

THE POLICE

The Hong Kong Police Force has distinguished itself as one of the oldest, yet most modern, police forces in the world.

Formed in 1844, the Force evolved from an extremely broad-based role, embracing such matters as fire-fighting, prisons and immigration, to that of a traditional police service. As at April 30, 2016, the Force had a strength of 28 705, of which 15.9 per cent are women officers. It also has a backup of 4 253 civilian staff.

The Hong Kong Auxiliary Police Force (HKAPF) was originally formed in 1914 as a reserve to assist in times of natural disaster or civil emergency. As at April 30, 2016, the HKAPF comprises 3 380 volunteer citizens. The role of the Auxiliary Police has changed over time to keep pace with the changing environment. It is now a trained manpower reserve in support of the regular Force and is deployed in accordance with prevailing operational priorities as determined by the Commissioner of Police.

Police in Hong Kong operate within the traditional constabulary concept of preserving life and property, preventing and detecting crime and keeping the peace, with a strong emphasis on enlisting community support. In times of emergency, the Force has a paramilitary capability.

Structure: The Force is commanded by the Commissioner of Police who is assisted by two Deputy Commissioners.

One Deputy Commissioner supervises all operational matters and the other is responsible for the direction and co-ordination of the management of the Force, including personnel, training and management services.

The Force Headquarters is made up of five departments: Operations; Crime and Security; Personnel and Training; Management Services; and Finance, Administration and Planning. For day-to-day policing, the Force is organised into six Regions: Hong Kong Island, Kowloon East, Kowloon West, New Territories North, New Territories South and Marine. The Regions are largely autonomous in their day-to-day operation and management matters, and each has its own headquarters which comprises administration and operations wings, and traffic and criminal investigation units. Each Region is divided into Districts and Divisions and in a few cases, Sub-divisions. Currently there are 23 Districts.

The policing of Hong Kong Island, Kowloon and the main towns of the New Territories follows a similar pattern.

Responsibility for law and order on the railway system, which runs through several Police Districts, is vested in the Railway District.

The Marine Police, with a fleet of 124 police craft, patrols some 1 651 km² of waters within Hong Kong and 261 outlying islands. By adopting the Versatile Maritime Policing Response (VMPPR) strategy, which integrates technologically

advanced surveillance and radar systems and deployment of high performance craft, the Marine Police is fast, effective and flexible in the execution of statutory duties.

The Marine Police is responsible for maintaining law and order within Hong Kong waters, conducting search and rescue operations, and engaging the sea-going community to further sea-safety. With robust responding capability, Marine Police also assists the Director of Marine in conducting security audits for the 36 International Shipping and Port Security (ISPS) facilities with a view to effectively responding to terrorism or major maritime incidents.

Operations: Force operational matters are co-ordinated by the Operations Department, which comprises Operations Wing, Support Wing and six Regions. The department is charged with the formulation and implementation of operational policies, the monitoring of activities and the efficient deployment of personnel and resources.

Operations Wing co-ordinates counter-terrorism, internal security, anti-illegal immigration measures, bomb disposal operations, major public order events and contingency planning for major incidents and is also responsible for the Police Dog Unit.

The Police Tactical Unit (PTU) currently has an establishment of six companies (1 020 officers). It provides an immediate manpower reserve for use in any emergency. PTU companies are attached to all land Regions and are available for internal security, crowd safety management, anti-crime operations and disaster response duties throughout Hong Kong. The PTU also provides up-to-date instruction and training in internal security and crowd safety management techniques for a wide cross-section of the Force.

The Anti-Illegal Immigration Control Centre is responsible for collecting intelligence and monitoring operations in respect of illegal immigrants mainly from the Mainland, Vietnam and South Asian countries.

Support Wing oversees the Support Branch, Police Public Relations Branch (PPRB) and Traffic Branch Headquarters (TBHQ).

The Support Branch is responsible for execution of operational support and occupational safety and health matters, including the formulation of relevant policies for both the regular and auxiliary Forces. It is also responsible for the various licensing functions of the Force and offering assistance to other relevant licensing authorities. Moreover, management of the Force fleet of some 2 500 vehicles and the driver cadre are also under its purview.

The PPRB plays an important role in enlisting public support in maintaining law and order by engaging the community and working in partnership with the media to foster good relations with all sections of the community.

Information about police activities is disseminated to local and overseas media round the clock.

The TBHQ is responsible for formulating Force priorities, policies and procedures on traffic matters, co-ordinating their implementation and monitoring their effects. It processes all traffic prosecutions and collects and maintains traffic-related data. The TBHQ offers advice on traffic management matters, monitors local traffic schemes and new major infrastructure projects. It also formulates, supports and monitors road safety educational and enforcement programmes.

In the six Regions, day-to-day regional police operations are co-ordinated at the four regional command and control centres which are computer-assisted. They serve as information centres, monitoring all events in the Regions and keeping Police Headquarters and other Government departments informed, and provide additional resources and specialist services when required. Regular patrols are carried out by Uniform Branch beat constables and vehicles of the Emergency Units. Response time in emergencies is kept to an absolute minimum by means of a beat radio system which enables close contact with regional controllers and all patrol officers.

Regional traffic units are responsible for road accident investigation, publicity on road safety and day-to-day traffic enforcement. A Traffic Warden Corps assists in enforcing laws relating to parking offences and idling vehicle engines as well as in regulating traffic.

Crime and Security: The Crime and Security Department is responsible for Force policies regarding the investigation of crimes and matters of a security nature. The Crime Wing consists of a number of operational bureaux and specialised units. The operational bureaux deal with specific areas of criminal activity, whereas the specialised units provide support services to the operational units in the Force and deal with policy matters on various issues including child abuse, domestic violence and witness protection. The Security Wing provides VIP protection, consular liaison and security co-ordination, including counter-terrorism and related training.

The Organized Crime and Triad Bureau (OCTB) investigates serious crimes such as theft of vehicles, human trafficking, syndicated vice, unlawful debt collection, illegal bookmaking and firearms-related crimes. It also investigates and curtails all activities related to triad groups.

The Criminal Intelligence Bureau (CIB) is the Force's central co-ordinating body for criminal intelligence. It works closely with the OCTB and other Crime Wing bureaux and provides support to other Police Formations in tackling triads and organised crimes. To strengthen the criminal intelligence capability within the Force, the CIB also organises related training for frontline investigators.

The Commercial Crime Bureau investigates serious commercial and business frauds, forgery of monetary instruments, identity documents and payment cards, and counterfeiting of currency and coins. It liaises very closely with international law enforcement agencies on the exchange of intelligence and in actioning requests for investigation from other jurisdictions

alleging criminal conduct in relation to commercial transactions. It also adopts a strategic approach by engaging different sectors of the community through the enhanced use of social media and multi-agency co-operations on scam prevention initiatives.

Acknowledging the rapid growth of technology crimes and cyber security incidents in recent years, the Cyber Security and Technology Crime Bureau was established on January 1, 2015 to strengthen the Force capabilities in many key areas including operations, digital forensics, training, intelligence and research to effectively combat technology crimes and look after the cyber security of Hong Kong.

The Narcotics Bureau (NB) investigates serious drug cases such as trafficking in and manufacture of illicit drugs, and gathers intelligence in relation to major drug activities. It also investigates in partnership with overseas law enforcement agencies whenever there is a Hong Kong connection to international drug trafficking. The NB, via the Joint Financial Intelligence Unit, also receives reports about suspicious financial activities made under the Drug Trafficking (Recovery of Proceeds) Ordinance, the Organized and Serious Crimes Ordinance and the United Nations (Anti-Terrorism Measures) Ordinance for financial investigations. Echoing the Financial Action Task Force requirements, a team was established in the Bureau in July 2013 to conduct risk assessment on money laundering and terrorist financing.

The Liaison Bureau (LB) co-ordinates police-related inquiries from overseas police organisations and local consular officials. It also maintains close liaison with the Mainland Public Security authorities, the Police Liaison Department of the Liaison Office of the Central People's Government in the HKSAR and the Macao Police. As a Sub-Bureau of the National Central Bureau, China, it represents the Force in the International Criminal Police Organization (INTERPOL). The LB is also responsible for handling requests from overseas jurisdictions to Hong Kong for mutual legal assistance and on the arrest and extradition of fugitives.

The Crime Support Group is made up of units which provide technical and professional services to support criminal investigation. These units include the Criminal Records Bureau, the Identification Bureau, the Forensic Firearms Examination Division, the Major Incident Investigation and Disaster Support System Unit, the Witness Protection Unit and the Family Conflict and Sexual Violence Policy Unit. In addition, the Crime Prevention Bureau provides advisory security services to the Government, commerce and industry, and the general public. It publicises crime prevention advice through social media, liaises with the private security industry and conducts crime prevention seminars for outside bodies. The Crime Support Group also maintains a responsibility, on behalf of the Force, of liaising with the Forensic Pathology Service of the Department of Health and the Forensic Science Division of the Government Laboratory.

Personnel and Training: The Personnel Wing is responsible for all core human resource management functions, including recruitment, promotion, career

development, conditions of service, discipline, staff relations and welfare matters.

Hong Kong Police College comprises three schools, namely the School of Foundation Training, the School of Professional Development and the School of Specialised Learning. Driven by the ambition to advance into a world's leading centre of excellence in police training and development, the College develops officers into police professionals with the highest ability and integrity to serve the community. In delivering formal training for different ranks to meet their varying training and development needs, the College has adopted a three-tier training hierarchy consisting of vocational development, professional development and executive development. The College organises and delivers various training programmes ranging from foundation training for recruits to detective training, use of force training, traffic training, driving training, media training, management training and leadership training. The College also continues to strengthen its relationship with external training partners, including local and overseas tertiary institutions, research institutes, and Mainland and overseas police training organisations.

A number of College programmes have won local and international awards for its outstanding achievements in training innovations and learning technologies in recent years, such as the Emotional Fitness Training winning the Gold Prize in the Internal Service Team category of the 2015 Civil Service Outstanding Service Award Scheme. The corresponding training videos also won the Honours Award (Educational/Information Video category) in the renowned Mercury Excellence Awards 2015/2016. In addition, the self-developed learning technology software won two Bronze Awards in the Hong Kong Information and Communications Technology Awards (Best Public Service Application category) in 2012. In 2013, in addition to landing the Hong Kong and Asian Most Admired Knowledge Enterprise (MAKE) Award for the second time, the Force also won the Global (Independent Operating Unit) MAKE Award. From 2013 onwards, the Employee Retraining Board has awarded the status of Manpower Developer to the Force in recognition of its outstanding achievements in manpower training and development.

Riding on the success in accrediting the recruit training programmes under the Hong Kong Qualifications Framework (QF) with the Hong Kong Council for Accreditation of Academic and Vocational Qualifications in 2014, the College attained professional accreditation status for its detective training in 2016. Inspectorate graduates of the Standard Criminal Investigation Course are awarded the Professional Certificate at QF Level 5 (at the same level of a Bachelor Degree in the academic sector), while Sergeants and Constables are awarded the Professional Certificates at QF Level 4 (at the same level of an Associate Degree and Higher Diploma in the academic sector). Upon completion of the required Workplace Learning, they will be further awarded the Advanced Diploma at QF Level 5 (for Inspectorate) and QF Level 4 (for Sergeants and Constables).

To further enhance the training capabilities, the College had not only developed a number of high quality

learning technology application systems and software to facilitate police training, but also proactively explored opportunities to collaborate with reputable institutes for research and development of learning technology projects. In 2015, the College signed Memoranda of Understanding with two research institutes and one professional body to expand its training capacity and to maximise learning effectiveness with the use of learning technologies.

The College endeavours to develop its relationship with local, Mainland and overseas training partners. The training excellence of the College has won international recognition and it was invited to host the renowned International Pearl Fishers Action Learning Group training in 2015, 2016 and 2017.

Management Services: The Information Systems Wing is comprised of the Business Services Bureau, Information Technology Branch and Communications Branch.

The Business Services Bureau, consisting of the Business Services Division, the E-Police Division, the Security and Support Division and the Major Systems Division, co-ordinates the information technology and communications business needs of the whole Force and is responsible for information security. E-Police Division supports the Force social media and citizen-centric services through delivery of the e-Report Room, Police Public Page and HK Police Mobile App.

The Information Technology Branch is responsible for the planning, development, implementation and maintenance of information technology application systems to support the daily operation of the Force. The Branch is consolidating information technology applications on an enterprise architecture framework to provide service-oriented information technology across an extensive Police data network. The Organisational, Management and Operational applications provide excellent support to all Force members.

The Communications Branch designs, acquires, maintains and develops all Force communications networks and equipment including radio, video, navigational aids, speed detection radar, mobile phones, office telephones and firing range equipment. It also runs the Information and Communications Network Management Centre, which provides 24/7 emergency support to the Force information and communications facilities.

The Service Quality Wing is responsible for spearheading initiatives to improve services provided to both external and internal Force customers that facilitate the promotion of efficiency, effectiveness and economy. The Wing comprises three branches: Performance Review Branch (PRB), Research and Inspections Branch (RIB) and Complaints and Internal Investigations Branch (C&IIB).

The PRB is responsible for developing the Force Strategic Management Framework, staffing the cyclic Strategic Directions and Strategic Action Plans, promoting the Force Values and implementing the Force Strategy on Quality of Service.

The RIB is responsible for co-ordinating all general inspection activities as well as conducting thematic studies on issues that may impact on the operation, management

and image of the Force.

The C&IIB includes the Complaints Against Police Office (CAPO) and the Internal Investigations Office (IIO). CAPO oversees the investigation and successful resolution of all complaints made by the public against members of the Force. The work of CAPO is closely monitored by the Independent Police Complaints Council to ensure that all complaints against Police are fully and impartially investigated. The IIO is responsible for the investigation and monitoring of allegations of serious misconduct and corrupt activities against members of the Force as well as the promotion of the Force Integrated Integrity Management Framework to reinforce the Force values.

Finance, Administration and Planning: The Finance Wing is responsible for the financial management, forensic accounting and support services, stores management and internal audit of the Force. The Administration Wing looks after the management of civilian staff, and is also responsible for Force establishment matters and the management of the Police Museum. The Planning and Development Branch (P&D) is responsible for the planning and development of new Police buildings/facilities. Through monitoring the territory's infrastructural development and population growth, the P&D initiates planning strategies on Force property and accommodation. The Branch also oversees the maintenance programme for all existing Police buildings to improve cost-effectiveness of the Force estate and meet operational requirements.