

For Information

LEGISLATIVE COUNCIL PANEL ON SECURITY

Integrity Checking of Police Officers

INTRODUCTION

The Police Force has put in place an integrity checking system to ensure that potential and serving employees of the Force are of good character and high integrity. The system follows the Government's overall policy on integrity checking for the civil service, as explained in the following paragraphs.

THE SYSTEM

2. The system provides for three levels of checks, namely, appointment checking, normal checking and extended checking. It consists of checks against Police and ICAC records. The level of checking applicable will depend on the nature or rank of the post to which a candidate is to be appointed. Briefly, the three levels of checks are as follows.

- (a) The first level of integrity checking is appointment checking. This will be carried out as part of the recruitment procedure before a candidate is offered appointment to any Police post.
- (b) The second level of integrity checking is normal checking. This will apply to candidates or serving officers who are being considered for appointment to ranks or posts having access to material which offers scope for possible corrupt activities or other forms of pressure on the officer. In considering which ranks and posts should fall under this category, a useful benchmark is whether or not such positions involve access to documents classified as confidential or above.
- (c) The third level of integrity checking is extended checking. Officers who are being considered for appointment to very senior posts or posts requiring a particularly high degree of trust and integrity are subject to this form of checking.

3. The Management will examine a candidate's overall suitability for appointment having regard to the outcome of checking. In doing so, the Management will scrutinize all relevant information e.g. association with

doubtful or undesirable characters; allegations or complaints against his/her conduct or behaviour; and imprudent financial management which impairs his/her efficiency. The Management will also evaluate the reliability of the information, the gravity of the allegations and the potential adverse impact on the Force. Each case will be considered on its own merits.

4. After assessing the overall suitability of the candidate or officer, the Management will make a decision on whether his/her appointment to a rank or post of sensitive nature should be endorsed or denied.

Hong Kong Police Force
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