

**For information**

**LEGISLATIVE COUNCIL  
PANEL ON WELFARE SERVICES**

**Persons with Disabilities and Rehabilitation Programme Plan**

**Purpose**

The Government released the new Persons with Disabilities and Rehabilitation Programme Plan (RPP) on 3 July 2020<sup>1</sup>. This note provides information to Members on the strategic directions, themes and strategic recommendations of the new RPP.

**Review of RPP**

2. RPP sets out the strategic directions and measures to address the service needs of persons with disabilities. It was last reviewed and updated in 2007. To keep rehabilitation services abreast with the times and needs, the Chief Executive announced in the 2017 Policy Address that the Government has tasked the Rehabilitation Advisory Committee (RAC) to formulate a new RPP. RAC has completed the work and submitted the new RPP to the Government in June 2020. The Government has accepted the new RPP in principle.

**Guiding Principles**

3. RAC has adopted the following three guiding principles in formulating the new RPP -

- (a) Abiding by the purpose of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD): to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, attach importance to the core values of “autonomy and independence”, “accessibility”, “diversity”, etc;

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<sup>1</sup> The Chinese version of the RPP final report has been uploaded to the Labour and Welfare Bureau website: <https://www.lwb.gov.hk/tc/highlights/rpp/index.html>.

- (b) Adopting a life span approach in examining the needs of persons with disabilities in different aspects and stages of their lives; and
- (c) Facilitating cross-sectoral and inter-departmental collaboration to establish a disability inclusive society for persons with disabilities.

### **Staged-approach and Public Engagement**

4. The RPP review comprised three stages, with public engagement conducted under each stage -

- (a) scoping stage - to define the scope of the new RPP and identify the key issues that need to be addressed, to commence discussion with various sectors of the community and to collate their views (from March to June 2018);
- (b) formulation of recommendations stage - to analyse the key issues identified and examine the overall direction and possible options for consideration to address these issues (from December 2018 to May 2019); and
- (c) consensus building stage - to discuss with various sectors of the community the final recommendations of the new RPP and build up a consensus on these recommendations (from November 2019 to January 2020).

5. The whole public engagement exercise was carried out from March 2018 to January 2020, in which 80 engagement sessions were arranged with a total of over 3 000 participants and 378 written submissions. The new RPP has incorporated views and comments received in the public engagement exercise as appropriate.

### **Vision, Strategic Directions, Themes and Strategic Recommendations of New RPP**

#### Vision

6. In light of the guiding principles, views and comments received in the public engagement exercise, as well as the challenges and

opportunities of rehabilitation services, the vision of the new RPP is to -

“Recognise the diversified developmental needs of persons with disabilities; respect the autonomy and independence of persons with disabilities; establish a disability inclusive society that enables persons with disabilities to develop their capabilities, unleash their potential and contribute to society.”

Strategic Directions, Themes and Strategic Recommendations

7. Guided by the above vision, the new RPP outlines four strategic directions as underpinned by 20 themes and 62 strategic recommendations

*Strategic Direction I. Provide timely and appropriate support to equip persons with disabilities with the ability to cope with changes at different stages during their lifespan.*

	<b>Strategic Recommendations</b>
Theme 1	Pre-school rehabilitation services
	1. Continuously monitor the demand and examine the need for further increasing the places of pre-school rehabilitation services with a view to achieving “zero waiting time” for children assessed to have special needs
	2. Enhance early intervention for children who show signs of special needs (Tier-1 children); explore the feasibility of integrating the support for Tier-1 and Tier-2 children and adopting a school-based integrated service model to provide comprehensive, flexible and ongoing support to cater for children with various levels of special needs at different stages; and evaluate effectiveness for formulating long-term measures, manpower and ancillary requirements for supporting children with special needs
	3. Upon substantial shortening of the waiting time, reposition various pre-school rehabilitation services for further enhancing services, so as to achieve the target of early intervention

	<b>Strategic Recommendations</b>
Theme 2	Transitional support from kindergartens to Primary One
	4. Establish a mechanism for information transfer from pre-school rehabilitation service units to primary schools such that children identified as having special needs at kindergartens can receive early attention and appropriate support services when they proceed to Primary One
	5. Enhance transitional support and early identification of the needs of children with special needs for helping them integrate in primary schools smoothly; and explore providing appropriate transitional bridging and support services for these children
Theme 3	Support for students with Special Educational Needs (SEN)
	6. Implement measures to optimise integrated education; provide additional resources and professional support for schools to facilitate them to have stable teacher teams, flexible use of resources and more adequate professional support, so as to promote a whole-school intervention model to support and take care of various types of SEN students, and further enhance the effectiveness of integrated education
	7. Implement measures to optimise special education; provide additional manpower, resources and professional support for special schools, explore the establishment of a communication platform covering healthcare, welfare and education, and facilitate flexible use of resources, so as to take care of various SEN students and help them unleash their potential, and better prepare them for future study or school leaving arrangements
	8. Strengthen the training for special education teachers so as to enhance the professional competency of secondary and primary school teachers in supporting SEN students, and identifying SEN students in an effective and timely manner

	<b>Strategic Recommendations</b>
	9. Provide SEN students with the opportunities of further studies, including the provision of adequate resources and ensuring equal opportunities for SEN students to receive higher education or pursue further studies
<b>Theme 4</b>	<b>Vocational rehabilitation training and vocational training</b>
	10. Implement a pilot scheme to enhance the existing training model of Integrated Vocational Rehabilitation Services Centres. Through the provision of progressive and diversified vocational training modules, allow students to choose training modules commensurate with their ability and aptitude for preparing for future career development; at the same time, review the suitability of various vocational rehabilitation services in place and explore the feasibility of gradually replacing Sheltered Workshops based on the effectiveness of the pilot scheme
	11. Enhance the vocational training programmes, provide extended support for students at workplace, and introduce retraining programmes to strengthen vocational and skill training services catered to persons with disabilities in employment, so that students are better equipped for new jobs or change of employment in the open market
<b>Theme 5</b>	<b>Employment support</b>
	12. Explore integrating and optimising the pilot schemes that encourage employment of persons with disabilities to allow more flexible utilisation of funding; continuously optimise employment schemes so as to increase the incentives and stability of the employment of persons with disabilities
	13. Enhance on-the-job support and workplace adaptation, promote innovative technology and creative arts, etc as a multi-pronged approach to expand the employer network and new job types for persons with disabilities with different qualifications and abilities, and to provide internship programmes for prospective graduates

	<b>Strategic Recommendations</b>
	14. Continuously increase subsidies to employers to employ persons with disabilities and to purchase assistive devices, and undertake modification works of workplace; shorten application time and simplify application process; and enhance relevant measures as appropriate
	15. Adopt joint job matching and promotion strategy, coupled with a one-stop information platform and employment support flow, in enhancing job-matching and follow-up services, and reducing employers' cost in information search for obtaining effective support
	16. Continuously optimise the "Enhancing Employment of Persons with Disabilities through Small Enterprise" Project and promote the development of social enterprises by facilitating the lease of suitable properties under the "Socially Caring Leasing Arrangements"
	17. Establish disability-friendly workplace and promote inclusive work culture through innovative promotional strategies
<b>Theme 6</b>	<b>Ageing of persons with disabilities</b>
	18. Examine measures to further promote health awareness of persons with disabilities to alleviate early onset of ageing; prevent abrupt deterioration of health condition arising from incidents such as falling and stroke, and enhance the quality of care through wider application of technology products
	19. Provide special and targeted services for persons with disabilities to cope with their ageing and health deterioration, including swallowing problem arising from ageing
	20. Provide one-stop and continuous rehabilitation training, care and residential services for ageing persons with disabilities, who can no longer benefit from services at vocational rehabilitation services/training programmes (e.g. Sheltered Workshops), at their residential homes

	<b>Strategic Recommendations</b>
	through a pilot scheme, allowing them to remain in a familiar environment without moving to other hostels due to their age and changes in body functions; and review the relevant notional staffing and schedules of accommodation
	21. Set up a “Special Needs Trust” to provide reliable and affordable trust services for parents with sufficient assets for meeting the long-term daily needs of their children with special needs after they pass away
<b>Theme 7</b>	<b>Medical rehabilitation</b>
	22. Continuously optimise the Child Assessment Service to ensure that children with urgent and more serious conditions are accorded with higher priority in assessment through a triage system
	23. Enhance the overall accessibility of the healthcare environment and facilities through the analysis on entrances, walkways, healthcare facilities, signage, escape facilities and application of navigation techniques
	24. Continuously enhance special dental services and evaluate their effectiveness, including the Special Oral Care Service at the Hong Kong Children’s Hospital for children with intellectual disability, Healthy Teeth Collaboration launched by the Department of Health to provide free oral check-ups, dental treatments and oral health education for adults with intellectual disability

*Strategic Direction II. Enhance community care services to enable persons with disabilities and their families living in the community to obtain necessary support, and be admitted to residential care homes as soon as possible when in need.*

	<b>Strategic Recommendations</b>
<b>Theme 8</b>	<b>Community support services for persons with disabilities</b>
	25. Continuously enhance the capacity of existing community support services (including increasing the

	<b>Strategic Recommendations</b>
	<p>number of District Support Centres for Persons with Disabilities, Support Centres for Persons with Autism and Parents/Relatives Resources Centres) and home-based support services</p>
	<p>26. Launch new services and integrate existing ones with a view to providing a coherent continuum of community support services for persons with different levels of care needs, including setting up new rehabilitation service centres for persons with severe disabilities having intensive care needs and living at home, by integrating the services of day care centres and home care services in a flexible manner, and providing appropriate support for persons with severe disabilities based on the changes in service needs at different stages during their lifespan; and explore applying the International Classification of Functioning, Disability and Health (ICF) framework in devising a structure comprising rehabilitation objectives, intervention, assessment and evaluation to facilitate data and experience sharing among rehabilitation organisations</p>
	<p>27. Implement a pilot scheme to provide timely support for persons in recovery on the waiting list of Halfway Houses through multi-disciplinary outreaching support teams and peer supporters; at the same time review different options of the service model for Halfway Houses, so that appropriate mechanism can be set up to monitor the unique service supply and demand to ascertain the need to increase the capacity of Halfway Houses and the outreaching service; and explore a service framework of transitional support for persons in recovery in their recovery pathway after discharge from hospitals</p>
	<p>28. Continuously update the service targets and model of Integrated Community Centres for Mental Wellness (ICCMWs) to ensure that core services of ICCMWs in all districts can meet the performance standards; formulate thematic performance indicators for additional resources to be allocated in the future, to facilitate</p>



	<b>Strategic Recommendations</b>
	ICCMWs in timely updating their service targets and model in view of demographic and regional characteristics and enhancing collaboration with local partners, with a view to providing appropriate services suitable for residents in the district concerned; and strengthen publicity and promotion of the services of ICCMWs
<b>Theme 9</b>	<b>Community support services for family members or carers of persons with disabilities</b>
	29. Increase the number of residential respite places and achieve better utilisation of designated residential respite places to strengthen support for carers and provision of emergency placement service for persons with disabilities
	30. Enhance support for carers, including increasing the service capacity of Parents/Relatives Resource Centres and Social and Recreational Centres for the Disabled; and explore the feasibility of integrating these centres as a district network to provide fundamental supports
	31. Consolidate the pilot scheme on carer allowance and with other related pilot schemes
	32. Continuously review support for self-help organisations to promote self and mutual support among persons with disabilities and their carers
<b>Theme 10</b>	<b>Residential care services</b>
	33. Strengthen the service quality of residential care homes through upgrading the statutory staffing requirements; adjusting upward the statutory minimum area of floor space per resident; raising the accountability of licensees; mandating registration of home managers and continuous training of health workers; and continue to increase the number of rehabilitation service places

	<b>Strategic Recommendations</b>
	34. Explore measures to optimise the queuing mechanism for residential care homes for persons with disabilities, so as to reduce incidents of pre-mature admission
Theme 11	Technology products and assistive devices
	35. Make use of the “Innovation and Technology Fund for Application in Elderly and Rehabilitation Care” to subsidise organisations providing rehabilitation services to procure, rent and trial use technology products, so as to improve the service quality and alleviate the work pressure of care staff; and set up an online product information platform
	36. Explore the feasibility of promoting the application of assistive technology in the community through collaboration between the new Community Rehabilitation Day Centres and organisation(s) equipped with the knowledge of application of innovative technology products so as to support the daily living of persons with disabilities in the community
Theme 12	Diversified community care and day services
	37. Explore the model of providing diversified community care and day services for persons with disabilities, including examining the prioritisation of various community support services (including carer support) and different options of the funding model

*Strategic Direction III. Promote disability inclusive culture, facilitate accessible environment, transportation and access to information so that persons with disabilities can fully participate in social life.*

	<b>Strategic Recommendations</b>
Theme 13	Disability-inclusive culture
	38. Increase resource allocation to reinforce the spirit and core values of the UNCRPD and promote disability inclusive culture

<b>Strategic Recommendations</b>	
Theme 14	Mental health-friendly community
	39. Continuously launch promotional activities to advocate mental health, provide service information, and eliminate stigmatisation and discrimination against mental illness through mass and social media
	40. Launch a scheme to promote mental health-friendly workplace to provide information pack and support of mental health for employers and employees; and enhance the acceptance towards persons in recovery in workplace
	41. Explore early intervention and referral mechanism for people with mild emotional issues
Theme 15	Accessibility of community environment and services
	42. Conduct research on the international standards/best practices/guidelines on universal design, and taking full account of the constraints and opportunities in Hong Kong, formulate feasible, achievable and practical strategies and recommendations; adopt the methodology of “Travel Chain Analysis” to identify various barriers and propose measures to eliminate the barriers, with a view to creating an accessible community and living environment
	43. Promote wider application of information and communication technology to facilitate access of persons with disabilities to services, with priority study in the areas of shopping, catering, banking, leisure/entertainment services
Theme 16	Accessible information
	44. Prepare and publish the minimum standards and design guidelines for accessible websites and mobile applications for providing information to the public, and monitor the implementation in public and private organisations and non-governmental organisations

	<b>Strategic Recommendations</b>
	(NGOs); provide incentives for non-profit-making social organisations to develop more mobile applications suitable for meeting the special needs of various disability groups, and encourage organisations concerned to promote these applications to a wider population
	45. Explore the development of “Hong Kong Sign Language” for use in public broadcasting (including news reporting programmes and Government’s Announcements of Public Interest) and official occasions; publish a glossary for “Hong Kong Sign Language”; at the same time preserve the usual sets of sign language used by different groups/sectors for communication in individual social occasions; and upgrade the Working Group on the Promotion and Application of Sign Language under the RAC to a Task Force to advise on the implementation schedule and related strategic development directions and supporting measures in developing “Hong Kong Sign Language”
	46. Prepare a guide on production of easy-to-read version to facilitate the access of persons with intellectual disability and persons with other special cognitive needs to information published by government bureaux/departments, NGOs and public organisations, etc
<b>Theme 17</b>	<b>Accessible transportation systems</b>
	47. Continuously enhance the efficiency of Rehabus services, including setting up a new integrated computerised system; enhancing the shared-use of Dial-a-Ride service; enhance the Scheduled route services and feeder services for hospitals and recreational activities
	48. Continuously enhance the service capacity of the Rehabus fleet to meet the increase in service demand arising from the projected increase in population of persons with disabilities

	<b>Strategic Recommendations</b>
	49. Explore the feasibility of adopting the ICF framework in determining the priority for using the Rehabus service
	50. Continuously enhance the accessibility of the public transport service system (including franchised buses, Mass Transit Railway, public light buses and taxis) so as to facilitate the travelling of persons with disabilities
<b>Theme 18</b>	<b>Participation in cultural and arts, recreational and sports activities</b>
	51. Ensure that newly built cultural and arts and sport venues, or alterations and additions works of existing venues comply with the prevailing requirements in “Design Manual - Barrier Free Access”, and achieve higher standards than statutory requirements where feasible; explore application of navigation technology to provide indoor positioning and navigation services for persons with disabilities and those in need
	52. Continuously enhance accessibility of the supporting measures and programmes, allowing persons with disabilities to book venues and enrol in events through accessible facilities or services, and to enjoy programmes provided in barrier-free modes
	53. Increase the number of dedicated cultural and arts and sports events for persons with disabilities and provide additional training, including specialised training for instructors to gain better knowledge, techniques and skills when providing training to persons with disabilities
	54. Make use of various funds and subsidy schemes to provide subsidy for dedicated cultural and arts and sports events for persons with disabilities, so as to enable them to unleash their potential and achieve excellence
	55. Enhance public education and employee training for better understanding the arts and sports talents of persons

	<b>Strategic Recommendations</b>
	with disabilities and their special needs in using relevant premises/facilities and services
	56. Establish a cross-sectoral and multi-disciplinary platform dedicated to advise on cultural and arts and sports events and training for persons with disabilities

*Strategic Direction IV. Ensure sustainable development of diversified services for persons with disabilities in response to the changing needs.*

	<b>Strategic Recommendations</b>
<b>Theme 19</b>	<b>Planning of premises and services</b>
	57. Regularly update the definition and classification of disabilities to keep abreast with local and international developments with a view to better identifying the needs of persons with different types of disabilities for future service planning; and adopt the ICF framework in the surveys on persons with disabilities
	58. Devise a new demand projection model for future rehabilitation services, with projection of expressed demand based on a rehabilitation service demand formula, taking into account adjustment factors such as population growth rate, offer rejection rate, etc
	59. Incorporate planning ratios for long term residential care and long term community care services into the Hong Kong Planning Standards and Guidelines
<b>Theme 20</b>	<b>Manpower and training</b>
	60. Devise a projection model for the basic manpower requirement of professional/allied health staff and nursing staff on the basis of the projection of the demand for rehabilitation services
	61. Increase manpower supply by exploring measures to improve the recruitment of rehabilitation service workers, their retention, working condition and career development

	<b>Strategic Recommendations</b>
	62. Explore measures to increase the flexibility of rehabilitation service units to employ and mobilise professional/care staff; and examine measures to attract more talents to the rehabilitation sector

### **Way Forward**

8. The new RPP is a “living document”. The Government will, taking account of the readiness of individual strategic recommendations, continue to adopt the approach of “implementation as and when ready” in implementing the recommendations in the short and medium-to-long terms. RAC will continue to assist the Government in reviewing the implementation progress of the new RPP strategic recommendations in accordance with the four strategic directions and making adjustments as appropriate.

**Labour and Welfare Bureau**  
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