

**For Information**

**Legislative Council Panel on Security**

**Status of the Hong Kong Auxiliary Police Association  
in representing Auxiliary Police Officers**

**PURPOSE**

This paper seeks to inform Members of the latest position of several issues relating to the Hong Kong Auxiliary Police Association (the Association).

**BACKGROUND**

2. The Association wrote to Chairman of Legislative Council (LegCo) Panel on Security on 28 April 2003, raising various issues in relation to the captioned. On the Panel's invitation, representatives of Security Bureau, Hong Kong Police Force and the Association attended the Panel meeting on 5 June 2003. At the meeting, Panel Members urged the Force Management to meet representatives of the Association; consider replacing the Chairman and Deputy Chairman of the Internal Review and Management Committee (IRMC) with elected representatives; allow the Association to use a room on police premises as its registered address; allow the Association to use notice boards on police premises to promote their activities; and advise regular Police officers and Auxiliary officers that they will not be discriminated against even if they communicate with or join the Association.

**LATEST POSITION**

**Considering the views of the Association on staff issues**

3. There has always been an effective communication channel within the Auxiliary Police. Auxiliary Police officers meet in the formal setting of formation meetings at divisional, district, regional and Force levels. They also

meet in a more casual setting of various training and duty programmes. Communication has been further enhanced by the setting up of the IRMC, which has an initial purpose of canvassing opinions on the Review of the Auxiliary Police in April 1999. The IRMC has subsequently developed into a standing committee of the Auxiliary Police with fully elected Auxiliary Police officers as representatives of every Division, District and Region to freely discuss welfare and management issues.

4. Pursuant to the integration of the Regular Police and the Auxiliary Police, communication between them has become more effective and efficient than ever. The Commandant of Auxiliary Police, being part of the Senior Force Management, has free and unlimited contacts with other members of the Force Management. Regular and Auxiliary commanders at various levels also hold formal and informal meetings to discuss operational and management matters. Messages on these matters have been accurately and promptly conveyed to all concerned.

5. In brief, an Auxiliary Police officer can raise his concerns with the Commandant or the Force Management through a number of channels including-

- (a) his IRMC representative;
- (b) his Auxiliary commander; or
- (c) his Regular commander.

6. Besides, he can always present his complaint in writing to the Commissioner of Police under section 26 of Hong Kong Auxiliary Police Force Ordinance (Cap. 233).

7. Given the above, we consider that there is no valid justification for setting up another communication channel. Should members of the Association wish to bring matters to the attention of the Force Management, they are free to do so by the well-established channels. Members of the Association are also free to stand for election to the IRMC.

8. Nevertheless, and as requested by the LegCo Panel on Security, the Assistant Commissioner of Police (Support) and the Senior Superintendent of Police (Auxiliary Support), the latter being the Regular Police's Formation Commander for general matters on Auxiliary Police, met members of the Association on 27 June 2003 to discuss the points raised by both the LegCo members and members of the Association. Views were exchanged and any further points that should be followed up will be referred to the IRMC where they will be evaluated in detail and pursued as appropriate by the IRMC.

### **Chairman and Deputy Chairman of the IRMC**

9. Participation in the Hong Kong Auxiliary Police Force is a voluntary service and should not be taken as a profession. Members of the Auxiliary Police Force are in fact volunteers from all walks of life who provide community service through police work in their spare time. When applying to serve on the Auxiliary Police Force, a volunteer promises to obey all the rules and regulations in force in respect of the Auxiliary Police during the period of his service.

10. Although participation in the Auxiliary Police is only a voluntary service, the Commissioner of Police adopts an open attitude on consultation with Auxiliary officers and seeks the advice of the Commandant of Auxiliary Police on any matter relating to their welfare and management. The Commandant in turn consults members of the Auxiliary Police through the established mechanism of the IRMC. Consultation by the Commissioner via any other avenue formally or informally may undermine the command of the Commandant, deplete the credibility of the IRMC and divide the Auxiliary Police.

11. To address the concerns of Panel Members that the views of the IRMC may not be fully reflected to the Force Management, the Chairman of the IRMC, who is currently an Auxiliary officer appointed by the Commandant of Auxiliary Police to preside over the meetings, will be changed. Instead, the

Deputy Commandant of Auxiliary Police, who is a member of the senior Auxiliary Police management, will take the chair in future IRMC meetings to canvass the views and feedback from the elected representatives of Auxiliary officers direct.

**Allowing the Association to use a room on police premises as its registered address and to use notice boards on police premises**

12. Given the private nature of the Association, it would be inappropriate for the Force to provide accommodation at government expense as its registered office. However, similar to the treatment of other private organisations, the Association is not prohibited from “advertising” inside Police Stations subject to the discretion of the respective Formation Commanders. The Association’s request to recruit members during paid training periods is inappropriate and cannot be approved. Auxiliary officers receive an allowance for their attendance at training sessions. These training sessions are intensive and allow no free time for extra curricular activity. However, the Association has been informed that there would be no objection to any recruitment activity undertaken outside the training periods, for example, during lunch breaks and “after hours”.

**Advising Regular and Auxiliary officers that they will not be discriminated against if they communicate with or join the Association**

13. The Force will clarify with its members, both Regular and Auxiliary, that the Association is a legitimate organisation and should not be discriminated against. Moreover, the Association is free to recruit members by using its own resources. Members of the Association (so long as they are serving officers) are free to use any of the existing communication channels to make their views known to the Force Management.