

How to support psychosocial disabilities living
independently in community: Hong Kong experience
-- Recovery through ***Clubhouse Model*** in Hong Kong

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The Hong Kong Association of Psychosocial Rehabilitation

"All human beings are born free and equal in dignity and rights"

- The Universal Declaration of Human Rights

..... they are excluded from community life and denied basic rights such as shelter, food and clothing, and are discriminated against in the fields of employment, education and housing due to their mental disability.

- http://www.who.int/mental_health/policy/legislation/en/



The first psychiatric clubhouse in Hong Kong & Chinese community



www.phoenixclubhouse.org

Clubhouse Model
in
Psychiatric Rehabilitation

Fountain House (New York, USA)

Scientific evidence



Recognized since 2011 in US

Substance Abuse and Mental Health Services Administration (SAMHSA)

as evidence based intervention in the

National Registry of Evidence-based Programs and Practice(NREPP)

in the area of

**Employment, Quality of life and
perceived recovery from a mental health problem.**

International Recognition

Clubhouse International/Fountain House New York awarded the

• 2014 Conrad N. Hilton Humanitarian Prize

the world largest humanitarian prize

for creating a successful model

to help those suffering from mental illness

to reclaim their lives and realize their potential through work and

the support of a caring community.

The Phoenix Clubhouse has a leadership role as a repeated investigation site visited by the jury of the Hilton Humanitarian Prize in 2014



Conrad N. Hilton
FOUNDATION

Clubhouse International/Fountain House/NY
receive \$1.5 Million Conrad N. Hilton
Humanitarian Prize

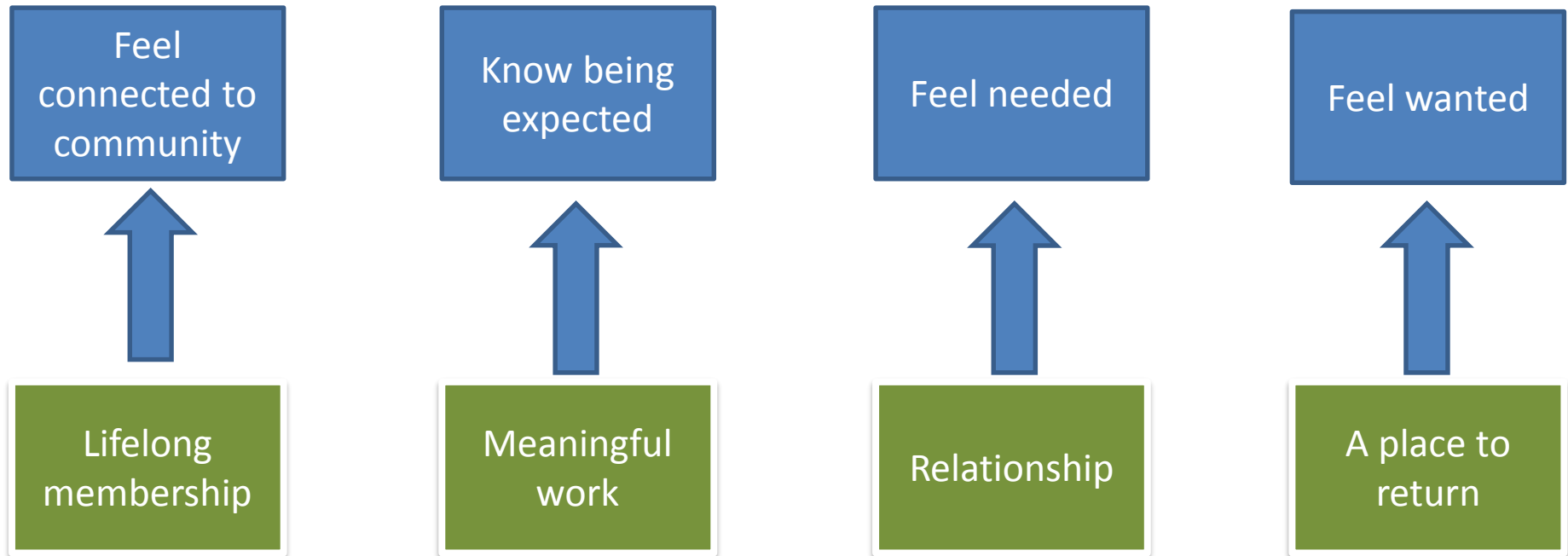
Clubhouse Philosophy

Basic belief

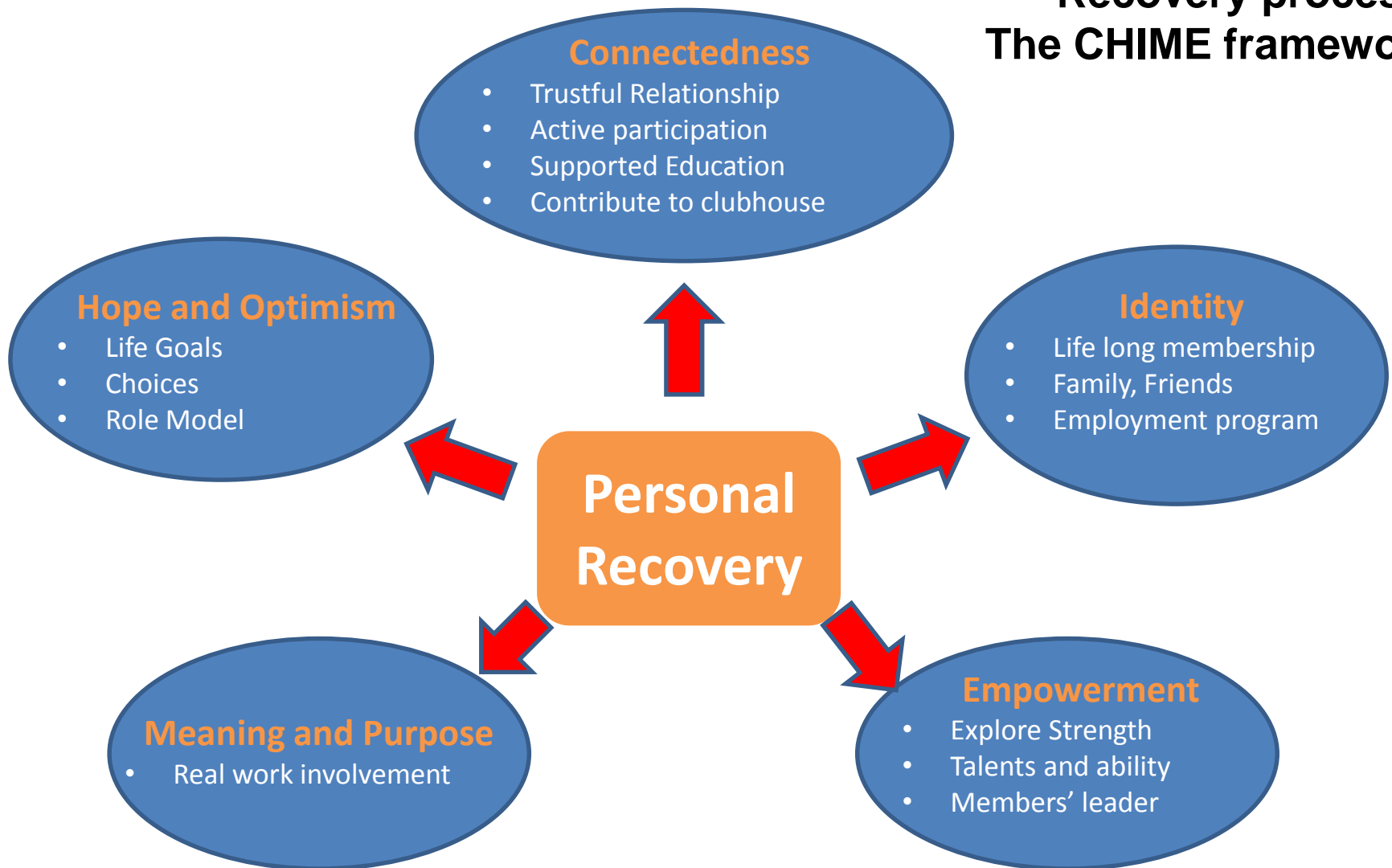
- People suffering from serious & persistent psychiatric disability can and will achieve normal life goal when provided opportunities, time, support and audience (fellowship)

Philosophy

Everyone needs to...



Recovery process: The CHIME framework



Clubhouse Philosophy

Those who come are referred as **members**,

NOT

**patients, clients, consumer
or other labels**

Clubhouse Philosophy

Empowerment

Clubhouse model

- Encouraged to take responsibility
 - ☞ develop the programme
 - ☞ determine their own activities
- making use of self-help, group work and peer influence

Four guaranteed rights which build on members' wellness

- A place to come to (and belong)
- Meaningful work
- Meaningful relationships
- A place to return to (lifetime membership)

Clubhouse Philosophy

- Within the clubhouse, members have available to them a comprehensive array of opportunities, including, but not limited to
 - Daytime work-organized activities focused on the care, maintenance and productivity of the clubhouse
 - Evening, weekend & holiday leisure time activities
 - Substantial transitional, supported and independent employment support and efforts
 - (A wide range of housing options)

Clubhouse Philosophy

- Staff & members working with each other, helping each other in an interconnected, expanding variety of programmes
- Membership is voluntary, free and for life



Clubhouse Philosophy

The role of Members

- Take part in planning & running the house and its activities
- Operate their housing, education, out-reach and support programmes
- Planning & cooking meals
- Help tutor other members, compile mental health research, training visiting professionals in the field, assist in advocacy issues

Model of Service

Clubhouse Model

Basic Components:

- Work-ordered day
- Employment Programs (Group Placement, Transitional Employment, Supported Employment)
- Wellness and social programs
- Supported Education
- Community Support
- Family Involvement
- Housing Support

Clubhouse Programmes

- Work-ordered day from Monday to Friday
- Leisure activities on Saturdays
- Different work units
 - Clerical
 - Kitchen
 - Thrift/tuck shop
 - Cleansing
 - Supported education
 - Gardening

Reception



Clerical Unit



Horticulture Unit





Food Servicing Unit

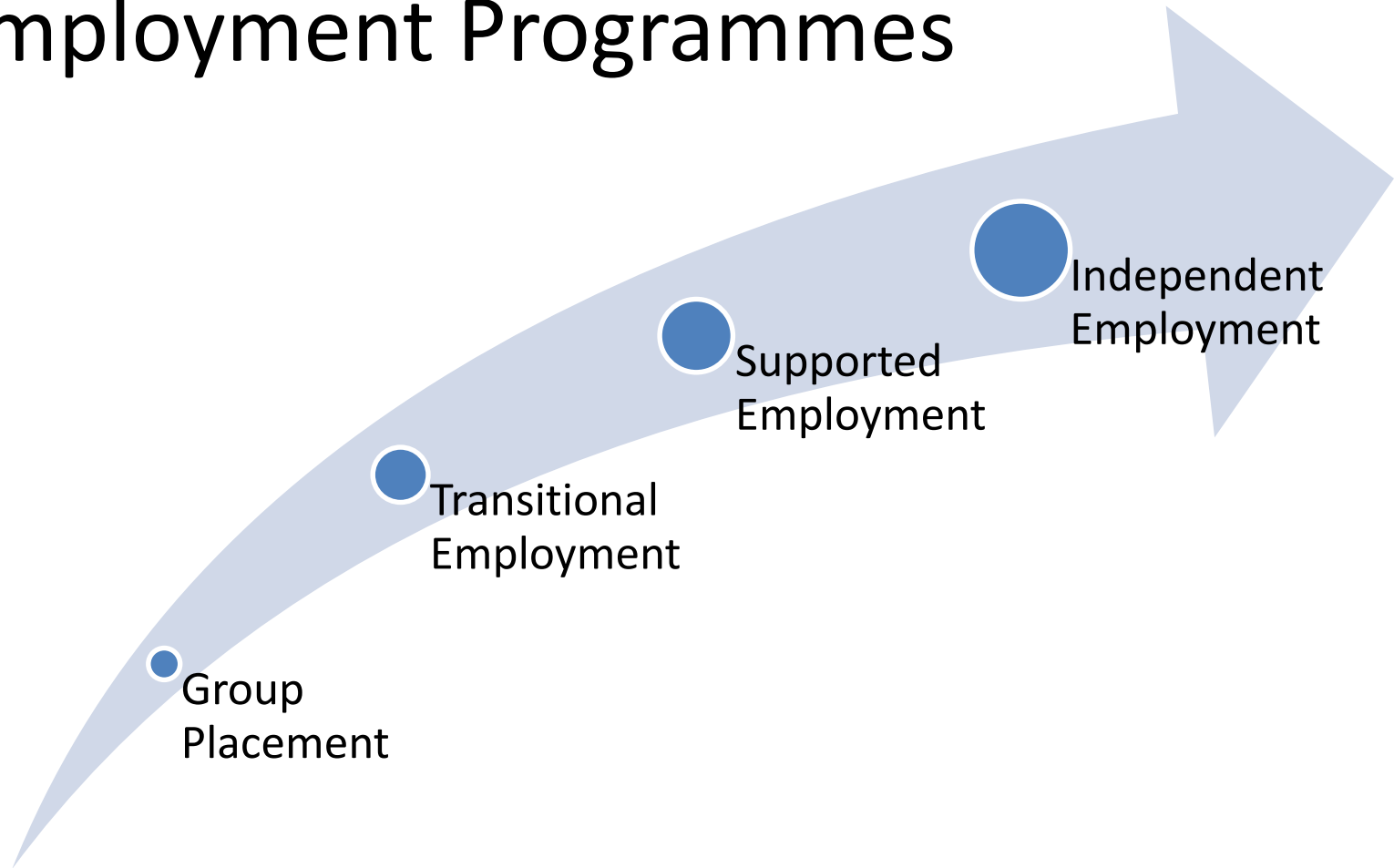


Canteen



Employment programmes
in the
Phoenix Clubhouse

Employment Programmes



Transitional employment

- Some patients may have difficulties in returning to open employment due to lack of confidence, experience with the actual working environment or long period of unemployment

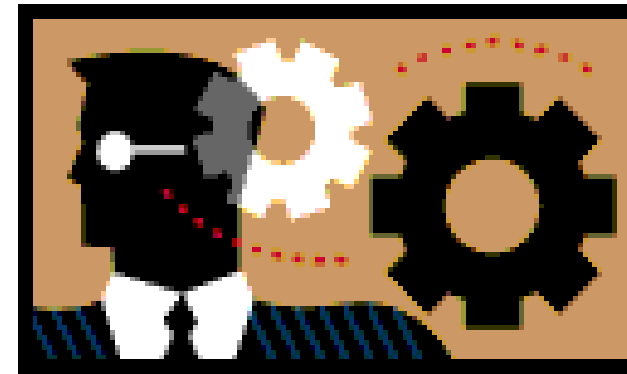
Transitional employment

- This scheme provides these patients with a chance of gaining experience in the actual working environment as they will receive constant support and further training from the job coaches

What is Transitional Employment ?

What types of jobs we are looking for:

- ✧ Time limit (6-9 months)
- ✧ Part time job in entry level
- ✧ Regular & predictable work schedule.
- ✧ Placement work is done in the company's place
- ✧ Privilege wages



Transitional Employment

- Job coach learn the entry level job
- Job coach train the worker
- Guarantee absence coverage



Group Placement



Members in Group Transitional Employment
(UBS AG)



Members in Group Transitional Employment
(A. Menarini Hong Kong Limited)

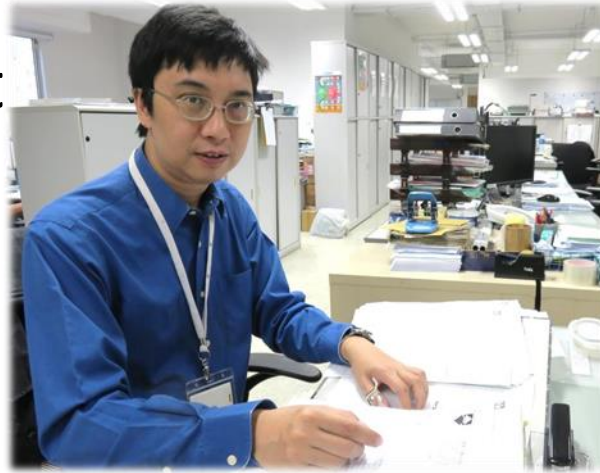


Members in Group Transitional Employment
(The Jardine Engineering Corporation, Limited)

Transitional Employment



Administrative Clerk
(Paul Hastings)



Filing Clerk
(Holake Hong Kong Lifts Limited)



Document Control Clerk
(Hongkong Land Limited)

Jobs includes:

- data entry
- document scanning,
- stationary replenishment,
- collection of recycling paper,
- internal/outdoor messenger,
- folding towel,
- And more...

Supported Employment

To have better “job fit” by providing more varieties of jobs:



Marketing Assistant
(Baker & McKenzie)



Office Assistant
(Sky Trend C.P.A. Co. Ltd.)



Shop Keeper
(Rehab Cafe)



Clerical Assistant
(Holake Hong Kong Lifts Ltd.)



Mailroom Operator
(Williams Lea)

Employment Partners

- ❖ A. Menarini Hong Kong Limited (2009-2017)
- ❖ Asia Pacific Catering Corporation Limited
- ❖ Baker McKenzie
- ❖ Coben Limited
- ❖ Eli Lilly Asia, Inc.
- ❖ Engel & Völkers
- ❖ Evergreen Environment Services Ltd. (2016-2017)
- ❖ Grand Hyatt Hong Kong (2014-2014)
- ❖ Hang Seng Bank Limited (2015-2015)
- ❖ Holake Hongkong Lifts Limited (2007-2017)
- ❖ Hong Kong Economic Times Holdings Limited
- ❖ Hongkong Land Limited
- ❖ Jardine Aviation Services (2013-2013)
- ❖ Joyway Management (HK) Limited (2015-2016)
- ❖ Morgan Stanley Asia Limited
- ❖ Netgear HK Limited (2013-2015)
- ❖ Paul Hastings
- ❖ Po Sin Sing Kee Engineering Company Limited (2013-2015)
- ❖ PoFone (Hong Kong) Limited
- ❖ Queen Mary Hospital
- ❖ Schindler Lifts (Hong Kong) Ltd.
- ❖ Shearman & Sterling (2014-2017)
- ❖ Sky Trend C.P.A. Co., Ltd.
- ❖ Swire Properties Limited (2008)
- ❖ The Dairy Farm Company Ltd.(2013-2013)
- ❖ The Jardine Engineering Corporation, Limited
- ❖ UBS AG
- ❖ Williams Lea (Hong Kong) Limited
- ❖ Wyeth (H.K) Limited (2006-2007)
- ❖ Zung Fu Company Limited



MENARINI



Baker McKenzie.



Jardine Aviation Services
怡中航空服務



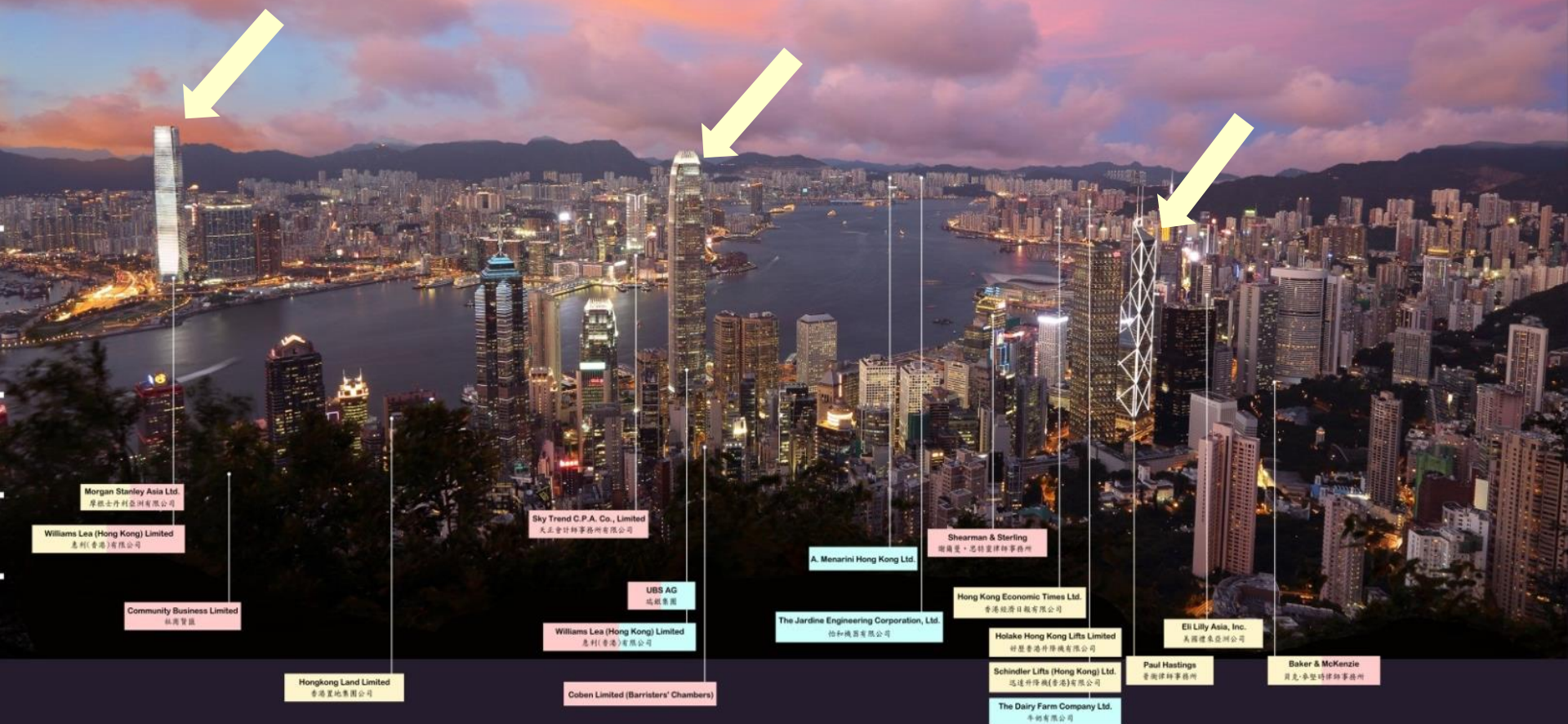
Schindler



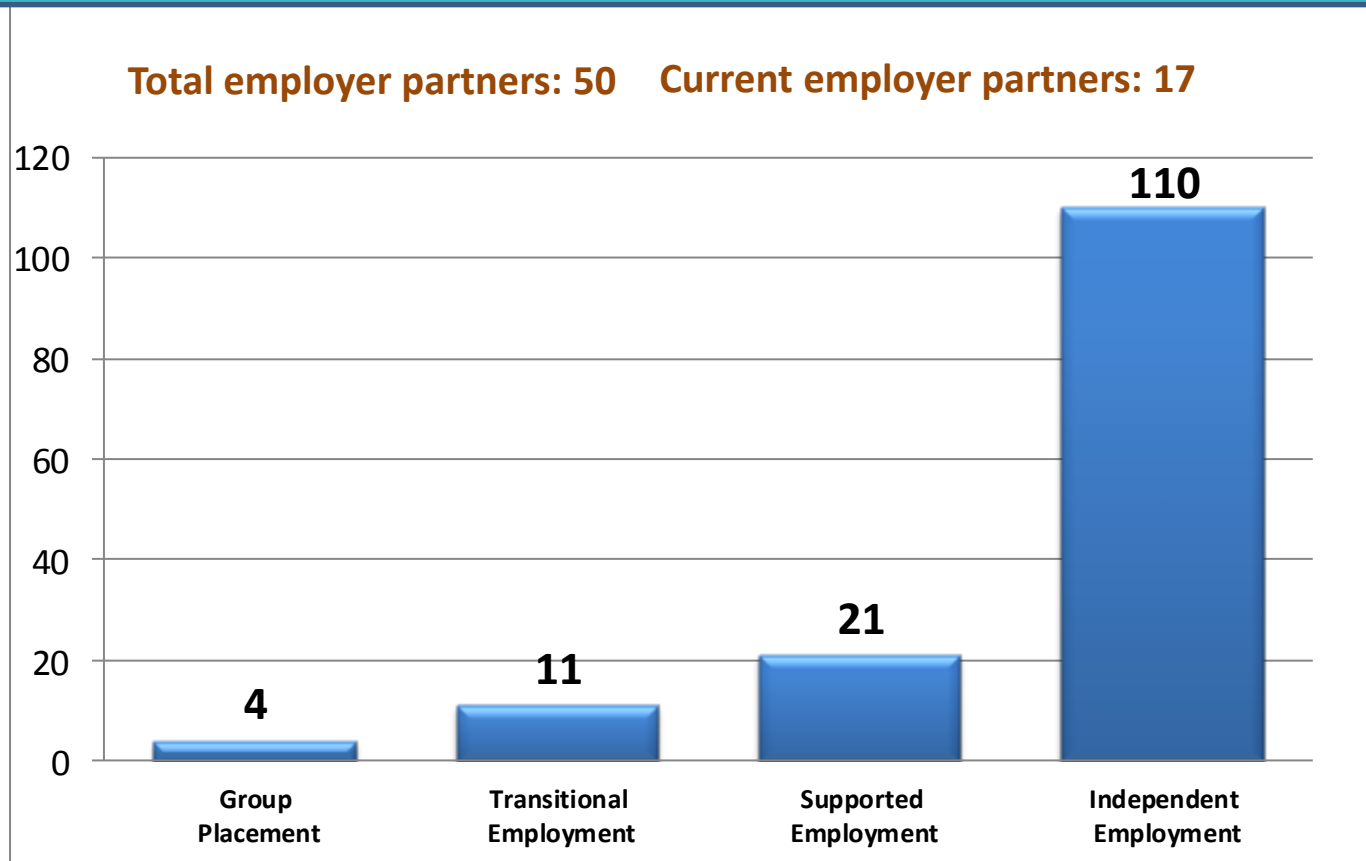
Decent work places and good employers in town

Distribution of Employment Partners

就業夥伴公司分佈圖



Types of Employment (As at 30/6/2019)



Average wages per hr (HK\$)	37	53.6	53.1	50.4
Av. work hour per wk	3.5	18.1	29.2	33

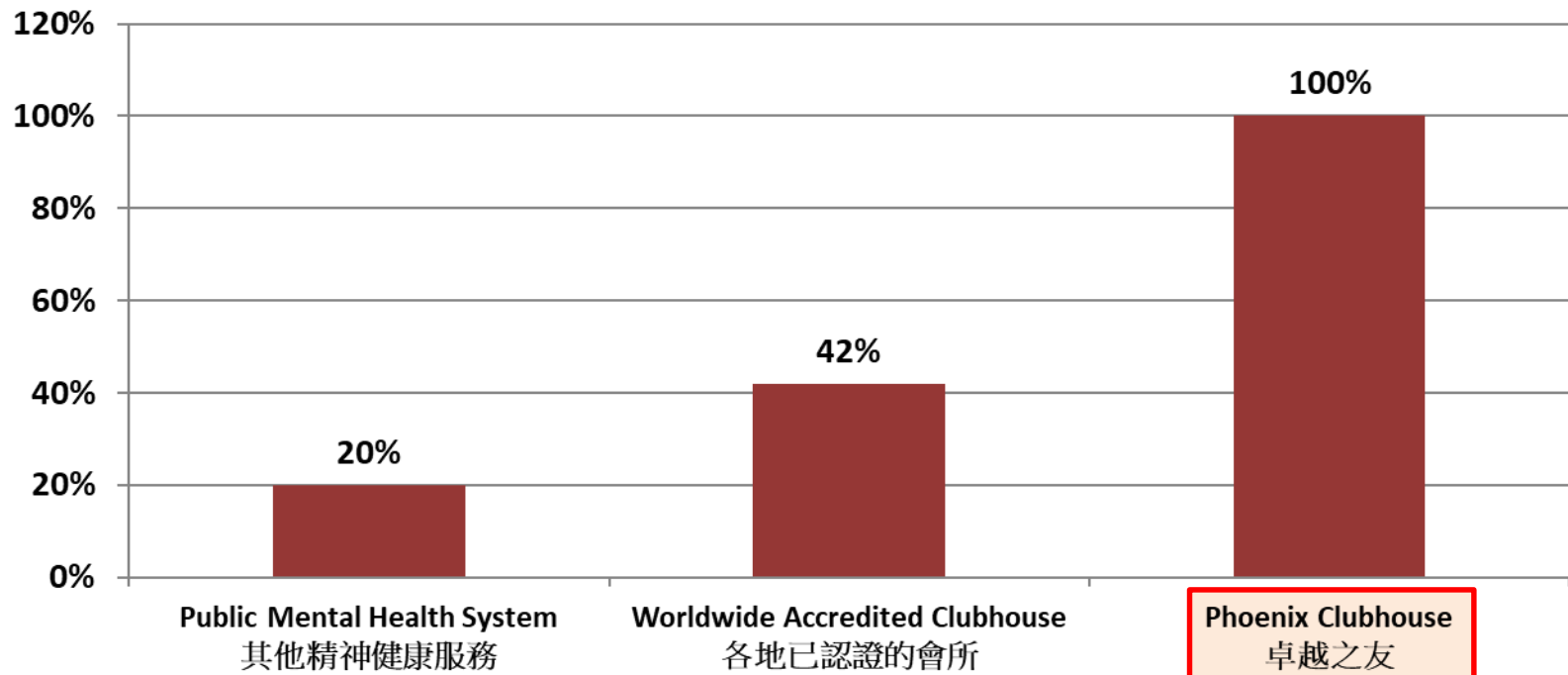
Statutory Minimum Wage in Hong Kong: HK\$37.5 (USD1 ~ HK\$7.8)

Vibrant and comprehensive employment programs

As at June 2019,
No. of members working: 146
no. of work-ordered day active members : 145

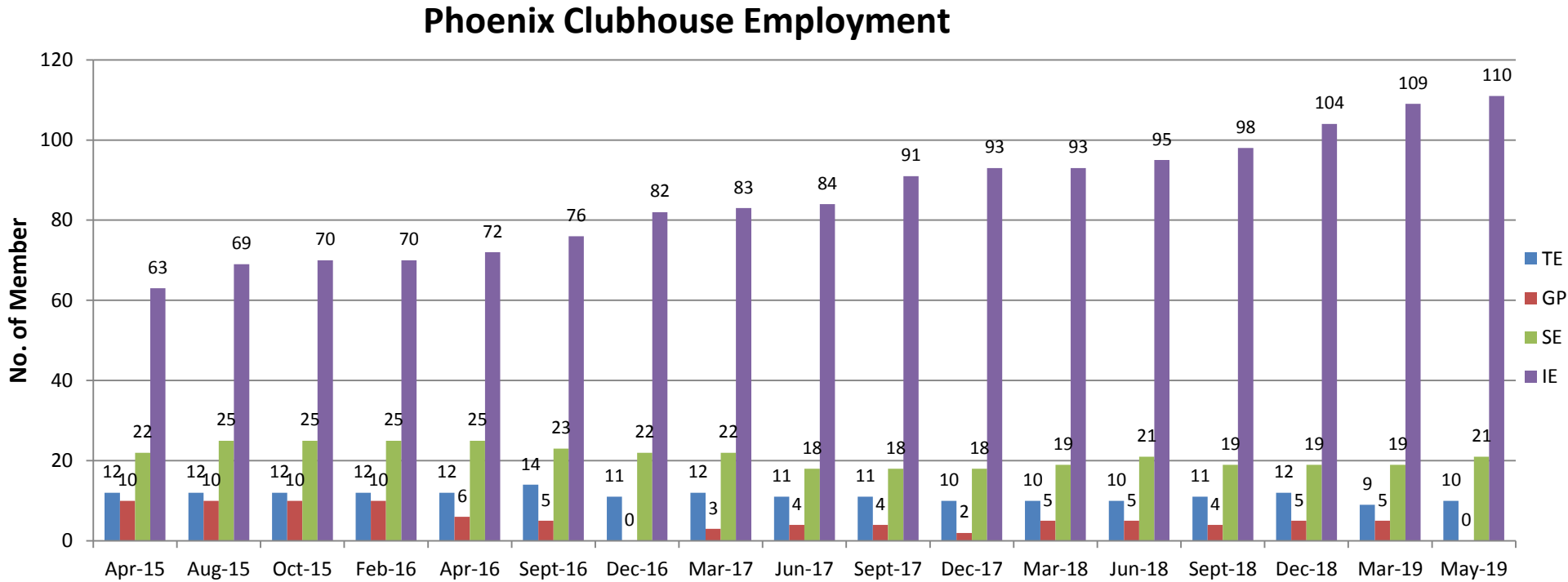
Employment Rate (Comparing with other services)

Employment Rate



Source : National Alliance on Mental Illness (NAMI) report 2014

Phoenix Clubhouse Employment Distribution (As at 30/6/2019)



Community Participation from Employers



Vice President of Morgan Stanley giving presentation in HK College of Psychiatrists Rehab & Social Psychiatry AGM



HR director of Jardine Aviation giving presentation in 地區福利規劃服務 建共融·展本能



Partnering in Eco fair with UBS employees



Partners of Baker & McKenzie receiving interview in press conference



Employers sharing their experience with other caring companies



Clubhouse International

Creating Community: Changing the World of Mental Health

- International standards for Clubhouse Programmes
- Principles in helping people with mental illness to stay out of hospitals while achieving social, financial and vocational goals
- Kinds of “bill of rights” for members and a code of ethics for staff, board and administrators
- Make sure that the clubhouse is a place that offers respect and opportunity to its members

3-Weeks Training



International Clubhouse Conferences



Friends of Phoenix Clubhouse



Welcome to Hong Kong



ขอขอบคุณสำหรับความสนใจของคุณ
Thank you for your attention