

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 122 – HONG KONG POLICE FORCE Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee the creation of the following permanent post in the Hong Kong Police Force with effect from the date of approval by the Finance Committee

1 Chief Superintendent of Police
(PPS 55) (\$125,450 - \$137,400)

PROBLEM

The Commissioner of Police needs dedicated staffing support at the directorate level to lead the Cyber Security and Technology Crime Bureau (CSTCB) which has been upgraded from the existing Technology Crime Division (TCD) since January 2015, to strengthen Hong Kong Police Force (HKPF)'s capability in preventing and combating technology crimes and responding to cyber security incidents.

PROPOSAL

2. We propose to create a permanent post of Chief Superintendent of Police (CSP) (PPS 55 or D1 equivalent) in the Crime Wing of the HKPF to head the CSTCB, with effect from the date of approval by the Finance Committee, to oversee the formulation of long-term objectives and strategies, and to command the operation and development of the CSTCB.

/JUSTIFICATION

JUSTIFICATION

Upgrading of TCD to CSTCB

3. Today, Hong Kong has one of the highest concentrations of Wi-Fi hotspots in the world, and 97% of households are able to access broadband services. With a high mobile phone penetration rate of 237% which is expected to grow further, individuals, corporations and critical infrastructures are all prone to technology crimes and cyber security threats. Against this background, dedicated attention and strategic planning for tackling the fast growing technology crime trend have become a key operational priority of the HKPF. The TCD of the Commercial Crime Bureau (CCB) was responsible for preventing and detecting technology crimes, as well as responding to cyber security incidents.

4. TCD was first established in 2002 when there were 272 reports of technology crimes. With increasing reliance on information and communication technology infrastructures and rising popularity of the Internet, local reports of technology crimes have increased sharply by 18 times since 2002, i.e. from 272 cases in 2002 to 5 133 in 2013. The respective financial loss has also increased by almost 20 times from \$45 million to \$917 million over the past five years from 2009 to 2013. To enhance HKPF's capability in combating technology crimes, the establishment of TCD had increased from 26 posts in 2002 to 98 posts in 2014. Nevertheless, the setup of TCD, being a division within the CCB, was insufficient for meeting the challenges of the increasingly sophisticated technology crimes and cyber security threats, not to mention the need for TCD's resources to be deployed to assist other formations of HKPF in various cases, such as death inquest and locating missing persons. Hence, there is a pressing need to strengthen the overall capability of the HKPF in combating technology crimes and cyber security incidents.

5. The Chief Executive announced in his Policy Agenda 2014 to upgrade the TCD of the HKPF to form a CSTCB. With the establishment of CSTCB in January 2015, the HKPF's capability in combating technology crimes and handling cyber security incidents will be greatly enhanced and expanded in the following areas –

- (a) detecting syndicated and highly sophisticated technology crimes and conducting proactive intelligence-led investigation;
- (b) providing assistance to critical infrastructures in conducting timely cyber threat audits and analyses in preventing and detecting cyber attacks against them;

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- (c) enhancing incident response capability to major cyber security incidents or massive cyber attacks;
- (d) strengthening thematic researches on cyber crime trend and mode of operation, vulnerabilities of computer systems and development of malware;
- (e) strengthening partnership with local stakeholders and overseas law enforcement agencies in information exchange and sharing of best practices to counter prevalent technology crimes and cyber threats; and
- (f) developing new training programmes on cyber security and technology crimes.

6. Currently, the bureaux which are involved in the investigation of crimes under the Crime Wing, including the Crime Wing Headquarters, the Crime Support Group, Commercial Crime Bureau, Narcotics Bureau, Criminal Intelligence Bureau, and the Organized Crime and Triad Bureau, are all headed by a CSP. The new CSTCB is currently headed by a Senior Superintendent of Police, which is highly unsatisfactory. Without a directorate officer with extensive experience in crime prevention and control, it would be difficult for CSTCB to formulate strategies and steer management issues such as capacity building, establishment of partnership with local critical infrastructures, cooperation with local and overseas law enforcement agencies and service providers, allocation and deployment of resources. Without a strong leadership, the CSTCB will not be able to perform fully and satisfactorily as a separate Bureau. Therefore, it is necessary to create a permanent CSP post as the commander of CSTCB.

Need for a permanent CSP post as the commander of CSTCB

7. Dedicated attention and strategic planning to tackle the fast growing technology crime trend is a key operational priority of the HKPF. In view of the magnitude, complexity and sensitivity of the work involved, the new CSTCB needs high-level steer at directorate level to devise effective strategies and ensure their smooth implementation, and take forward the aforementioned enhanced services. Having considered the transnational nature and the wide variety of crimes committed through the Internet (e.g. online shopping fraud, email scam, deception, money laundering, blackmail associated with naked chat, child pornography, etc.), a post at CSP rank (to be designated as CSP CSTCB) with an officer possessing the necessary professional police knowledge, exposure and vision is proposed for creation to give dedicated attention to commanding the operation of the CSTCB.

8. The CSP CSTCB will be responsible for commanding the operation and development of the CSTCB, engaging other police formations with dedicated functions during major cyber attack incidents against critical infrastructures in Hong Kong and stipulating objectives, policies and long-term strategies for policing technology crimes. Apart from that, the CSP CSTCB will engage in collaboration and co-ordination with various local and international stakeholders in addressing technology crimes and cyber security issues. In view of the increasingly sophisticated technology crimes and cyber attack as well as the increasing size of internet user population in Hong Kong, the role and function of CSP CSTCB to co-ordinate the matters in relation to cyber security and technology crimes will be essential.

Encl. 1
Encl. 2

9. The job description of the proposed CSP CSTCB post is at Enclosure 1. The organisational chart of the HKPF after the proposed creation of the subject CSP post is at Enclosure 2.

Non-directorate Support

Encl. 3

10. For establishing the new CSTCB, TCD has been hived off with the permanent redeployment of 106 posts¹ to CSTCB. An additional 74 non-directorate posts² have been created. Two divisions, namely Cyber Security Division and Technology Crime Division, are established under the CSTCB. The former is to enhance cyber threat response and capability of conducting intelligence-led investigation, to strengthen research on cyber crime trend and collaborate with local stakeholders and overseas law enforcement agencies. The latter is to enhance the capability of HKPF to investigate large-scale cyber attacks and cases involving advanced technology. The organisational chart of the new CSTCB is at Enclosure 3.

ALTERNATIVES CONSIDERED

Encl. 4

11. We have critically examined the possibility of redeployment of existing directorate officers in the HKPF to take up the work of the proposed post. At present, there are 46 CSP posts established under the five departments of the HKPF, i.e. Operations, Crime and Security, Personnel and Training, Management Services, and Finance, Administration and Planning. The duties and existing work priorities of the 46 CSP posts in the HKPF are at Enclosure 4. Since all CSP officers are fully committed to duties in different subject areas, internal redeployment is operationally infeasible without adversely affecting the discharge of their schedules of duties.

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¹ The 106 posts include 98 posts from the TCD, and four civilian posts and four disciplinary posts from CCB.

² Comprising 71 disciplined officers ranked from Police Constable to Senior Superintendent of Police and three civilian staff.

FINANCIAL IMPLICATIONS

12. The proposed creation of the CSP post will bring about an additional notional annual salary cost at mid-point of \$1,552,800. The additional full annual average staff cost of the proposal including salaries and staff on-cost is \$2,281,000³.

13. There is sufficient provision in the 2014-15 Estimates to meet the cost of the proposed creation of the CSP post. We will also reflect the resources required in the Estimates of subsequent years.

PUBLIC CONSULTATION

14. We consulted the Legislative Council Panel on Security on the staffing proposal on 3 June 2014. Members generally supported the proposal and recognised the importance of combating technology crimes and enhancing cyber security through the setting up of CSTCB. Some Members requested further information on the manpower of CSTCB and its scope of work. We have provided further information to Members vide our letter on 8 September 2014.

ESTABLISHMENT CHANGES

15. The establishment changes in the HKPF for the past two years are as follows –

Establishment (Note)	Number of Posts			
	Existing (As at 1 December 2014)	As at 1 April 2014	As at 1 April 2013	As at 1 April 2012
A*	72 [#]	72	71	71
B	3 109	3 065	2 958	2 937
C	30 121	30 051	30 029	29 994
Total	33 302	33 188	33 058	33 002

Note:

- A - ranks in the directorate pay scale or equivalent
- B - non-directorate ranks, the maximum pay point of which is above MPS point 33 or equivalent
- C - non-directorate ranks, the maximum pay point of which is at or below MPS point 33 or equivalent
- * - excluding supernumerary posts created under delegated authority
- # - as at 1 December 2014, there was no unfilled directorate post in the HKPF

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³ The average annual staff cost after the pay adjustment will be updated in due course.

CIVIL SERVICE BUREAU COMMENTS

16. The Civil Service Bureau supports the proposed creation of a permanent CSP post for CSTCB. The grading and ranking of the proposed post are considered appropriate having regard to the level and scope of the responsibilities required.

ADVICE OF THE STANDING COMMITTEE ON DISCIPLINED SERVICES SALARIES AND CONDITIONS OF SERVICE

17. The Standing Committee on Disciplined Services Salaries and Conditions of Service has advised that the grading proposed for the permanent directorate post is appropriate.

Security Bureau
February 2015

**Job Description
Chief Superintendent of Police,
Cyber Security and Technology Crime Bureau
Hong Kong Police Force**

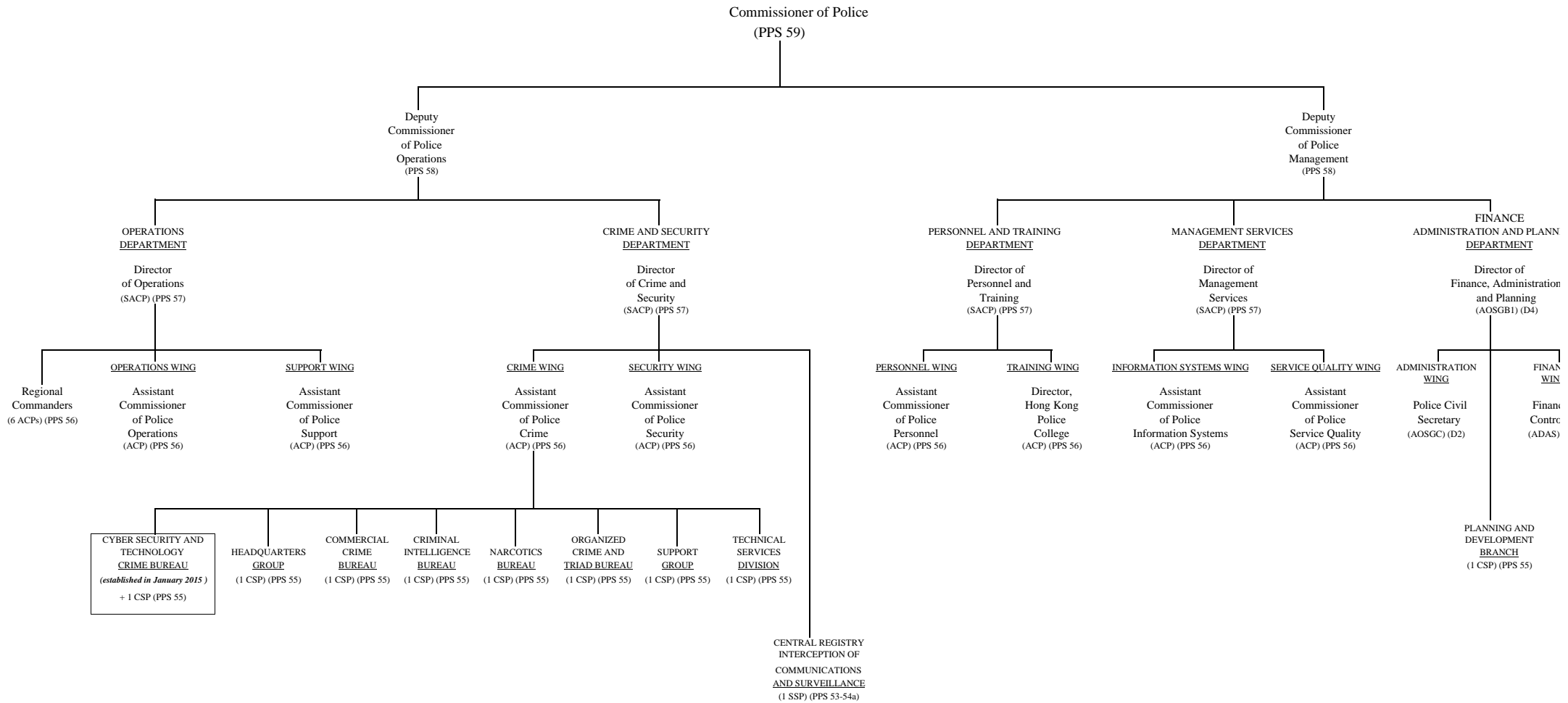
Rank : Chief Superintendent of Police (PPS 55)

Responsible to : Assistant Commissioner of Police, Crime Wing

Main duties and responsibilities –

- (i) To command the operation and development of the Hong Kong Police Force (HKPF)'s cyber security and technology crimes capabilities.
 - (ii) To ensure a high standard of duty performance and discipline from personnel under his command.
 - (iii) To devise strategies in line with the Force's Strategic Directions and Commissioner of Police's Operational Priorities to ensure effective deployment of resources to meet policing requirements for combating technology crimes and cyber security incidents.
 - (iv) To represent the HKPF in the effective collaboration and co-ordination among various local and international stakeholders in addressing cyber security and technology crimes issues.
 - (v) To ensure officers are effectively and efficiently trained in order to tackle cyber security and technology crimes related investigations.
 - (vi) To monitor and tackle cyber security and technology crimes developments both within and outside Hong Kong which may have an impact on policing priorities and activities.
 - (vii) To engage other police formations with dedicated functions during major cyber attack incidents against critical infrastructure in Hong Kong.
 - (viii) To exercise personnel management and disciplinary functions as delegated by Police Headquarters.
 - (ix) To review objectives, policies and implementation plan with other stakeholders for aligning responses in addressing the risks of cyber threat to the computer systems of critical infrastructures in Hong Kong.
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Organisation Chart of Hong Kong Police Force

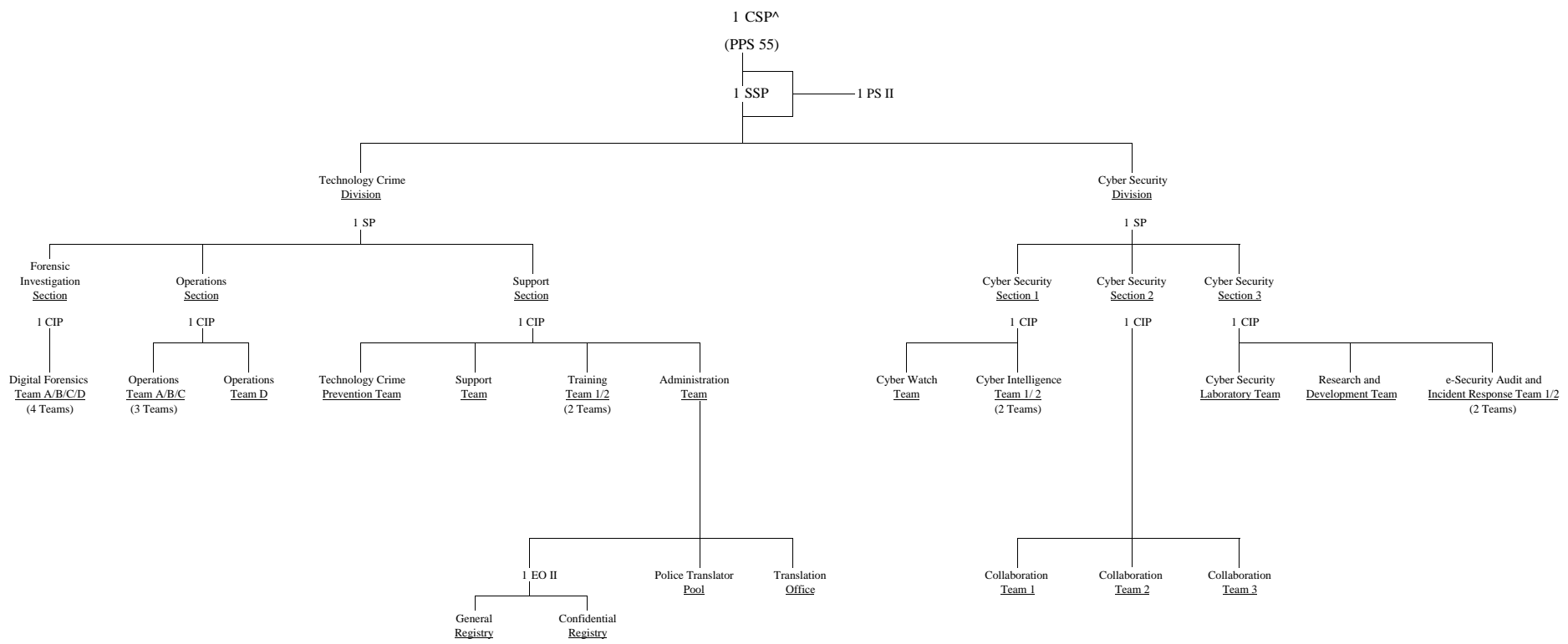


Legend

- ACP - Assistant Commissioner of Police
- ADAS - Assistant Director of Accounting Services
- AOSGB1 - Administrative Officer Staff Grade B1
- AOSGC - Administrative Officer Staff Grade C
- CSP - Chief Superintendent of Police
- PPS - Police Pay Scale
- SACP - Senior Assistant Commissioner of Police
- SSP - Senior Superintendent of Police

One CSP post proposed to be created as CSP Cyber Security and Technology Crime Bureau

Organisation Chart of the Cyber Security and Technology Crime Bureau, Hong Kong Police Force



^ Proposed creation of one Chief Superintendent of Police post.

**Existing Duties and Work Priorities of
Chief Superintendent of Police Posts in Hong Kong Police Force**

At present, there are 72 permanent directorate posts of which 46 are Chief Superintendent of Police (CSP) posts established under the five departments of Hong Kong Police Force (HKPF), viz. Operations, Crime and Security, Personnel and Training, Management Services, and Finance, Administration and Planning. For day-to-day policing, the HKPF is organized into six Police Regions, viz. Hong Kong Island, Kowloon East, Kowloon West, New Territories North, New Territories South and Marine Regions under the charter of the Operations Department. The distribution and the major responsibilities of the CSP posts are as follows –

(A) Operations Department

(i) Regional Headquarters (6 CSPs)

Six CSP posts, one for each Regional Headquarters, are established as Deputy Regional Commanders to assist the Regional Commanders (RCs) at Assistant Commissioner of Police (ACP) rank in overseeing all operational, administrative and financial matters within the Region, giving policy directions and command in the Region in the absence of the RC.

(ii) District Headquarters (19 CSPs)

19 CSP posts, one for each 19 major Police Districts, viz. Central, Eastern, Wan Chai, Western, Kwun Tong, Sau Mau Ping, Tseung Kwan O, Wong Tai Sin, Kowloon City, Mong Kok, Sham Shui Po, Yau Tsim, Border, Tai Po, Tuen Mun, Yuen Long, Kwai Tsing, Sha Tin and Tsuen Wan Police Districts, under the command of the respective RCs are established as District Commanders. Each District Commander, commanding between 350 to 700 staff, is responsible for the effective enforcement of law and order and the prevention and detection of crimes in his District.

(iii) Support Wing (3 CSPs)

Three CSP posts are established in Support Wing under the command of ACP Support, with each responsible for the

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unique schedule of duties of the three branches of the Support Wing, viz. Support Branch, Traffic Branch Headquarters and Police Public Relations Branch. The Support Branch is responsible for the efficient administration of operational support, formulating and reviewing Force-wide operational policies, procedures and strategies, and the management of the Hong Kong Auxiliary Police Force. The Traffic Branch Headquarters is responsible for strategic planning, formulating and coordinating all traffic enforcement matters and traffic-related initiatives/programmes. The Police Public Relations Branch acts as a bridge between the HKPF and the public by engaging proactively and building long-term constructive relations with the media, the stakeholders and opinion leaders of the community thereby enhancing the reputation of the HKPF, maintaining public confidence in the Force and leveraging public support for the policing activities.

(iv) *Operations Wing (1 CSP)*

One CSP post is established in the Operations Wing under the command of ACP Operations, responsible for the administration and strategic development of the Police Tactical Unit and the Special Duties Unit including the management and provision of adequate and effective training to ensure the best possible readiness for any threats to public order and internal security, emergencies, anti-crime and counter-terrorism operations.

(B) Crime and Security Department

(i) *Crime Wing (7 CSPs)*

Seven CSP posts, one for each of the seven formations of Crime Wing, viz. the Headquarters Group, the Commercial Crime Bureau, the Criminal Intelligence Bureau, the Narcotics Bureau, the Organized Crime and Triad Bureau, the Support Group and the Technical Services Division, are established under the command of ACP Crime. Each formation deals with specific areas of crime and supports frontline crime units.

(ii) *Security Wing (1 CSP)*

One CSP post is established in the Security Wing to assist ACP Security in handling a range of security-related matters including VIP Protection, counter-terrorism, security

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co-ordination, internal security and immediate response to any matters or incidents of security interest in accordance with the Government Intelligence Requirements.

(C) Personnel and Training Department

(i) *Personnel Wing (3 CSPs)*

Three CSP posts, one for each of the three branches of Personnel Wing, viz. Conditions of Service and Discipline Branch, Human Resources Branch and Personnel Services and Staff Relations Branch are established under the command of ACP Personnel and are responsible for a wide range of human resource management functions relating to recruitment, promotion, manpower and succession planning, career development, posting, performance management, discipline, conditions of service, staff relations and welfare matters involving over 28 000 disciplined staff.

(ii) *Training Wing (2 CSPs)*

Two CSP posts are established in the Training Wing to underpin the Director of Hong Kong Police College in providing formal structured training aimed at vocational, professional and executive development geared to the needs of officers at different stages of their career. They include basic training for recruits, firearms and tactics training for serving officers, local and mainland as well as overseas training programmes in police leadership and management, professional courses on application of information technology in policing, training on criminal investigation and intelligence management, police driving and traffic training, knowledge management, quality assurance and academic accreditation of police training courses.

(D) Management Services Department

Service Quality Wing (3 CSPs)

Three CSP posts are established in Service Quality (SQ) Wing under the command of ACP SQ, each is responsible for the unique schedule of duties of the three branches of the SQ Wing, viz. the Performance Review Branch, the Research and Inspections Branch and the

/Complaints

Complaints and Internal Investigations Branch. The Performance Review Branch is responsible for promoting improvements in value-for-money practices and enhancing awareness and pursuance of issues related to service quality. The Research and Inspections Branch is responsible for developing inspection guidelines, and conducting due diligence inspections on frontline Districts and Policy Wing formations, as well as ad hoc thematic inspections or special audits on specific issues of Force-wide concern. The Complaints and Internal Investigation Branch includes the Complaints Against Police Office and the Internal Investigations Office, and is responsible for investigating complaints against police officers and serious disciplinary matters as well as promoting the Integrated Integrity Management Framework to reinforce the Police Force's values of integrity and honesty.

(E) Finance, Administration and Planning Department

The Planning and Development Branch (1 CSP)

One CSP post is established in the Planning and Development Branch of the Finance, Administration and Planning Department. He is responsible for initiating strategic planning and development of police facilities and capital works projects in support of the Department's Strategic Action Plan and Commissioner's Operational Priorities, formulating policy on matters relating to the department's properties to meet new policing requirements and operational needs.
