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24 March 2010

Clerk to Panel on Public Service
(Attn: Ms Sarah Yuen)
Legislative Council
Legislative Council Building
8 Jackson Road, Central
Hong Kong

**Panel on Public Service
Follow-up to meeting on 22 February 2010**

Dear Ms Yuen,

Thank you for your letter of 23 February 2010 attaching a list of follow-up actions arising from the above meeting.

With regard to the Panel's concern on how the Hong Kong Police Force (the Police Force) tackles their succession problem, the Administration's reply is set out in the ensuing paragraphs.

The Police Force has a well-established mechanism on succession planning. In view of the unique professional nature of police work, succession is achieved by means of internal promotion through the ranks. To ensure that all posts within the Police Force are filled by suitably qualified people, the Police Force adopts proactive long-term planning to monitor projected vacancies and develop competent officers to compete for senior positions.

The Police Force invests heavily in providing staff with training and opportunities to develop the necessary operational and

strategic skills to fill senior positions. Apart from the foundation training course on first appointment, police officers, according to their aptitude, interests and competence, will receive specialized and continuous training throughout their service. The Police Force develops their officers through job rotations, structured career paths, mentoring and coaching in workplaces.

Further up the career ladder, officers will have professional training on police management and leadership skills, through local and overseas training courses and attendance at international conferences, etc. The Police Force also seconded officers to other local government departments and overseas law enforcement agencies to broaden their vision, develop international perspective and acquire up-to-date professional knowledge. There are also executive development programmes for more senior officers.

We are not aware of major succession problems in the Police Force. Although there will be a slight increase in the number of retirements in the Police Force in the coming years, there are sufficient competent officers from all levels to fill vacancies at the next higher level. The Administration will continue to monitor the situation closely.

As regards the 703 pursuable alleged corruption reports against civil servants received by the Independent Commission Against Corruption, 221 of the reports were made against disciplined grades officers of the Police Force.

Yours sincerely,



Johann Wong
for Secretary for the Civil Service