業、交通運輸業和娛樂舞臺。聽力學家可在聽力保護計劃中，為僱主擔任領導、支援，或諮詢的角色，服務包括：

- ① 按僱主特定的要求和所提供的資源，根據聽力學家的經驗與技能，恰當地參與聽力保護計劃中各項項目；
- ② 給管理層提供於聽力保護計劃中各層面內容制定和運作上的專業意見，包括於職業安全及工人賠償條例下管理層須負的職責；
- ③ 建議最具效益的方法完成各項聽力保護項目；和

## Statistics on Noise-induced Hearing Loss

Hearing impairment is an unequally distributed worldwide problem. According to the World Health Organisation (WHO, 2012), it was estimated that there were 360 million persons in the world with hearing impairment of 40dB or above, in which 328 million of these were adults. In Norway, occupational noise as a risk factor for hearing loss in adult ranges from 12% to 21% in male adult, and around 10% to 19% in female adult (Engdahl & Tambs, 2010). In the United States, there are roughly 40 million individuals who have been identified as having hearing loss, with 10 million of these hearing losses attributed to noise-induced hearing loss, with a prevalence rate of 25% (NIHL; Dangerous Decibels, 2011).

In Hong Kong, social data collected via the General Household Survey under a Special Topics Report Number 62 on a territory-wide survey on persons with disabilities and chronic diseases conducted by the Hong Kong Special Administrative Region (HKSAR) Census and Statistic Department revealed that about 155 200 persons were with hearing difficulty, yielding a prevalence rate of 2.2% among the total population. Studies on NIHL conducted in Hong Kong since 1990s showed an average morbidity of workers identified with NIHL was 38% to 40% from the subject pool (Chew, 1991; Lao et al, 2013). Such percentage was high as compared to the prevalence rate of NIHL in other countries.

## Interdisciplinary Approach

In Hong Kong, the enforcement of the Factories and Industrial Undertakings (Noise at Work) Regulation at industrial undertakings is carried out by the Labour Department since 1993. Nevertheless, Occupational Safety & Health Administration (OSHA) (1995) suggested that in the development and implementation of any occupational hearing conservation programmes, qualified and experienced audiologists should assume a leadership role, and be responsible in involving members of other disciplines and coordinate activities within an interdisciplinary team to tailor-make individualised, effective and efficient hearing conservation models.

Hearing conservation programmes may be applied in the following at-risk groups, namely construction, manufacturing, mining, transportation and recreational arenas. The duties of audiologists may be direct, supportive, or consultative to the employer, which include:

- ① Participate in each programme component to an extent that meets their education and skills, and the needs and resources of the particular employer;
- ② Provide professional advices to management on all operational aspects of the hearing conservation programme, including management responsibilities and liabilities under occupational health and safety regulations and worker compensation statutes;
- ③ Recommend the most efficient means of completing each component of the programme; and



- ④ 參與法聽學活動，在職業性失聰索償案件和相關的訴訟上，擔任專家證人。

在此跨學科的團隊上，其他不可缺少的專業包括聲學工程、工業工程、安全工程、耳鼻咽喉科、職業醫學、職業護理、工業衛生、人力資源管理和信息管理。

## 職業聽力保護計劃的重要元素

香港政府和市民自1970年以來，對於職聽日益關注，並推行了首項噪音控制的規管條例。於80年代初期，勞工處制定了在工業經營內之聽覺保護守則，及於其工廠督察科轄下成立了第一所噪音管制辦公室。1993年，《工廠及工業經營(工作噪音)規例》正式實施以保障在高噪音環境工作的工人，而勞工處乃該規例的管理機關。規例內容包括噪音暴露量的評估、聽覺保護區、指明嘈吵機器或工具的距離、聽覺保護、減低噪音暴露量、設備的維修及使用、及向僱員提供資料。

按照OSHA的立場聲明(1995)，聽力保護計劃的規範包括7個部份：

- ① 工作噪音評估 - 由聽力學家、工業衛生專家、聲學工程師或受過專業訓練的人員來負責進行區域噪音測量、個人噪音劑量評估、以及相關設備校準，以確定是否需要實施聽力保護計劃及如何採用有效的對應策略。
- ② 工程和行政策略以控制噪音 - 通過聲學工程師或其他從事控制噪音的專業顧問而實施的工程或行政管制；由聽力學家協助確定所選類型的管制方法之有效性，而僱主則評估該方法之可行性。
- ③ 個人聽力保護 - 於工程或行政管制難以實行時採用，聽力學家是執行此政策的關鍵人物，其職責包括：
  - 考慮員工所暴露的噪音性質和風險程度，從而建議僱主選用有相應減噪特性的個人聽覺保護器；
  - 解決使用聽覺保護器的相關問題，例如配戴後無法聽到語言和其他信號，或者減噪水平不足等原因；
  - 選配，教導和鼓勵員工其正確使用及日常護理聽覺保護器之方法；及
  - 培訓並監督相關技術人員於分配聽覺保護器給工人時的應有程序。

- ④ May be involved in forensic activities, such as serving as expert witness in hearing loss compensation claim cases and other forms of litigation.

The other professional disciplines that are essential in the interdisciplinary team include acoustical engineering, industrial engineering, safety engineering, otolaryngology, occupational medicine, occupational nursing, industrial hygiene, human resource management and information management.

## Essential Components of an Occupational Hearing Conservation Programme

The public and the HK Government started becoming concerned about occupational hearing loss since 1970 when the first noise control regulation was introduced. In early 80's, Code of Practice for the Protection of Hearing in Industrial Undertakings and a Noise Control Office under the Factory Inspectorate Division of the Labour Department were established. In 1993, the legislation on Factories and Industrial Undertakings (Noise at Work) Regulation was put in force to protect workers from NIHL, the Labour Department is the enforcement agency of this Regulation. The components addressed in this Regulation include assessment of noise exposure, ear protection zones, specification of distance for noisy machines or tools, ear protection, reduction of noise exposure, maintenance and use of equipment, and provision of information to employees.

According to OSHA position statement (1995), a model hearing conservation programme includes 7 general components:

- ① Noise exposure assessment – audiologist, industrial hygienist, acoustic engineer or assigned trained personnel to perform area noise measurement, personal dosimetry, and related equipment calibration activities, in order to determine the need for implementation of, and appropriate strategies for, an effective hearing conservation programme.
- ② Engineering and administrative controls of noise exposure – through implementation of engineering and/or administrative controls by acoustical engineer or other consultants with noise control expertise, audiologists help to determine the effectiveness of the selected types of controls and the employer determine their feasibility.
- ③ Personal hearing protection – implement when engineering and/or administrative controls are not feasible, with audiologists being the key team member in:
  - advising the employer on the selection of appropriate personal hearing protection device (HPD), given the nature and extent of employee noise exposures and knowledge of attenuation characteristics of specific types of ear protectors;
  - problem-solving related to the use of HPDs, such as the inability to hear speech and other signals or insufficient attenuation level;
  - fitting, instructing and motivating the worker regarding its proper use and care; and
  - training and supervising technicians in appropriate procedures for dispensing ear protectors to workers.

④ 聽力測試、聽力覆檢和轉介 - 此政策乃整個聽力保護計劃的核心任務，通過暴露於噪音下工人的定期聽力覆檢以助評估該計劃的實際效益。聽力學家須帶領團隊執行以下服務：

- 建議管理層各個聽力測試計劃的利弊，如：測試場地的選擇、負責測試人員、設備、服務細則及儀器校準；
- 教育，監察，指導和評估涉及的護聽技術人員；
- 記錄測試場地周邊環境的噪音水平；
- 審查和分析聽力測試結果；及
- 制定覆檢或轉介基準。

⑤ 教育及鼓勵工人與管理層 - 使用適當的教材，以指導公司內部員工有效的教育與鼓勵方針；預備文獻或研討會以教育管理層；並給予管理層匯報政府政策上的最新情況。

⑥ 記錄保存 - 設立準確、完善的記錄保存系統，以確保政策符合相關標準，及和各個聽力保護計劃部分的有效性。

⑦ 聽力保護計劃的效果分析 - 為公司各個層面的人員提供有意義的回饋。分析包括：

- 實地審計計劃內容、聽力數據分析以評估政策的配合性和效能；
- 研究不同工組及個人的聽閾變化，並判斷所需的跟進事項；和
- 偵察問題所在並建議改善的方案。

④ Audiometric testing, audiogram review, and referral – the core mission of an occupational hearing conservation programme to assess both the effectiveness of the programme and the hearing threshold integrity of individuals through ongoing hearing monitoring of the noise exposed personnel, with the audiologist being the leader in the following service delivery:

- advise management the pros and cons of different audiometric testing approaches in terms of the selection of testing site, tester, equipment, audiometric services and calibration methods;
- educate, monitor, supervise and evaluate occupational hearing conservation technicians;
- document ambient noise levels of the testing site;
- review and interpret audiometric tests; and
- develop retest or referral criteria.

⑤ Worker and management education and motivation – use of appropriate materials to instruct in-house staff in effective methods of motivating and educating workers; prepare articles for publications or seminars for management education; and advise management up-to-date knowledge of government regulations.

⑥ Record keeping – an accurate and complete recordkeeping system to verify compliance with relevant standards and to ensure the effectiveness of each component of the hearing conservation programme.

⑦ Analysis of programme effectiveness – provides meaningful feedback to all levels of personnel within an organisation. The analysis include:

- onsite audits of programme activities and statistical analyses of audiometric databases to evaluate regulatory compliance and programme effectiveness;
- studies of hearing threshold changes and patterns in various worker populations and individuals and determination of follow-up actions; and
- detection of problem areas and recommendations for improvement.



## 對於本地聽力保護計劃的建議

職業性失聰在個人和社會層面上帶來多項負面的後果，儘管有許多因素可導致職聽，缺乏預防乃其主要之成因。制定和實施有效而全面的聽力保護計劃，包括噪音評估、噪音控制、適當的聽力保護、聽力測試和覆檢、員工教育、記錄保存和聽力保護計劃的效果評估可以防止不必要的個案發生，及減低職業性失聰帶來的影響。

成功的聽力保護計劃雖然需要大量的承擔和資源，但此可有效避免工作間上由於噪音所致的失聰個案。作為管理局的聽力學家，我希望再次強調一個全面而有效的聽力保護計劃，對於暴露在噪音環境的工友是何等的重要。在此，就容許我再次提醒各位「預防勝於治療」，必須珍惜大家寶貴的聽力健康！

## Areas of Proposed Improvement in Hong Kong

The burden of hearing loss caused by exposure to occupational noise has multiple consequences at both the individual and the societal levels. While multiple factors contribute to the occurrence of occupational NIHL, lack of prevention is the major contributor. The development and implementation of effective hearing conservation programmes that include noise assessments, noise controls, appropriate hearing protection, audiometric monitoring, worker education, record keeping, and programme evaluation may prevent unnecessary cases of and reduce the global burden of occupational NIHL.

Successful hearing conservation programmes require ample commitment and resources, however, they are proven to be able to decrease incidence of NIHL in the workplace. Being the audiologist of ODCB, I could not emphasise more the importance of a thorough and effective hearing conservation programme on the hearing of the noise-exposed workers. The final message I would like to recapitulate is "prevention is better than cure", and we must all treasure our valuable hearing health!

**黎珮珊博士**

管理局聽力學家

聽力學博士、聽力學理科碩士、香港聽力學會院士

**Dr. Sandy Lai**

ODCB Audiologist

AuD(Audiology), MSc(Audiology), FHKSA

## 「關懷職聰廿載」晚宴留影

### Snapshots at the "20th Anniversary for Occupational Deafness Care" Dinner



勞工及福利局局長張建宗先生，金紫荊星章，太平紳士(前排左五)、管理局主席袁寶榮教授，太平紳士(前排右五)、管理局前任主席李國祥醫生，太平紳士(後排右六)、勞工處處長唐智強太平紳士(後排左四)與一眾嘉賓及管理局成員攝於晚宴上

Secretary for Labour and Welfare the Honourable Matthew Cheung, GBS, JP (Front row 5th from left), ODCB Chairman Professor Anthony Yuen, JP (Front row 5th from right), ODCB Former Chairman Dr Lawrence Li, JP (Back row 6th from right), Commissioner for Labour Mr Donald Tong, JP (Back row 4th from left) and a group of guests and Board members at the dinner



〈左至右〉：勞工處助理處長(僱員權益)葉以暢太平紳士、建造業議會培訓及發展總監梁偉雄工程師、管理局主席袁寶榮教授，太平紳士、勞工及福利局局長張建宗先生，金紫荊星章，太平紳士、區建國博士、陳鎮仁博士，銀紫荊星章，太平紳士及勞工處處長唐智強太平紳士

<Left to right>: Assistant Commissioner for Labour (Employees' Rights and Benefits) Mr Ernest Ip, JP, Director for Training & Development of CIC Ir Alex Leung, ODCB Chairman Professor Anthony Yuen, JP, Secretary for Labour and Welfare the Honourable Matthew Cheung, GBS, JP, Dr Dennis Au, Dr Clement Chen, SBS, JP, and Commissioner for Labour Mr Donald Tong, JP





〈左至右〉：陳鎮仁博士，銀紫荊星章，太平紳士、職業安全健康局主席黃天祥工程師，銅紫荊星章，太平紳士、勞工及福利局局長張建宗先生，金紫荊星章，太平紳士、管理局前任主席李國祥醫生，太平紳士、管理局主席袁寶榮教授，太平紳士、勞工處處長唐智強太平紳士及勞工處副處長(勞工事務行政)吳國強太平紳士

<Left to right>: Dr Clement Chen, SBS, JP, OSHC Chairman Ir Conrad Wong, BBS, JP, Secretary for Labour and Welfare the Honourable Matthew Cheung, GBS, JP, ODCB Former Chairman Dr Lawrence Li, JP, ODCB Chairman Professor Anthony Yuen, JP, Commissioner for Labour Mr Donald Tong, JP, and Deputy Commissioner for Labour (Labour Administration) Mr Byron Ng, JP



勞工及福利局局長張建宗先生，金紫荊星章，太平紳士(中)代表職聽復康網絡致送心意紀念品予出席晚宴上即將榮休及已退任之管理局成員，包括：趙潔儀醫生(左一)、董美嫻女士(左二)、主席袁寶榮教授，太平紳士(左三)、周聯儒先生，榮譽勳章(右三)、蘇顯斌醫生(右二)與吳港生醫生(右一)

Secretary for Labour and Welfare the Honourable Matthew Cheung, GBS, JP (Centre) represents the ODRN to present souvenirs to the retired and retiring ODCB members at the dinner, including Dr Sherlannie Chiu (1st from left), Ms Elsa Tung (2nd from left), Chairman Professor Anthony Yuen, JP (3rd from left), Mr Chow Luen-kiu, MH (3rd from right), Dr So Hin-pan (2nd from right), and Dr John Woo (1st from right)











# 獨立核數師報告

## Independent Auditor's Report

### 獨立核數師報告書 致職業性失聰補償管理局各成員

(根據《職業性失聰(補償)條例》成立)

本核數師(以下簡稱「我們」)已完成審核職業性失聰補償管理局(「管理局」)列載於第50頁至第65頁的財務報表，此財務報表包括於二〇一五年三月三十一日的資產負債表、與截至該日止年度的收支結算表、權益變動表及現金流量表，以及主要會計政策概要及其他附註解釋。

### 管理局就財務報表須承擔的責任

管理局須負責遵照香港會計師公會頒佈的香港財務報告準則及《職業性失聰(補償)條例》，編製真實公平地列報的財務報表，並對管理局認為必須的內部監控負責，確保財務報表的編製並無任何基於欺詐或謬誤而出現的重大錯誤陳述。

### 核數師的責任

我們的責任是根據我們的審核工作的結果，對該等財務報表作出意見。本報告僅向管理局各成員作出報告，除此以外，我們的報告書不可用作其他用途。我們概不就本報告書的內容，對任何其他人士負責或承擔法律責任。

我們已根據香港會計師公會頒佈的香港審計準則進行審核。這些準則要求我們遵守道德規範，並規劃及執行審核，以合理確定此等財務報表是否不存有任何重大錯誤陳述。

### Independent Auditor's Report to the Members of Occupational Deafness Compensation Board

(Established under the Occupational Deafness (Compensation) Ordinance)

We have audited the financial statements of Occupational Deafness Compensation Board (the "Board") set out on pages 50 to 65, which comprise the statement of financial position as at 31 March 2015, and the income and expenditure account, the statement of changes in equity, and the statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### The Board's Responsibility for the Financial Statements

The Board is responsible for the preparation of financial statements that give a true and fair view in accordance with Hong Kong Financial Reporting Standards issued by the Hong Kong Institute of Certified Public Accountants and the Occupational Deafness (Compensation) Ordinance, and for such internal control as the Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. This report is made solely to you, as a body, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report.

We conducted our audit in accordance with Hong Kong Standards on Auditing issued by the Hong Kong Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.



審核涉及執行程序以取得與財務報表所載金額及披露事項有關的審核憑證。所選定的程序取決於核數師的判斷，包括評估由於欺詐或錯誤而導致財務報表存有重大錯誤陳述的風險。在評估該等風險時，核數師考慮與該管理局編製及真實而公平地列報財務報表有關的內部監控，以設計適當的審核程序，但並非為對管理局的內部監控的效能發表意見。審核亦包括評價管理局所採用的會計政策的合適性及所作出的會計估計的合理性，以及評價財務報表的整體列報方式。

我們相信，我們已取得的審核憑證是充足和適當地為我們的審核意見提供了基礎。

## 意見

我們認為，按照香港財務報告準則編製的財務報表真實而公平地反映管理局於二〇一五年三月三十一日的財務狀況及截至該日止年度的盈餘及現金流量，並已按照《職業性失聰(補償)條例》妥善編製。

**陳葉馮會計師事務所有限公司**

執業會計師

香港，二〇一五年九月二日

**楊錫鴻**

執業證書編號P05206

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of financial statements that give a true and fair view 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 Board's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Opinion

In our opinion, the financial statements give a true and fair view of the state of the Board's affairs as at 31 March 2015 and of its surplus and cash flows for the year then ended in accordance with Hong Kong Financial Reporting Standards and have been properly prepared in accordance with the Occupational Deafness (Compensation) Ordinance.

**CCIF CPA Limited**

Certified Public Accountants

Hong Kong, 2 September 2015

**Alvin Yeung Sik Hung**

Practising Certificate Number P05206

# 財務報表

## Financial Statements

### 收支結算表 (截至二〇一五年三月三十一日止)

### Income and Expenditure Account (for the Year Ended 31 March 2015)

		附註 Note	2015 港元 HK\$	2014 港元 HK\$
<b>收入</b>	<b>INCOME</b>			
僱員補償保險徵款 管理局分配的款項	Distribution from Employees' Compensation Insurance Levies Management Board	4	44,344,243	44,391,366
政府付款	Government payment	5	2,263,620	2,123,965
定期存款利息	Interest income from time deposits		7,920,288	7,214,830
服務費用的收入	Service fee income		365,000	365,000
			<b>54,893,151</b>	<b>54,095,161</b>
<b>支出</b>	<b>EXPENDITURE</b>			
職業性失聰補償	Occupational deafness compensation	6	11,069,261	6,473,202
關於聽力輔助器具 的資助費用	Hearing assistive devices' financial assistance expenses	7	1,557,369	1,259,618
聽力測驗開支	Hearing assessment expenses		586,124	456,646
宣傳及推廣計劃	Promotional and publicity programmes		5,682,686	4,989,102
復康計劃	Rehabilitation programmes		3,848,086	3,390,945
行政開支	Administrative expenses	8	8,727,075	7,612,098
租金、差餉及管理費	Rent, rates and management fee		2,789,366	2,287,098
資本支出	Capital expenditure	9	8,034,890	442,454
			<b>42,294,857</b>	<b>26,911,163</b>
<b>本年度之盈餘</b>	<b>SURPLUS FOR THE YEAR</b>		12,598,294	27,183,998
<b>年初累積盈餘</b>	<b>RETAINED SURPLUS BROUGHT FORWARD</b>		616,134,071	588,950,073
<b>累積盈餘轉下年度</b>	<b>RETAINED SURPLUS CARRIED FORWARD</b>		<b>628,732,365</b>	<b>616,134,071</b>

第54至65頁之財務報表附註乃本財務報表之一部份。 The notes on pages 54 to 65 form part of these financial statements.



## 資產負債表 (於二〇一五年三月三十一日)

### Statement of Financial Position (as at 31 March 2015)

		附註 Note	2015 港元 HK\$	2014 港元 HK\$
<b>非流動資產</b>	<b>NON-CURRENT ASSETS</b>			
租賃土地及物業	Property, plant and equipment	10	47,454,800	-
<b>流動資產</b>	<b>CURRENT ASSETS</b>			
預付款及按金	Prepayment and deposits		782,645	696,691
應收利息	Interest receivable		588,850	803,201
定期存款	Time deposits		582,400,000	616,000,000
現金及現金等值項目	Cash and cash equivalents		2,582,801	1,741,784
			<u>586,354,296</u>	<u>619,241,676</u>
<b>流動負債</b>	<b>CURRENT LIABILITIES</b>			
應付支出	Accrued charges		<u>5,076,731</u>	<u>3,107,605</u>
<b>流動資產淨值</b>	<b>NET CURRENT ASSETS</b>		<u>581,277,565</u>	<u>616,134,071</u>
<b>資產淨值</b>	<b>NET ASSETS</b>		<u>628,732,365</u>	<u>616,134,071</u>
<b>保留盈餘</b>	<b>RETAINED SURPLUS</b>		<u>628,732,365</u>	<u>616,134,071</u>

本賬目於二〇一五年九月二日經管理局批准及授權發出。

Approved and authorised for issue by the Board on 2 September 2015.

代表管理局

On behalf of the Board

陸偉成醫生  
職業性失聰補償管理局主席

**Dr. Luk Wai-sing, Albert**  
Chairman, Occupational Deafness Compensation Board

第54至65頁之財務報表附註乃本財務報表之一部份。

The notes on pages 54 to 65 form part of these financial statements.

## 權益變動表（截至二〇一五年三月三十一日止）

### Statement of Changes in Equity (for the Year Ended 31 March 2015)

		港元 HK\$
累計盈餘總數	TOTAL RETAINED SURPLUS	
於二〇一三年四月一日	Balance at 1 April 2013	588,950,073
年內盈餘	Total comprehensive surplus for the year	<u>27,183,998</u>
於二〇一四年三月三十一日及二〇一四年四月一日	Balance at 31 March 2014 and 1 April 2014	616,134,071
年內盈餘	Total comprehensive surplus for the year	<u>12,598,294</u>
於二〇一五年三月三十一日	Balance as at 31 March 2015	<u>628,732,365</u>

第54至65頁之財務報表附註乃本財務報表之一部份。

The notes on pages 54 to 65 form part of these financial statements.



## 現金流量表 (截至二〇一五年三月三十一日止)

### Statement of Cash Flow (for the Year Ended 31 March 2015)

		2015 港元 HK\$	2014 港元 HK\$
<b>經營業務</b>	<b>OPERATING ACTIVITIES</b>		
本年度盈餘	Surplus for the year	12,598,294	27,183,998
調整：利息收入	Adjustments for: Interest income	(7,920,288)	(7,214,830)
<b>營運資金變動</b>	<b>CHANGES IN WORKING CAPITAL</b>		
增加預付款及按金	Increase in prepayment and deposits	(85,954)	-
增加應付賬款	Increase in accrued charges	1,969,126	627,781
<b>經營活動之現金流入淨值</b>	<b>CASH GENERATED FROM OPERATIONS</b>	6,561,178	20,596,949
<b>投資活動之現金流量</b>	<b>INVESTING ACTIVITIES</b>		
減少/(增加)定期存款	Decrease/(increase) in time deposits	33,600,000	(28,000,000)
已收利息	Interest received	8,134,639	7,022,625
購入自置物業	Payment for the purchases of office premises	(47,454,800)	-
<b>投資活動之現金流出淨值</b>	<b>NET CASH USED IN INVESTING ACTIVITIES</b>	(5,720,161)	(20,977,375)
<b>現金及現金等值項目增加/(減少)淨額</b>	<b>INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS</b>	841,017	(380,426)
<b>年初現金及現金等值項目</b>	<b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b>	1,741,784	2,122,210
<b>年終現金及現金等值項目</b>	<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	2,582,801	1,741,784

第54至65頁之財務報表附註乃本財務報表之一部份。

The notes on pages 54 to 65 form part of these financial statements.

### 1. 法人地位

管理局是根據《職業性失聰(補償)條例》而成立的。其註冊地址及運作地點為香港九龍長沙灣長裕街10號億京廣場2期15樓A-B室。

### 2. 主要會計政策

#### a) 合規聲明

此等財務報表乃根據由香港會計師公會(「香港會計師公會」)頒佈之所有適用香港財務報告準則(「香港財務報告準則」)，該統稱包括所有適用的個別香港財務報告準則、香港會計準則(「香港會計準則」)及詮釋、香港普遍接納之會計原則及《職業性失聰(補償)條例》(「條例」)之規定而編制。管理局所採納的主要會計政策之概要將在下文陳述。

香港會計師公會已頒佈若干新訂及經修訂香港財務報告準則，其首次生效日期可適用於管理局的目前會計期間。附註3提供首次應用該等準則而引致會計政策任何變動的資料，惟該等準則須與該等財務報表中所反映本局的目前及先前會計期間有關。

#### b) 財務報表編製基準

本財務報表乃按歷史成本法編製。編製符合香港財務報告準則的財務報表須運用若干重要會計估算，亦需管理層在應用本局的會計政策過程中作出判斷。

除了僱員補償保險徵款管理局分配的款項及政府付款以收到款項為入賬依據外，管理局是採用應計會計制度為入賬依據。

### 1. Corporate Status

The Board is incorporated by virtue of the Occupational Deafness (Compensation) Ordinance. The registered office and place of operation of the Board is situated at Office A-B, 15/F., Billion Plaza II, 10 Cheung Yue Street, Cheung Sha Wan, Kowloon, Hong Kong.

### 2. Significant Accounting Policies

#### a) Statement of compliance

These financial statements have been prepared in accordance with all applicable Hong Kong Financial Reporting Standards ("HKFRSs"), which collective term includes all applicable individual Hong Kong Financial Reporting Standards, Hong Kong Accounting Standards ("HKASs") and Interpretations issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA"), accounting principles generally accepted in Hong Kong and the requirements of the Occupational Deafness (Compensation) Ordinance (the "Ordinance"). A summary of the significant accounting policies adopted by the Board is set out below.

The HKICPA has issued certain new and revised HKFRSs which are first effective or available for early adoption for the current accounting period of the Board. Note 3 provides information on any changes in accounting policies resulting from initial application of these developments to the extent that they are relevant to the Board for the current and prior accounting periods reflected in these financial statements.

#### b) Basis of preparation of the financial statements

The measurement basis used in the preparation of the financial statements is the historical cost basis. The preparation of financial statements conformity with HKFRSs requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Board's accounting policies.

The Board adopts accrual basis of accounting except for distribution from the Employees' Compensation Insurance Levies Management Board and Government payment which are recognised on receipt basis.



### c) 物業、廠房及設備

物業、廠房及設備於財務狀況表按成本法減去其後之累計折舊及任何累計減值虧損(見附註2(d))。

折舊是使用直線法按物業、廠房及設備項目以下之估計可使用年期，以撇銷有關項目之成本值，並扣除其估計剩餘價值(如有)：

租賃土地及物業	50年
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倘物業、廠房及設備項目之各個部分使用年期不同，則該項目之成本值按合理基準於各個部分之間分配，且各個部分單獨計算折舊。每年檢討(如有)資產之可使用年期及其剩餘價值。

歷史成本包括收購項目之直接有關開支。成本亦包括自權益轉撥就以外幣購買物業、廠房及設備所作合資格現金流轉對沖產生之任何盈虧。

日後出現之成本只在涉及有關項目之未來經濟利益有可能流入管理局而項目成本能可靠計量時方列入該資產之賬面值或(在適當情況下)分開確認為一項資產。重置部分之賬面值均取消確認。所有其他維修保養成本於其出現之財政期間於損益中確認。

資產之賬面值倘超出其估計可收回值，則即時撇減至其可收回值。

報廢或出售物業、廠房及設備項目所產生盈虧按出售所得款項淨額與項目賬面值間之差額釐定，並於報廢或出售當日確認損益。

用於生產、提供貨物或行政用途之物業以成本減已確認減值虧損列賬。成本包括為專業費用及(就合資格資產而言)根據管理局會計政策資本化之借貸成本。該物業完工後並達至擬定用途時被劃分為物業、廠房及設備之合適類別。與其他物業資產之基準一樣，該等資產達至擬定用途時開始折舊。

### c) Property, plant and equipment

Property, plant and equipment are stated in the statement of financial position at cost less any accumulated depreciation and any accumulated impairment losses (see note 2(d)).

Depreciation is calculated to write off the cost of items of plant and equipment, less their estimated residual values, if any, using the straight line method over their estimated useful lives as follows:

Leasehold land and buildings	50 years
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Where parts of an item of property, plant and equipment have different useful lives, the cost of the item is allocated on a reasonable basis between the parts and each part is depreciated separately. Both the useful life of an asset and its residual value, if any, are reviewed annually.

Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains/losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Board and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the income and expenditure account during the financial period in which they are incurred.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains or losses arising from the retirement or disposal of an item of property, plant and equipment are determined as the difference between the net proceeds on disposal and the carrying amount of the item and are recognised in income and expenditure account on the date of retirement or disposal.

Properties in the course of construction for production, supply or administrative purposes are carried at cost, less any recognised impairment loss. Cost includes professional fees and, for qualifying assets, borrowing costs capitalised in accordance with the Board's accounting policy. Such properties are classified to the appropriate categories of property, plant and equipment when completed and ready for intended use. Depreciation of these assets, on the same basis as other property assets, commences when the assets are ready for their intended use.

## d) 資產減值

### 資產之減值

來自內部及外部之資料來源乃於各報告期間結算日予以檢討，以識別下列資產可能出現減值或(於屬於商譽之情況則除外)原先已確認之減值虧損不再存在或可能已減少之跡象：

#### 物業、廠房及設備

倘任何有關跡象存在，則會估計資產之可收回金額。此外，就商譽、尚未可供動用之無形資產及具備無限可使用年期之無形資產而言，不論是否有任何減值跡象，均會每年估計可收回金額。

#### • 計算可收回金額

資產之可收回金額為其公平值減出售成本與使用價值兩者間之較高者。於評估使用價值時，估計未來現金流轉乃使用反映貨幣之時間價值及資產特定風險之現時市場評估稅前貼現率貼現至其現值。倘資產產生之現金流入並非大致上獨立來自其他資產之現金流入，則為獨立產生現金流入之最小一組資產(即現金產生單位)釐定可收回金額。

#### • 確認減值虧損

當資產或資產所屬之現金產生單位之賬面值超過其可收回金額，則減值虧損於損益內確認。就現金產生單位確認之減值虧損予以分配，首先扣減現金產生單位(或一組單位)獲分配之任何商譽賬面值，然後，按比例扣除單位(或一組單位)之其他資產賬面值，惟資產之賬面值不會扣減至低於其個別公平值減出售成本(倘可計量)，或使用價值(倘可釐定)。

#### • 撥回減值虧損

就商譽以外之資產而言，倘用以釐定可收回金額之估計出現有利變動，則減值虧損予以撥回。有關商譽之減值虧損不予撥回。

減值虧損之撥回限於倘於過往年度內並無確認減值虧損時原應釐定之資產賬面值。減值虧損撥回於確認撥回年度計入損益。

## d) Impairment of assets

### Impairment of assets

Internal and external sources of information are reviewed at the end of each reporting period to identify indications that the following assets may be impaired or, except in the case of goodwill, an impairment loss previously recognised no longer exists or may have decreased:

#### Property, plant and equipment

If any such indication exists, the asset's recoverable amount is estimated. In addition, for goodwill, intangible assets that are not yet available for use and intangible assets that have indefinite useful lives, the recoverable amount is estimated annually whether or not there is any indication of impairment.

#### • Calculation of recoverable amount

The recoverable amount of an asset is the greater of its fair value less costs to sell and its value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Where an asset does not generate cash inflows largely independent of those from other assets, the recoverable amount is determined for the smallest group of assets that generates cash inflows independently (i.e. a cash-generating unit).

#### • Recognition of impairment losses

An impairment loss is recognised in income and expenditure account whenever the carrying amount of an asset, or the cash-generating unit to which it belongs, exceeds its recoverable amount. Impairment losses recognised in respect of cash-generating units are allocated first to reduce the carrying amount of any goodwill allocated to the cash-generating unit (or group or units) and then, to reduce the carrying amount of the other assets in the unit (or group of units) on a pro rata basis, except that the carrying amount of an asset will not be reduced below its individual fair value less costs of disposal (if measurable), or value in use (if determinable).

#### • Reversals of impairment losses

In respect of assets other than goodwill, an impairment loss is reversed if there has been a favourable change in the estimates used to determine the recoverable amount. An impairment loss in respect of goodwill is not reversed.

A reversal of an impairment loss is limited to the asset's carrying amount that would have been determined had no impairment loss been recognised in prior years. Reversals of impairment losses are credited to the income and expenditure account in the year in which the reversals are recognised.



#### e) 收入確認

利息收入按時間比例基準計及未償還本金及實際利率確認。

#### f) 資本支出

是年度之資本支出，均在同期之收支結算表中撇除。

#### g) 營業租約

營業租約下之應付租金乃按個別賃期以直線法在收支結算表中列賬。

#### h) 現金及現金等值項目

現金及現金等值項目為銀行及手頭現金、銀行及其他財務機構的活期存款、短期而流動性極高的投資，這些投資可隨時換算為已知的現金數額及其原始投資期限不超過三個月，所以沒有重大價值轉變的風險。

#### i) 其他應付款項

其他應付款項初步按公平價值入賬，其後則按經攤銷成本列賬，惟貼現之影響屬輕微則除外，於該情況下則按成本列賬。

#### j) 撥備及或然負債

當管理局因過去事項須承擔法定責任或推定責任，而履行該責任很可能需要付出經濟利益及有可靠之估計時，須為未確定時間或金額之負債確認撥備。如果貨幣時間價值重大，撥備會以履行責任預期所需支出之現值列報。

當不大可能需要付出經濟利益，或其數額未能可靠地估計，除非付出經濟利益之可能性極小，否則須披露該責任為或然負債。其存在僅能以一個或數個未來事項之發生或不發生來證實之潛在義務，除非其付出經濟利益之可能性極小，否則亦需披露為或然負債。

#### e) Income recognition

Interest income is recognised on a time proportion basis, taking into account the principal amounts outstanding and the interest rates applicable.

#### f) Capital expenditure

Capital expenditure incurred in the accounting year is charged entirely to the income and expenditure account for the year.

#### g) Operating leases

Rental payable under operating leases are accounted for in the income and expenditure account on a straight line basis over the periods of the respective leases.

#### h) Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other financial institutions, and short-term, highly liquid investments readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value, having been with three months of maturity at acquisition.

#### i) Other payables

Other payables are initially recognised at fair value and subsequently stated at amortised cost unless the effect of discounting would be immaterial, in which case they are stated at cost.

#### j) Provisions and contingent liabilities

Provisions are recognised for other liabilities of uncertain timing or amount when the Board has a legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Where the time value of money is material, provisions are stated at the present value of the expenditure expected to settle the obligation.

Where it is not probable that an outflow of economic benefits will be required, or the amount cannot be estimated reliably, the obligation is disclosed as a contingent liability, unless the probability of outflow of economic benefits is remote. Possible obligations, whose existence will only be confirmed by the occurrence or non-occurrence of one or more future events are also disclosed as contingent liabilities unless the probability of outflow of economic benefits is remote.

## k) 租賃資產

倘管理局釐定某項安排(由一宗或一系列交易組成)涉及轉授一項可於協定期間內使用一項特定資產或多項資產之權利以換取一項或多項付款，則該安排屬於租賃。該釐定乃根據對有關安排之本質評估作出，而不論該安排是否採取租約之法定形式。

### 租賃土地及物業 — 自用

當租約包括土地和建築元素，管理局根據每個元素是否幾乎所有的風險和報酬的所有權已轉移到管理局來界定每個元素為融資或經營租賃，除非這兩種元素很顯然為經營租賃，在這種情況下，整個租賃歸類為經營租賃。具體而言，在租賃開始前將土地的最低租賃付款額(包括任何預付款)按租賃權益的相對公允價值之間的比例分配於租賃土地元素和建築元素。

在一定程度上對租賃付款額的分配能夠可靠地取得，租賃土地被界定為經營租賃於財務報表上呈列為“預付租賃款項”及按租賃的年期用直線法來攤銷[除了那些被歸類、界定為投資物業按公允值列賬外]。

## k) Leased assets

An arrangement, comprising a transaction or a series of transactions, is or contains a lease if the Board determines that the arrangement conveys a right to use a specific asset or assets for an agreed period of time in return for a payment or a series of payments. Such a determination is made based on an evaluation of the substance of the arrangement and is regardless of whether the arrangement takes the legal form of a lease.

### Leasehold land and building – for own use

When a lease includes both land and building elements, the Board assesses the classification of each element as a finance or an operating lease separately based on the assessment as to whether substantially all the risks and rewards incidental to ownership of each element have been transferred to the Board, unless it is clear that both elements are operating leases in which case the entire lease is classified as an operating lease. Specifically, the minimum lease payments (including any lump sum upfront payments) are allocated between the land and the building elements in proportion to the relative fair values of the leasehold interests in the land element and building element of the lease at the inception of the lease.

To the extent the allocation of the lease payments can be made reliably, interest in leasehold land that is accounted for as an operating lease is presented as “prepaid lease payments” in the statement of financial position and is amortised over the lease term on a straight-line basis [except for those that are classified and accounted for as investment properties under the fair value model].



### 3. 新訂及經修訂香港財務報告準則（「香港財務報告準則」）的應用

香港會計師公會已頒佈以下香港財務報告準則之修訂及一項詮釋，全部均於本局當前的會計期間內首度生效。

香港財務報告準則第10號、 香港財務報告準則第12號及 香港會計準則第27號(2011年)(修訂本) Amendments to HKFRS 10, HKFRS 12 and HKAS 27 (2011)	投資實體 Investment Entities
香港會計準則第32號(修訂本) Amendments to HKAS 32	金融資產和金融負債之抵銷 Offsetting Financial Assets and Financial Liabilities
香港會計準則第36號(修訂本) Amendments to HKAS 36	披露非金融資產之可收回金額 Recoverable Amount Disclosures for Non-Financial Assets
香港會計準則第39號(修訂本) Amendments to HKAS 39	衍生工具的更替及對衝會計的延續 Novation of Derivatives and Continuation of Hedge Accounting
香港(國際財務報告詮釋委員會) - 詮釋第21號 HK(IFRIC) – Int 21	徵費 Levies

於本年度採用香港財務報告準則修訂本及詮釋對本局本年度及過往會計年度的財務表現及狀況及/或該等財務報表所載披露概無重大影響。

### 3. Application of New and Revised Hong Kong Financial Reporting Standards ("HKFRSs")

In the current year, the Board has applied the following amendments to HKFRSs and one Interpretation issued by the HKICPA.

The application of the amendments to HKFRSs and Interpretation in the current year has had no material effect on the Board's financial performance and positions for the current and prior accounting years and/or on the disclosures set out in these financial statements.

### 4. 僱員補償保險徵款管理局分配的款項

根據《僱員補償保險徵款條例》第7條規定，僱員補償保險徵款管理局須按季度分配其部份資源淨額予職業性失聰補償管理局。僱員補償保險徵款管理局的收入主要包括僱員補償保險保費的徵款。

截至二〇一五年及二〇一四年三月三十一日止年度的資源淨額比率，職業性失聰補償管理局可獲分配之僱員補償保險徵款管理局資源淨額比率為7/58。

於二〇一〇年七月一日起及現時的僱員補償保險保費徵款率為5.8%。

### 4. Distribution from Employees' Compensation Insurance Levies Management Board

In accordance with Section 7 of the Employees' Compensation Insurance Levies Ordinance, the Employees' Compensation Insurance Levies Management Board is to distribute a proportion of its net resources to the Occupational Deafness Compensation Board on a quarterly basis. The resources of the Employees' Compensation Insurance Levies Management Board mainly consist of a levy imposed on all employees' compensation insurance premiums.

The proportion of the net resources of the Employees' Compensation Insurance Levies Management Board to be distributed to the Occupational Deafness Compensation Board for the years ended 31 March 2014 and 2015 was 7/58.

The present rate of levy on employees' compensation insurance premiums is 5.8% on or after 1 July 2010.

## 5. 政府付款

根據《職業性失聰(補償)條例》第7條規定，政府須就政府所僱用的僱員付款予管理局。

## 6. 職業性失聰補償

根據《職業性失聰(補償)條例》第14(1)條規定，如罹患噪音所致的失聰人士能令管理局信納其符合第14(2)條指明的條件，他有權獲得補償。此外，第14A(1)條規定，在某人就根據第15條提出的申請獲判給補償後，如管理局信納該人符合第14A(2)條指明的條件，則該人有權就因罹患噪音所致的失聰而引致的進一步永久喪失工作能力，獲得再次補償。『噪音所致的失聰』的定義列明在條例第2條中。條例的附表5列明怎樣計算補償金額。

## 7. 關於聽力輔助器具的資助費用

根據《職業性失聰(補償)條例》第27B條的規定，任何人如符合第27B(1)條指明的條件，他可向管理局申請付還他在與其噪音所致的失聰有關連的情況下，在取得、裝配、修理或保養聽力輔助器具方面合理地招致的開支，或要求管理局直接向有關器具提供者支付該等開支。

『聽力輔助器具』的定義列明在條例的附表6中。根據條例附表7的規定，於2015年3月5日或以後每一申請者最高可獲付還或直接支付的累計開支為52,000港元。於2015年3月5日前，每一申請者最高可獲付還或直接支付的累計開支為36,000港元。

截至二〇一五年三月三十一日止，未使用的聽力輔助器具資助計劃撥備額約為153,958,000港元(2014：100,751,000港元)。

## 5. Government Payment

In accordance with Section 7 of the Occupational Deafness (Compensation) Ordinance, the Government has to make payment in respect of the employees engaged in the civil service to the Board.

## 6. Occupational Deafness Compensation

In accordance with Section 14(1) of the Occupational Deafness (Compensation) Ordinance, a person who suffers noise-induced deafness is entitled to compensation if he satisfies the Board that he fulfils the conditions specified in Section 14(2). Moreover, Section 14A(1) provides that after a person has been awarded compensation on an application under Section 15, the person is entitled to further compensation for any additional permanent incapacity resulting from noise-induced deafness suffered if the Board is satisfied that the person fulfils the conditions specified in Section 14A(2). The term “noise-induced deafness” is defined in Section 2 of the Ordinance. Schedule 5 of the Ordinance sets out how the amount of compensation is to be determined.

## 7. Hearing Assistive Devices' Financial Assistance Expenses

In accordance with Section 27B of the Occupational Deafness (Compensation) Ordinance, a person who fulfils the conditions specified in Section 27B(1) may apply to the Board for reimbursement of expenses he has reasonably incurred in the acquisition, fitting, repair or maintenance of a hearing assistive device in connection with his noise-induced deafness, or for payment by the Board directly to the device provider of such expenses he may reasonably incur. The term “hearing assistive device” is defined in Schedule 6 of the Ordinance. According to Schedule 7 of the Ordinance, the aggregate amount of reimbursement and direct payment of expenses shall not exceed HK\$52,000 per claimant on and after 5 March 2015. Before 5 March 2015, the aggregate amount of reimbursement and direct payment of expenses shall not exceed HK\$36,000.

Until 31 March 2015, the unused reserve granted for the Hearing Assistive Devices' Financial Assistance Scheme was approximately HK\$153,958,000 (2014: HK\$100,751,000).



## 8. 行政費用

## 8. Administrative Expenses

		2015 港元 HK\$	2014 港元 HK\$
核數師酬金:	AUDITOR'S REMUNERATION:		
- 審計服務	- Audit services	41,000	39,105
- 其他服務	- Other services	4,777	-
一般行政費用	GENERAL ADMINISTRATIVE EXPENSES	1,392,206	666,632
員工成本	STAFF COSTS		
- 薪金及其他福利	- Salaries and other benefits	6,708,680	6,357,093
- 退休福利計劃供款	- Retirement benefit	<u>580,412</u>	<u>549,268</u>
		<u>8,727,075</u>	<u>7,612,098</u>

## 9. 資本支出

## 9. Capital Expenditure

		2015 港元 HK\$	2014 港元 HK\$
傢俬	Furniture and fixtures	-	22,454
辦公室設備	Office equipment	357,900	420,000
裝修	Decoration	3,520,951	-
其他有關自置物業的費用	Other costs related to leasehold land and buildings	<u>4,156,039</u>	-
		<u>8,034,890</u>	<u>442,454</u>

## 10. 物業、廠房及設備

## 10. Property, Plants and Equipment

		租賃土地及物業 Leasehold land and buildings 港元 HK\$
<b>成本</b>	<b>COST</b>	
於二〇一三年四月一日， 二〇一四年三月三十一日及 二〇一四年四月一日	At 1 April 2013, 31 March 2014 and 1 April 2014	-
本年度添置	Additions for the year	<u>47,454,800</u>
於二〇一五年三月三十一日	At 31 March 2015	<u>47,454,800</u>
<b>累計折舊</b>	<b>ACCUMULATED DEPRECIATION</b>	
於二〇一三年四月一日， 二〇一四年三月三十一日及 二〇一四年四月一日	At 1 April 2013, 31 March 2014 and 1 April 2014	-
本年度折舊	Charge for the year	<u>-</u>
於二〇一五年三月三十一日	At 31 March 2015	<u>-</u>
<b>賬面值</b>	<b>CARRYING AMOUNTS</b>	
於二〇一五年三月三十一日	At 31 March 2015	<u>47,454,800</u>
於二〇一四年三月三十一日	At 31 March 2014	<u>-</u>

租賃土地及物業位於香港以長期租約持有。

Leasehold land and buildings are situated in Hong Kong and are held under a long term lease.

## 11. 營業租約的承擔

## 11. Operating Lease Commitments

於二〇一五年三月三十一日，根據不可撤回經營租約的未來最低租賃款總額如下：

As at 31 March 2015, the total future minimum lease payments under non-cancellable operating leases are payable as follows:

		2015 港元 HK\$	2014 港元 HK\$
一年內	Within one year	790,800	2,293,320
第二年至第五年(包括首尾兩年)	In the second to fifth year inclusive	<u>-</u>	<u>790,800</u>
		<u>790,800</u>	<u>3,084,120</u>

本管理局根據經營租賃安排租用該土地及物業。辦公室的租約年期經協商為兩至三年。該等租賃並不包括或然租金。

The Board leases land and buildings under an operating lease arrangement. The leases typically run for an initial period of two to three years. None of the leases includes contingent rental.



## 12. 稅項

管理局根據《稅務條例》第88條而獲得豁免稅項。

## 12. Taxation

The Board has been granted exemption from taxation under Section 88 of the Inland Revenue Ordinance.

## 13. 財務風險因素

管理局的財務風險主要來自其金融工具。管理局之主要金融工具包括應收利息、定期存款、現金及現金等值項目及應付支出。管理局之主要風險為信貸風險，貨幣風險及利率風險。

## 13. Financial Risk Management

The Board is exposed to financial risk through its financial instruments. Financial instruments consist of cash and cash equivalents and accrued expenses. The most important components of this financial risk are credit risk, currency risk and interest rate risk.

### a) 信貸風險

管理局流動資金的信貸風險並不重大，因為交易對手為獲國際信貸評級機構評為良好信貸評級之金融機構。

### a) Credit risk

The credit risk on liquid funds is limited because the counterparties are banks with high credit ratings assigned by international credit-rating agencies.

### b) 貨幣風險

由於管理局的資產及負債全部以港幣計值，故本局並無外匯風險。

### b) Currency risk

All of the Board's monetary assets and liabilities are denominated in Hong Kong Dollar. The Board is not exposed to currency risk.

### c) 利率風險

管理局面對利率變化的市場風險主要有關銀行結餘及定期存款。浮動利率利息收入於發生時在收支結算表中確認。

### c) Interest rate risk

The Board's exposure to market risk for changes in interest rates relates primarily to the bank balances and time deposits. Floating-rate interest income is charged to income and expenditure account as incurred.

The Board's interest rate profile as monitored is set out in (i) below.

#### i) 利率概述

#### i) Interest rate profile

		2015 港元 HK\$	2014 港元 HK\$
定期存款	Time deposits	582,400,000	616,000,000
現金及現金等值項目	Cash and cash equivalents	<u>2,582,801</u>	<u>1,741,784</u>
		<u>584,982,801</u>	<u>617,741,784</u>
實際利率	Effective interest rate	0.001% - 1.35%	0.001% - 1.62%

## ii) 敏感度分析

於二〇一五年三月三十一日，估計倘若利率增加／減少20基點，所有其他變項保持不變，則管理局的本年度盈餘及累積盈餘會增加／減少1,169,966港元(2014：1,235,484港元)。

上述敏感度分析乃假設利率變動於結算日發生，並應用於在該日存在之浮動利率銀行存款面對的利率風險。增加／減少20基點為管理層對利率於截至下一個年度結算日止期間內的合理可能變動的評估。二〇一四年亦以相同基點及基準進行分析。

## d) 公平價值估計

管理局的所有金融工具與其公平值接近。

## 14. 截至二〇一五年三月三十一日止年度已頒佈但尚未生效之經修訂、新準則及詮釋可能產生之影響

直至本財務報表日期，香港會計師公會已頒佈以下於截至二〇一五年三月三十一日止年度尚未生效的修訂及新訂準則。

## ii) Sensitivity analysis

As at 31 March 2015, it is estimated that a general increase/decrease of 20 basis points in interest rates, with all other variables held constant, would increase/decrease the Board's surplus for the year and accumulated surplus by approximately HK\$1,169,966 (2014: HK\$1,235,484).

The sensitivity analyses above have been determined based on the exposure to interest rates at the end of the reporting period. The analysis is prepared assuming the financial instruments outstanding at the end of the reporting period were outstanding for the whole year. A 20 basis points increase/decrease in interest rates is used when reporting interest rate risk internally to key management personnel and represents management's assessment of the reasonably possible change in interest rates. The analysis is performed on the same basis for 2014.

## d) Fair value

All financial instruments are carried at amounts approximate their fair values.

## 14. Possible Impact of New Standards, Amendments and Interpretations Issued but not yet Effective, for the Year Ended 31 March 2015

Up to the date of issue of these financial statements, the HKICPA has issued the following amendments and new standards which are not yet effective for the year ended 31 March 2015 and which have not been adopted in these financial statements.

香港財務報告準則第9號 HKFRS 9	財務工具 <sup>1</sup> Financial Instruments <sup>1</sup>
香港財務報告準則第14號 HKFRS 14	監管遞延賬戶 <sup>2</sup> Regulatory Deferral Accounts <sup>2</sup>
香港財務報告準則第15號 HKFRS 15	基於客戶合同的收入確認 <sup>3</sup> Revenue from Contracts with Customers <sup>3</sup>
香港財務報告準則第11號(修訂本) Amendments to HKFRS 11	收購合營業務權益的會計方式 <sup>5</sup> Accounting for Acquisitions of Interests in Joint Operations <sup>5</sup>
香港會計準則第1號(修訂本) Amendments to HKAS 1	披露計劃 <sup>5</sup> Disclosure Initiatives <sup>5</sup>
香港會計準則第16號及 香港會計準則第38號(修訂本) Amendments to HKAS 16 and HKAS 38	折舊及攤銷可接受方法澄清 <sup>5</sup> Clarification of Acceptable Methods of Depreciation and Amortisation <sup>5</sup>



香港會計準則第16號及 香港會計準則第41號(修訂本) Amendments to HKAS 16 and HKAS 41	農業: 生產性植物 <sup>5</sup> Agriculture: Bearer Plants <sup>5</sup>
香港會計準則第19號(修訂本) Amendments to HKAS 19	界定福利計劃: 僱員供款 <sup>4</sup> Defined Benefit Plans: Employee Contributions <sup>4</sup>
香港會計準則第27號(修訂本) Amendments to HKAS 27	獨立財務報表的權益法 <sup>5</sup> Equity Method in Separate Financial Statements <sup>5</sup>
香港財務報告準則第10號、 香港財務報告準則第12號及 香港會計準則第28號(修訂本) Amendments to HKFRS 10, HKFRS 12 and HKAS 28	投資實體: 應用綜合入賬的例外情況 <sup>5</sup> Investment Entities: Applying the Consolidation Exception <sup>5</sup>
香港財務報告準則第10號及 香港會計準則第28號(修訂本) Amendments to HKFRS 10 and HKAS 28	投資者及其聯營公司或合營企業間的銷售及注入資產 <sup>5</sup> Sale or Contribution of Assets between an Investor and its Associate or Joint Venture <sup>5</sup>
香港財務報告準則(修訂本) Amendments to HKFRSs	香港財務報告準則二〇一〇年至二〇一二年 週期之年度改進 <sup>6</sup> Annual Improvements to HKFRSs 2010-2012 Cycle <sup>6</sup>
香港財務報告準則(修訂本) Amendments to HKFRSs	香港財務報告準則二〇一一年至二〇一三年 週期之年度改進 <sup>4</sup> Annual Improvements to HKFRSs 2011-2013 Cycle <sup>4</sup>
香港財務報告準則(修訂本) Amendments to HKFRSs	香港財務報告準則二〇一二年至二〇一四年 週期之年度改進 <sup>5</sup> Annual Improvements to HKFRSs 2012-2014 Cycle <sup>5</sup>

<sup>1</sup> 於二〇一八年一月一日或之後開始的年度期間生效

<sup>2</sup> 於二〇一六年一月一日或之後開始之首份年度香港財務報告準則財務報表生效

<sup>3</sup> 於二〇一七年一月一日或之後開始的年度期間生效

<sup>4</sup> 於二〇一四年七月一日或之後開始的年度期間生效

<sup>5</sup> 於二〇一六年一月一日或之後開始的年度期間生效

<sup>6</sup> 除有限例外情況外，於二〇一四年七月一日或之後開始的年度期間生效

<sup>1</sup> Effective for annual periods beginning on or after 1 January 2018

<sup>2</sup> Effective for first annual HKFRS financial statements beginning on or after 1 January 2016

<sup>3</sup> Effective for annual periods beginning on or after 1 January 2017

<sup>4</sup> Effective for annual periods beginning on or after 1 July 2014

<sup>5</sup> Effective for annual periods beginning on or after 1 January 2016

<sup>6</sup> Effective for annual periods beginning on or after 1 July 2014, with limited exceptions

本管理局正在評估該等新訂及修訂香港財務報告準則於初步採用期間預期將產生的影響。到目前為止，本局得出如下結論：其採納對財務報表很少機會產生重大影響。

The Board is in the process of making an assessment of what the impact of these new and revised HKFRSs is expected to be in the period of initial application. So far the Board has concluded that the adoption of them is unlikely to have a significant impact on the financial statements.

### 《職業性失聰(補償)條例》下指定的高噪音工作

#### Noisy Occupations Specified under the Occupational Deafness (Compensation) Ordinance

根據《職業性失聰(補償)條例》附表3，有以下情況的工作，即為高噪音工作。其中第3、10、11及25類為特別高噪音工作，申請人受僱滿5年便可申請補償 -

According to Schedule 3 of the Occupational Deafness (Compensation) Ordinance, a noisy occupation is one of the following noisy types. For the particularly noisy types 3, 10, 11 and 25, workers with a minimum of 5 years of employment can apply for compensation -

1. 對金屬或金屬坯段或鋼錠使用機動研磨工具，或在該等工具使用時，完全或主要在該等工具的緊鄰範圍內工作；  
the use of power driven grinding tools on metal or on billets of metal or blooms, or work wholly or mainly in the immediate vicinity of those tools whilst they are being so used;
2. 對金屬或金屬坯段或鋼錠使用機動衝擊工具，或在該等工具使用時，完全或主要在該等工具的緊鄰範圍內工作；  
the use of power driven percussive tools on metal or on billets of metal or blooms, or work wholly or mainly in the immediate vicinity of those tools whilst they are being so used;
- \*3. 對石塊、混凝土或大理石使用機動研磨、開鑿、切割或衝擊工具，或在該等工具使用時，完全或主要在該等工具的緊鄰範圍內工作；  
the use of power driven grinding, chiselling, cutting or percussive tools on rocks, concrete or marble, or work wholly or mainly in the immediate vicinity of those tools whilst they are being so used;
4. 完全或主要在使用不可拆模或可拆模或吊錘以鍛造(包括熱衝壓)金屬的設備(不包括機動壓力機)的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of plant (excluding power press plant) engaged in the forging (including drop stamping) of metal by means of closed or open dies or drop hammers;
5. 在紡織製造業工作，而且工作完全在或主要在使用紡織人造或天然(包括礦物)纖維或高速假撚纖維的機器的房間或小屋內進行；  
work in textile manufacturing where the work is undertaken wholly or mainly in rooms or sheds in which there are machines engaged in weaving man-made or natural (including mineral) fibres or in the high speed false twisting of fibres;
6. 使用切割或清潔金屬釘或螺釘或使之成形的機器，或完全或主要在該等機器的緊鄰範圍內工作；  
the use of, or work wholly or mainly in the immediate vicinity of, machines engaged in cutting, shaping or cleaning metal nails or screws;
7. 使用等離子噴槍噴鍍金屬，或完全或主要在該等離子噴槍的緊鄰範圍內工作；  
the use of, or work wholly or mainly in the immediate vicinity of, plasma spray guns engaged in the deposition of metal;
8. 使用以下機器或完全或主要在以下機器的緊鄰範圍內工作：多刀具切模機、刨床機、自動或半自動車床、多層橫切機、自動成形機、雙端頭開榫機、直立式打線床(包括高速鑽板機)、屈曲邊緣機、圓鋸及鋸片闊度不少於75毫米的運鋸機；  
the use of, or work wholly or mainly in the immediate vicinity of, any of the following machines: multi-cutter moulding machines, planing machines, automatic or semi-automatic lathes, multiple cross-cut machines, automatic shaping machines, double-end tenoning machines, vertical spindle moulding machines (including high-speed routing machines), edge banding machines, bandsawing machines with a blade width of not less than 75 mm and circular sawing machines;
9. 使用鏈鋸；  
the use of chain saws;
- \*10. 在建築工地內使用撞擊式打樁或板樁的機器，或完全或主要在該等機器的緊鄰範圍內工作；  
the use of, or work wholly or mainly in the immediate vicinity of, machines engaged in percussive pile or metal plank driving on construction sites;
- \*11. 完全或主要在噴砂打磨作業的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of abrasive blasting operations;



12. 使用研磨玻璃的機器，或完全或主要在該等機器的緊鄰範圍內工作；  
the use of, or work wholly or mainly in the immediate vicinity of, machines engaged in grinding of glass;
13. 完全或主要在壓碎或篩選石塊或碎石料的機器的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of machines engaged in crushing or screening of rocks or stone aggregate;
14. 使用壓碎塑料的機器，或完全或主要在該等機器的緊鄰範圍內工作；  
the use of, or work wholly or mainly in the immediate vicinity of, machines engaged in granulating of plastic materials;
15. 完全或主要在被用於清理船舶外殼的機器或手提工具的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of machines or hand tools engaged in descaling of ships;
16. 完全或主要在內燃機、渦輪機、加壓燃料爐頭或噴射引擎的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of internal combustion engines or turbines or pressurised fuel burners or jet engines;
17. 完全或主要在車身修理或用人手錘鍊製作金屬製品的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of car body repair, or of making metal articles by manual hammering;
18. 使用擠出塑料的機器，或完全或主要在該等機器的緊鄰範圍內工作；  
the use of, or work wholly or mainly in the immediate vicinity of, machines engaged in extruding of plastic materials;
19. 使用瓦通紙機器，或在該等機器使用時，完全或主要在該等機器的緊鄰範圍內工作；  
the use of paper corrugating machines, or work wholly or mainly in the immediate vicinity of those machines whilst they are being so used;
20. 完全或主要在涉及使用有壓縮蒸汽的機器的情況下漂染布匹的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of bleaching and dyeing of fabric involving machines using pressurised steam;
21. 完全或主要在入玻璃瓶作業線的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of glass-bottling lines;
22. 完全或主要在入金屬罐作業線的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of metal-can bottling lines;
23. 使用紙張摺疊機，或在該等機器使用時，完全或主要在該等機器的緊鄰範圍內工作；  
the use of paper folding machines, or work wholly or mainly in the immediate vicinity of those machines whilst they are being so used;
24. 使用高速捲筒紙柯式印刷機，或在該等機器使用時，完全或主要在該等機器的緊鄰範圍內工作；  
the use of high speed web-fed offset printing machines, or work wholly or mainly in the immediate vicinity of those machines whilst they are being so used;
- \*25. 完全或主要在槍擊操作的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of gun-firing operation;
26. 完全或主要在電昏豬隻以供屠宰的工序所在地方的緊鄰範圍內工作；  
work wholly or mainly in the immediate vicinity of a place where the electric stunning of pigs for the purpose of slaughter takes place;
27. 在根據《賭博條例》(第148章)第22(1)(b)條獲發牌照的麻將館內搓麻將並以此作為主要職責；  
playing mahjong (as the major duty) inside a mahjong parlour licensed under section 22(1)(b) of the Gambling Ordinance (Cap. 148);
28. 在的士高的舞池的緊鄰範圍內配製或端送飲品並以此作為主要職責；或  
preparing or serving drinks (as the main duty) in the immediate vicinity of the dancing area of a discotheque; or
29. 在的士高內控制或操作重播和廣播預錄音樂的系統。  
controlling or operating a system for playing back and broadcasting recorded music in a discotheque.

\*註：深灰色陰影的為4類特別高噪音工作。申索人只須曾受僱於這些工作合共5年(而非10年)，便可符合職業方面的規定。

\*Note: The occupations in deep grey shade are the 4 particularly noisy occupations. An applicant is only required to be engaged in these occupations in aggregate for 5 years, instead of 10 years, in order to fulfil the occupational requirements.

## 附錄二 Appendix 2

### 首次補償申請者所從事的高噪音工作類別 (2014/15 年度)

#### Type of Noisy Occupations Engaged (Compensation for the First Time) (Year 2014/15)


 <b>首次補償</b> <b>First-time Compensation</b>		
噪音工作 Noisy Occupation	數目 Number	百分比 (%) Percentage (%)
研磨、開鑿、切割或衝擊石塊 Rock grinding, chiselling, cutting or percussion	86	35.6 <b>1</b>
在內燃機、渦輪機、加壓燃料爐頭或噴射引擎的附近工作 Working near internal combustion engines, turbines, pressurised fuel burners or jet engines	57	23.6 <b>2</b>
紡織 Weaving or spinning	38	15.7 <b>3</b>
研磨金屬 Metal grinding	37	15.3
使用鑽板機、刨床機、圓鋸機或自動車床 Using routing, planing, circular sawing machines or automatic lathes	8	3.3
使用高速捲筒紙柯式印刷機 High speed web-fed offset printing	5	2.1
衝擊金屬 Metal percussion	3	1.2
撞擊式打樁 Pile driving	3	1.2
噴砂打磨作業 Abrasive blasting operations	2	0.8
車身修理或用人手錘鍊製作金屬製品 Car body repair or making metal articles by manual hammering	1	0.4
入玻璃瓶作業 Working near glass-bottling lines	1	0.4
使用紙張摺疊機 Using paper folding machines	1	0.4
總數: Total:	242	100.0



## 附錄三 Appendix 3

再次補償申請者所從事的高噪音工作類別 (2014/15年度)

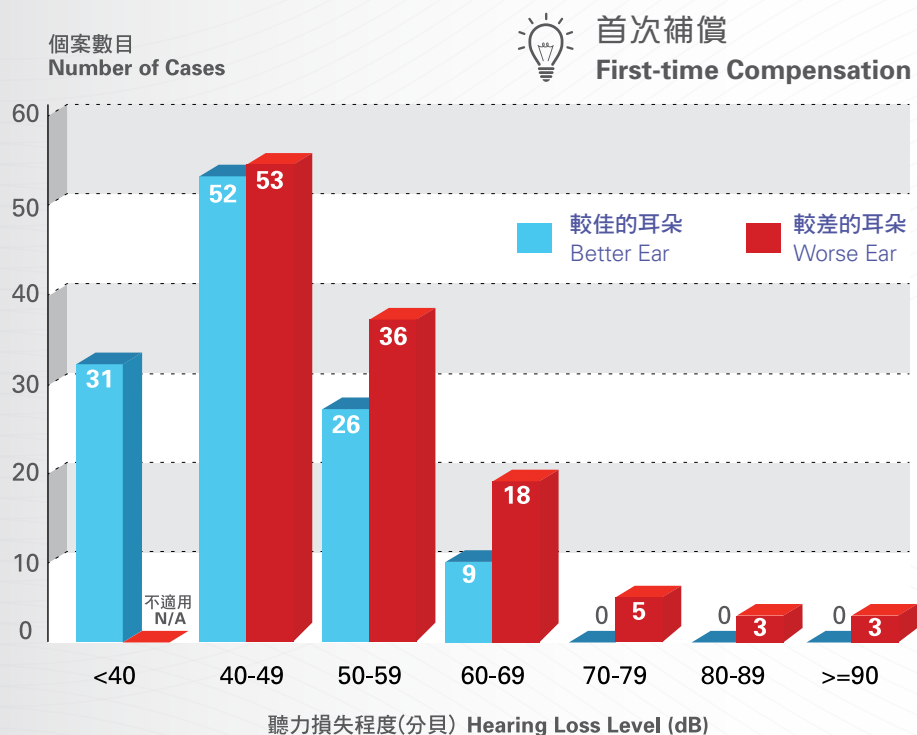
Type of Noisy Occupations Engaged (Further Compensation) (Year 2014/15)

 <b>再次補償</b> Further Compensation			
噪音工作 Noisy Occupation	數目 Number	百分比 (%) Percentage (%)	
研磨、開鑿、切割或衝擊石塊 Rock grinding, chiselling, cutting or percussion	30	46.2	1
研磨金屬 Metal grinding	18	27.7	2
在內燃機、渦輪機、加壓燃料爐頭或噴射引擎的附近工作 Working near internal combustion engines, turbines, pressurised fuel burners or jet engines	13	20.0	3
衝擊金屬 Metal percussion	2	3.1	
使用鑽板機、刨床機、圓鋸機或自動車床 Using routing, planing, circular sawing machines or automatic lathes	1	1.5	
使用清理船舶外殼的機器或手提工具 Using machines or hand tools engaged in descaling of ships	1	1.5	
總數: Total:	65	100.0	

## 附錄四 Appendix 4

獲取首次補償者的聽力損失程度分析圖 (2014/15 年度)

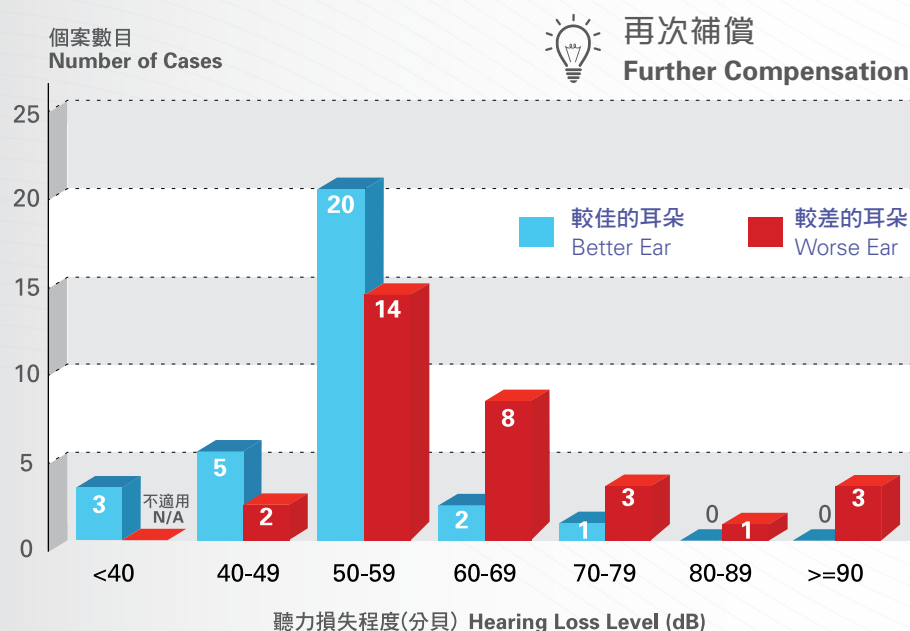
Analysis of Approved Cases of First-time Compensation by Level of Hearing Loss (Year 2014/15)



## 附錄五 Appendix 5

獲取再次補償者的聽力損失程度分析圖 (2014/15 年度)

Analysis of Approved Cases of Further Compensation by Level of Hearing Loss (Year 2014/15)







職業性失聰補償管理局  
Occupational Deafness Compensation Board

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