

**For Information**

**Legislative Council Panel on Public Service**

**The Administration's Response to the Issues Raised at the Meeting  
held on 24 May 2010**

At the Public Service Panel meeting held on 24 May 2010, the Administration was requested to provide the following information –

- (a) the criteria according to which the Hong Kong Police Force (the Police) would assess its planned pilot scheme on the recruitment of people conversant with ethnic minority dialects for liaising with ethnic minority communities; and
- (b) whether in general ethnic minority candidates applying for posts in the Police would need to sit for written Chinese tests separately administered by the Force and if so, the details.

Our response is set out in the ensuing paragraphs.

**The Police's pilot scheme on the engagement of ethnic minorities**

2. The Police has launched a nine-month pilot scheme in September 2010 to engage 'community liaison assistants' who are conversant with the ethnic minority dialects. The objectives of the pilot scheme are to –

- (a) enhance engagement with the ethnic minority communities;
- (b) improve understanding of police services by the minority communities;
- (c) support frontline officers and raise their awareness of the problems faced by minority communities;
- (d) secure the support from the minority communities in crime prevention and crime control; and
- (e) strengthen partnership and multi-agency effort among non-governmental organizations and interest groups.

3. The pilot scheme has been rolled out in five police districts, namely Kowloon City, Kwai Tsing, Wanchai, Yau Tsim and Yuen Long.

The Police will closely monitor the implementation of the pilot scheme and assess its effectiveness in achieving the above objectives. The Force will also evaluate the feasibility of hiring liaison personnel from the ethnic minority communities on a long-term basis.

### **Applicability of Chinese written tests in the Police recruitment**

4. In line with our recruitment policy to fill civil service vacancies through open and fair competition, all candidates applying for posts in the Police are assessed consistently on the basis of merit and having regard to the stipulated entry requirements (e.g. academic qualifications and language proficiency requirements) set with regard to the operational need of the grade concerned. As part of the selection process for posts in the Police Inspector grade, candidates meeting the stipulated basic entry requirements, irrespective of their race, are required to sit for Chinese and English language tests administered by the Police. These language tests are designed with regard to the duties of the grade concerned. As Police Inspectors are required to deal with administrative and management issues on a daily basis, the language tests are meant to ensure that only candidates with good language proficiency and communications skills are recruited.

5. In respect of the Police Constable grade, it is the prevailing practice of the Police to require a candidate who has met the stipulated entry requirements to present his views, in written Chinese, on a few topics before attending the selection interview. The purpose of this process, applicable to all candidates regardless of their race, is to assess a candidate's written communication skills, judgement, general knowledge, motivation, personality and values, all of which are important attributes for a Police Constable to effectively discharge his or her core duties and serve members of the public. To further improve its recruitment process, the Police is reviewing the selection process for the Police Constable post, including the requirement for candidates to present their views in written Chinese before attending the selection interview.