

For information on  
1 June 2010

**Legislative Council Panel on Security  
Integrity Management and Behavioural Guidelines  
of the Hong Kong Police Force**

**Purpose**

This paper provides information on the integrity management (IM) measures of the Hong Kong Police Force (the Force) and introduces behavioural guidelines governing the conduct of police officers.

**Background**

2. The Force attaches great importance to the character and integrity of police officers. The Force has all along sought to embed a professional ethic as well as integrity at the core of its policing philosophy. All members of the Force are required to be fully aware of and observe such philosophy in order to maintain a high level of personal integrity.

3. The Force has implemented a series of IM measures over the years to ensure the integrity of all police officers. It has achieved success in enhancing the personality traits and professionalism of police officers, as well as in fighting corruption and other misconducts. The Force formulated in early 2009 the Integrated IM Framework which evolved from the past initiatives.

**The Force Integrity Management Mechanism**

4. The Force Committee on Integrity Management (FCIM) has been established under the Integrated IM Framework. It is chaired by the Deputy Commissioner of Police (Management) and comprises members from the Force's senior management as well as three Assistant Directors from the Independent Commission Against Corruption. The terms of reference of FCIM include : formulating and developing policies and measures on IM, suggesting ways to sustain the Force Values, following up on key issues in managing police integrity and give directions to address them, as well as monitoring and evaluating the effectiveness of the IM work of the Force. In addition, the Force has appointed Integrity Officers in various formations and established

Formation Integrity Committees to comprehensively implement the IM strategies and measures at formation level.

### **The Force Strategy for Integrity Management**

5. The Force Strategy for IM is based on a four-pronged approach in promoting ethics and integrity among Force members. The four approaches are Education and Culture Building, Governance and Control, Enforcement and Deterrent as well as Rehabilitation and Support.

#### Education and Culture Building

6. The Force adopts a multi-pronged approach in delivering ethics education and building up a culture of integrity. The core values formulated by the Force include integrity and honesty, respect for the rights of members of the public, as well as fairness, impartiality and compassion in carrying out duties. The Force instills the Force Values comprehensively in the training for recruit police constables. Regarding serving officers, the Force encourages them to subscribe and practise the Force Values as well as to exchange views and experience through training and courses for all levels of officers, living-the-values workshops and the Force intranet.

7. In addition, the Force promotes healthy-lifestyle to its members. For example, it has established the Police Volunteer Service Corps, the Police Sports Council and the Police Arts Council to encourage all of its members to participate in community services and live a healthy life with a view to enhancing personal integrity and building up positive values.

#### Governance and Control

8. All Force members are bound by the Laws of Hong Kong, including the Police Force Ordinance (Cap. 232) which specifies the authority vested with the disciplined officers of the Force. The Police (Discipline) Regulations (Cap. 232A) also sets out in detail the disciplinary offences that should not be committed by officers from the ranks of Constable to Chief Inspector. Force members must also comply with the Civil Service Regulations and relevant directives and guidelines, including declaration of investments within a specified period, declaration of conflicts of interest, gifts, insolvency and bankruptcy, financial declarations, lending and borrowing money and

outside employment. In addition, the Prevention of Bribery Ordinance (Cap. 201) and the common law offence of misconduct in public office are also applicable to police officers.

9. In addition to the statutory provisions and regulations mentioned above, there are Police General Orders, Headquarters Orders and Standing Orders in the Force which not only mandate procedural requirements in discharging duties by police officers, but also the integrity and discipline requirements to be met by both disciplined and civilian officers.

10. The Force has put in place a number of monitoring mechanism and measures to monitor the integrity and conduct of police officers. It has adopted a stringent selection process for recruiting suitable candidates as its members. Starting from this year, all of those who apply to join the Force have to complete a psychometric test before the final interview. Post-employment promotion and posting, etc. are also subject to stringent policy arrangements and personnel vetting procedures.

11. The Force's FCIM, Formation Integrity Officers and the Police Corruption Prevention Group adopt a proactive multi-pronged approach to monitor integrity-related issues. The Force's Internal Investigation Office is responsible for investigating and monitoring suspected cases which involve integrity and discipline issues of the Force members. The Internal Investigation Office also conducts investigations into internal reports of malpractice, as well as monitors and takes follow-up actions on trends in respect of default.

#### Enforcement and Deterrent

12. The Force has a well-established and effective system to handle disciplinary offences committed by police officers. The relevant requirements are specified in the Public Service (Administration) Order and the Public Service (Disciplinary) Regulations which are applicable to officers of the rank of Superintendent and above as well as civilian members of the Force, the Police (Discipline) Regulations (Cap. 232A) which are applicable to officers from the rank of Constable to Chief Inspector, and the Traffic Wardens (Discipline) Regulations which are applicable to Traffic Wardens. The Force will investigate each and every suspected case of disciplinary offences in a serious and impartial manner. Depending on the circumstances of the case, officers who are found to have committed

disciplinary offences will face appropriate sanctions which range from official caution to dismissal. Officers may face criminal charges if the misconducts involve criminal offences.

13. In the past three years from 2007 to 2009, 395 police officers were disciplined for various types of misconducts and as a result, 63 of them had their employment terminated. The remainder faced different levels of sanctions ranging from official caution to reduction in rank.

### Rehabilitation and Support

14. The Force has been providing psychological counselling, assistance and advice relating to financial difficulties, etc. as well as other welfare and counselling services to officers in need. It is formulating a rehabilitation plan for members upon conclusion of integrity-related disciplinary reviews or disciplinary proceedings, with a view to giving appropriate advice to officers involved in cases which have not resulted in termination of service and assisting them to re-build a positive self-image. The Force is also conducting study on how to encourage officers to provide support to peers in need so as to facilitate the latter to seek assistance as early as possible.

### **Behavioural Guidelines**

15. To further promote the Force Values of integrity and honesty, the Force promulgated a set of behavioural guidelines in December 2009. These guidelines seek to remind Force members the parameters of behaviour expected of them both on and off duty. The guidelines require Force members to:

- (a) Oppose and report corrupt practices and misconduct;
- (b) Not involve in undesirable association other than in the course of duty;
- (c) Not compromise or abuse official position;
- (d) Avoid conflict of interest with official duties;
- (e) Protect personal data and classified information obtained officially;
- (f) Be fair and consistent in all dealings and do not discriminate against anyone; and
- (g) Refrain from excessive gambling, highly speculative

investments, over-borrowing or getting into a position where debts may become unmanageable.

16. To assist Force members in assessing whether their conduct is in line with the guidelines, before making ethical decisions, the Force encourages police officers to consider whether their actions or behaviour are lawful; whether they are in accordance with the Force Values; whether they will undermine the public's trust and confidence in the Force; and whether they can justify their actions or behaviour if called upon to do so.

### **Conclusion**

17. To enhance Force members' professional performance and high integrity in all aspects as well as to maintain the support and confidence of the public that it has gained over the years, the Force will continue to review and improve its IM framework and strategies.

**Security Bureau  
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