Social Welfare Department
Support Programme for Employees with Disabilities

Reference List of Supported Items

The scope of support under the Support Programme for Employees with Disabilities (SPED) covers a wide range of assistive devices and workplace modifications[Note] which may cater for the special needs of the employees with disabilities at the workplace in discharge of their duties and enhance their work efficiency. The Social Welfare Department will consider the requested items on a case-by-case basis having regard to the justifications provided by the applicant and the referring organisation. The following items are examples of the devices and modifications in question -

Assistive Devices

A. Computer Equipment

- hardware
- software
- accessories/adaptive equipment
- workstation

B. Vision-related Devices

- Braille production/display
- audio signals or alarms
- screen magnifying/speech reading software
- magnifying tools
- reading aid for printed documents
- speech-enabled smart mobile device
- personal digital assistant with Braille/speech output
- audio recording device
- optical magnifying device
- object recogniser (speech-enabled label reader)

C. Hearing-related Devices

- hearing and assistive devices
- captioning devices
- flash lamp/signals and alarms
- telephone listening devices

[Note] The SPED does not cover -
(i) devices or equipment which is not specifically related to the carrying out of employment duties or which is a personal or therapeutic item used by the employee with disabilities for daily living or therapy, such as wheelchairs, hearing aids and glasses, etc.; and
(ii) modification works for meeting statutory requirements.

D.   Work Equipment and Office Furniture

♦   special chairs/desks with pressure relief cushion
♦   posture supports
♦   light or lighting devices

E.   Communication Device

♦   telephone or telecommunications
♦   adaptive equipment
♦   scanning/personal digital assistant communication board with built-in speaker (notebook computer with communication board software and switch interface)
♦   hands-free phone set

Workplace Modifications

A.   Workstation

♦   relocation of office partition

B.   Navigation Aids

♦   handrails
♦   tactile floor

C.   Access Control

♦   security card reader at low level

D.   Toilet Modification

♦   Raised toilet seat

Social Welfare Department
March 2015