

Legislative Council Panel on Security

**Proposed deletion of Six Posts of
Chief Superintendent of Police in the Hong Kong Police Force**

PURPOSE

This paper informs Members of the proposed deletion of six posts of Chief Superintendent of Police (CSP) in the Hong Kong Police Force subject to the endorsement of the Establishment Sub-Committee.

PROPOSAL

2. CP proposes to delete six CSP posts, viz. five CSP(Administration) posts in the land regions and one CSP (Administration and Support) post in the Marine Region.

JUSTIFICATION

3. At present, there is one CSP (Administration) post in the establishment of each of Hong Kong Island, Kowloon East, Kowloon West, New Territories South and New Territories North Regions as the commander of the administrative functions, including financial management, community relations and staff discipline. In the Marine Region, the CSP (Administration and Support) post is also responsible for overseeing the management of the region's marine fleet and training school, in addition to the administrative functions similar to those performed by a CSP (Administration) in a land region.

4. In the regional command structure, each CSP(Administration)/(Administration and Support) post is responsible to a Regional Commander at Assistant Commissioner of Police level and underpinned by a Senior Superintendent of Police [SSP] (Administration). At the same time, the Regional Commander is supported by a second CSP, the Deputy Regional Commander, who oversees all operational functions such as crime and traffic matters at the regional level.

5. In keeping with the Police Force Strategy to streamline command structure and enhance efficiency, CP has conducted a review of the regional administrative structure with major findings as follows -

- (a) some of the administrative responsibilities at the regional level have become more routine in nature; and
- (b) the job responsibilities of the regional administrative command are similar to the other regional operational commands which are each commanded by an SSP under the Deputy Regional Commander.

6. CP started a trial scheme to streamline the regional command structure. The Deputy Regional Commander has taken over the overall command of the administrative functions on top of his responsibilities for operational functions, whilst specific day-to-day responsibilities of the CSP (Administration) have been delegated to the SSP (Administration) reporting to the Deputy Regional Commander. Having reviewed the new arrangement, CP concluded that there is not any adverse impact on the overall efficiency of the six Police regions. The overall command structure has become more responsive as a result of the simplified communication layers. We now propose to formally delete the six CSP posts from the establishment of the Police Force. As the posts involved have been left vacant since the implementation of the trial scheme, the proposed deletion will not affect any serving officers.

7. The revised organisation of the Hong Kong Police Force at the regional level and the revised job descriptions of the Deputy Regional Commander in land regions and Marine Region are at Enclosures 1, 2 and 3 respectively.

Encls.1-3

FINANCIAL IMPLICATIONS

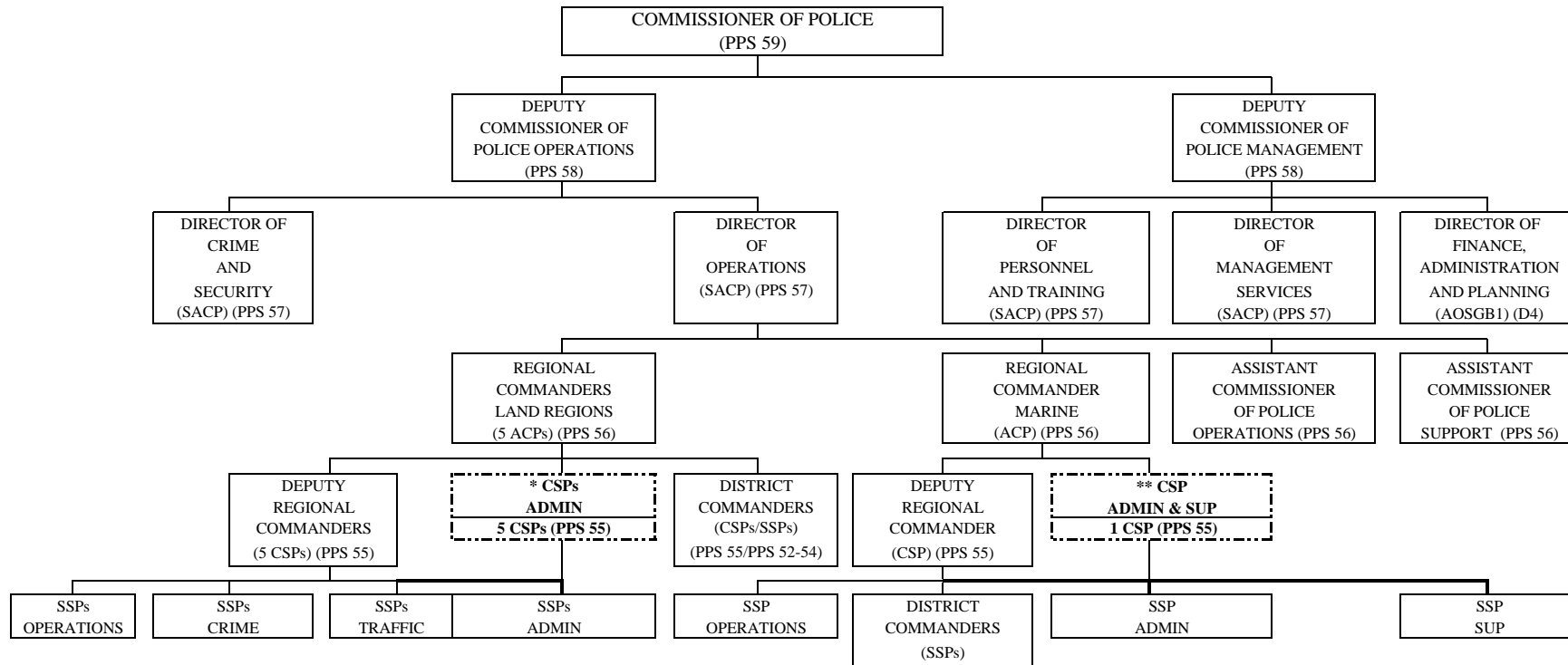
8. Savings in notional annual salary cost at mid-point (NAMS) of this proposal are –

	NAMS	No. of Posts
	\$	
CSP	7,532,280	6

Savings in full annual average staff cost of the proposal, including salaries and staff on-cost, are \$13,061,000.

Security Bureau
June 2003

Hong Kong Police Force Organisation Chart



- * Proposed deletion of CSP ADMIN (Land Regions) Posts
 ** Proposed deletion of CSP ADMIN & SUP (Marine Region) Post
 — Existing line of command
 — Proposed line of command

Legend

ACP
 ADMIN
 AOSGB1
 CSP
 SACP
 SSP
 SUP
 PPS

ASSISTANT COMMISSIONER OF POLICE
 ADMINISTRATION
 ADMINISTRATIVE OFFICER STAFF GRADE B1
 CHIEF SUPERINTENDENT OF POLICE
 SENIOR ASSISTANT COMMISSIONER OF POLICE
 SENIOR SUPERINTENDENT OF POLICE
 SUPPORT
 Police Pay Scale

**Job description of
Deputy Regional Commanders, Land Regions
Hong Kong Police Force**

Rank : Chief Superintendent of Police (PPS 55)

Main duties and responsibilities

Responsible to Regional Commanders, land regions for the following duties –

1. to implement Force/regional policies and orders with regard to all operational and administrative matters;
2. to assist the Regional Commander in commanding the Regional Headquarters including the Emergency Unit, the Crime Unit, the Traffic Unit, the Administration Unit, the Police Tactical Unit Company and the Auxiliary Police in the region;
3. to command and co-ordinate operations against crime, illegal immigration, gambling, narcotics and vice;
4. to maintain close liaison with other government departments;
5. to plan and conduct regional level operations;
6. to oversee regional policy on finance, establishment and personnel matters;
7. to prepare the Regional Standing Orders pertaining to operational and administrative matters;
8. to personally attend to cases of –
 - (a) use of firearms by police; and
 - (b) escape from legal/lawful custody;
9. to monitor staff relations and community relations in the region; and
10. to attend meetings, working groups and study teams as directed by or on behalf of the Regional Commanders.

**Job description of
Deputy Regional Commander, Marine Region
Hong Kong Police Force**

Rank : Chief Superintendent of Police (PPS 55)

Main duties and responsibilities

Responsible to Regional Commander, Marine Region for the following duties –

1. to implement Force/Regional policies and orders with regard to all operational/maritime and administrative matters;
2. to command and co-ordinate operations against crime, illegal immigration, gambling, narcotics and vice;
3. to maintain close liaison with other government departments;
4. to plan and conduct regional level operations;
5. to oversee regional policy on finance, establishment and personnel matters;
6. to monitor management problems arising from the handling of vessels and maritime procedures and those in the field of mechanical and associated systems in launches;
7. to prepare the Regional Standing Orders pertaining to operational and administrative matters;
8. to personally attend to cases of –
 - (a) use of firearms by police; and
 - (b) escape from legal/lawful custody;
9. to monitor staff relations and community relations in the region; and
10. to attend meetings, working groups and study teams as directed by or on behalf of the Regional Commander, Marine Region.