

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 deletion of the following permanent posts in the Hong Kong Police Force –

6 Chief Superintendent of Police
(PPS 55) (\$101,460 - \$107,865)

PROBLEM

Consequent upon a review of the command structure of the six Police regions and the successful completion of a trial scheme of the streamlined structure, the Commissioner of Police (CP) decides that there is no need to retain the six Chief Superintendent of Police (CSP) posts responsible for administration and support in the Police regions.

PROPOSAL

2. CP proposes to delete six CSP posts, viz. five CSP(Administration) posts in the land regions and one CSP (Administration and Support) post in the Marine Region.

JUSTIFICATION

3. At present, there is one CSP(Administration) post in the establishment of each of Hong Kong Island, Kowloon East, Kowloon West, New Territories South and New Territories North Regions as the commander of the

/administrative

administrative functions, including financial management, community relations and staff discipline. In the Marine Region, the CSP (Administration and Support) post is also responsible for overseeing the management of the region's marine fleet and training school, in addition to the administrative functions similar to those performed by a CSP (Administration) in a land region.

4. In the regional command structure, each CSP(Administration)/(Administration and Support) post is responsible to a Regional Commander at Assistant Commissioner of Police level and underpinned by a Senior Superintendent of Police [SSP] (Administration). At the same time, the Regional Commander is supported by a second CSP, the Deputy Regional Commander, who oversees all operational functions such as crime and traffic matters at the regional level.

5. In keeping with the Police Force Strategy to streamline command structure and enhance efficiency, CP has conducted a review of the regional administrative structure with major findings as follows –

- (a) some of the administrative responsibilities at the regional level have become more routine in nature; and
- (b) the job responsibilities of the regional administrative command are similar to the other regional operational commands which are each commanded by an SSP under the Deputy Regional Commander.

6. CP started a trial scheme to streamline the regional command structure. The Deputy Regional Commander has taken over the overall command of the administrative functions on top of his responsibilities for operational functions, whilst specific day-to-day responsibilities of the CSP (Administration) have been delegated to the SSP (Administration) reporting to the Deputy Regional Commander. Having reviewed the new arrangement, CP concluded that there is not any adverse impact on the overall efficiency of the six Police regions. The overall command structure has become more responsive as a result of the simplified communication layers. We now propose to formally delete the six CSP posts from the establishment of the Police Force. As the posts involved have been left vacant since the implementation of the trial scheme, the proposed deletion will not affect any serving officers.

7. The revised organisation of the Hong Kong Police Force at the regional level and the revised job descriptions of the Deputy Regional Commander in land regions and Marine Region are at Enclosures 1, 2 and 3 respectively.

Encls.
1 to 3

FINANCIAL IMPLICATIONS

8. Savings in notional annual salary cost at mid-point (NAMS) of this proposal are –

	NAMS \$	No. of Posts
CSP	7,532,280	6

Savings in full annual average staff cost of the proposal, including salaries and staff on-cost, are \$13,061,000.

ESTABLISHMENT CHANGES

9. The establishment changes in the Hong Kong Police Force for the last two years are as follows –

Establishment (Note)	Number of posts			
	Existing (As at 1.6.2003)	As at 1.4.2003	As at 1.4.2002	As at 1.4.2001
A	77	77	77	77
B	497	502	503	498
C	33 321	33 306	33 481	33 998
Total	33 895	33 885	34 061	34 573

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

CONSULTATION WITH LEGISLATIVE COUNCIL PANEL

10. We have informed the Legislative Council Panel on Security of the proposal vide an Information Note issued on 10 June 2003.

/CIVIL

CIVIL SERVICE BUREAU COMMENTS

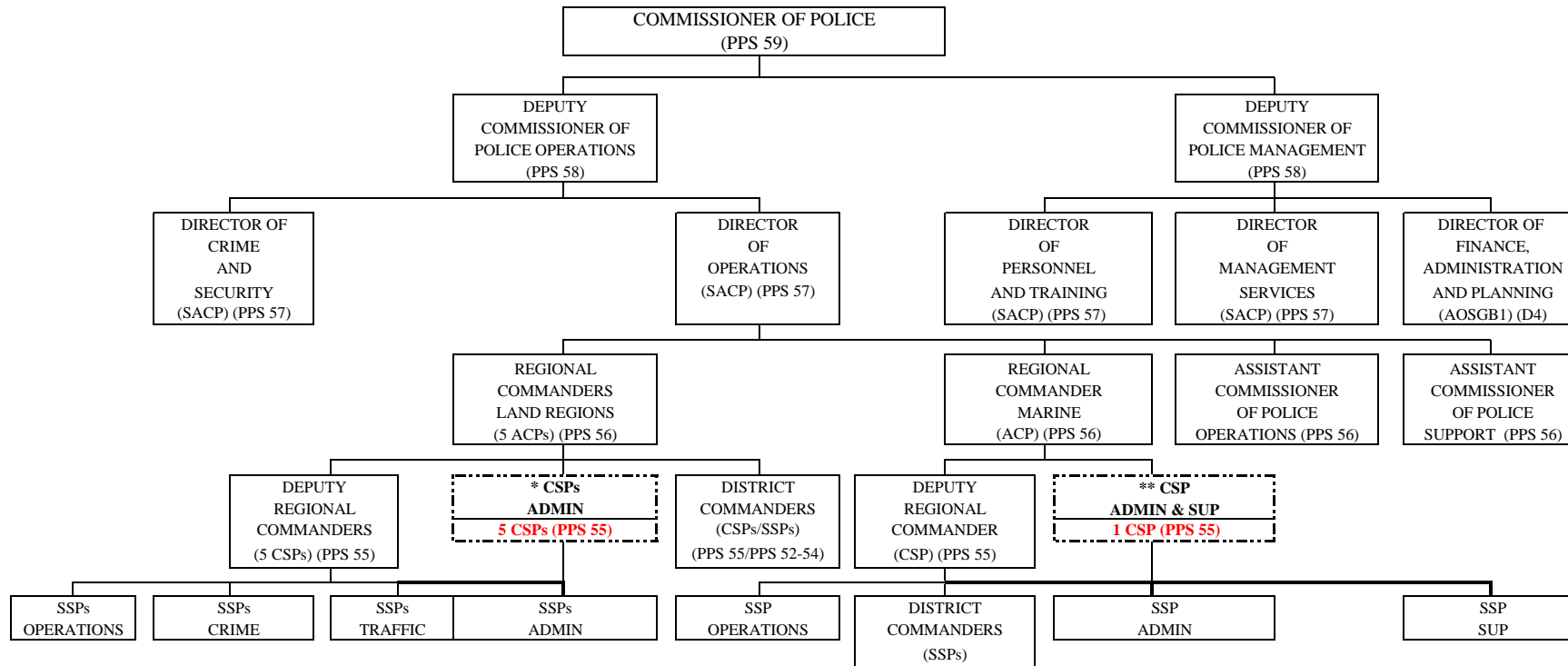
11. Having regard to the justification set out in paragraphs 3 to 6 above, the Civil Service Bureau supports the proposed deletion of the six CSP Administration posts.

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

12. We have reported the proposal to the Standing Committee on Disciplined Services Salaries and Conditions of Service.

Security Bureau
June 2003

Hong Kong Police Force Organisation Chart



- * Proposed deletion of CSP ADMIN (Land Regions) Posts
- ** Proposed deletion of CSP ADMIN & SUP (Marine Region) Post
- Existing line of command
- Proposed line of command

Legend

ACP	ASSISTANT COMMISSIONER OF POLICE
ADMIN	ADMINISTRATION
AOSGB1	ADMINISTRATIVE OFFICER STAFF GRADE B1
CSP	CHIEF SUPERINTENDENT OF POLICE
SACP	SENIOR ASSISTANT COMMISSIONER OF POLICE
SSP	SENIOR SUPERINTENDENT OF POLICE
SUP	SUPPORT
PPS	Police Pay Scale

**Job description of
Deputy Regional Commanders, Land Regions
Hong Kong Police Force**

Rank : Chief Superintendent of Police (PPS 55)

Main duties and responsibilities

Responsible to Regional Commanders, land regions for the following duties –

1. to implement Force/regional policies and orders with regard to all operational and administrative matters;
2. to assist the Regional Commander in commanding the Regional Headquarters including the Emergency Unit, the Crime Unit, the Traffic Unit, the Administration Unit, the Police Tactical Unit Company and the Auxiliary Police in the region;
3. to command and co-ordinate operations against crime, illegal immigration, gambling, narcotics and vice;
4. to maintain close liaison with other government departments;
5. to plan and conduct regional level operations;
6. to oversee regional policy on finance, establishment and personnel matters;
7. to prepare the Regional Standing Orders pertaining to operational and administrative matters;
8. to personally attend to cases of –
 - (a) use of firearms by police; and
 - (b) escape from legal/lawful custody;
9. to monitor staff relations and community relations in the region; and
10. to attend meetings, working groups and study teams as directed by or on behalf of the Regional Commanders.

**Job description of
Deputy Regional Commander, Marine Region
Hong Kong Police Force**

Rank : Chief Superintendent of Police (PPS 55)

Main duties and responsibilities

Responsible to Regional Commander, Marine Region for the following duties –

1. to implement Force/Regional policies and orders with regard to all operational/maritime and administrative matters;
2. to command and co-ordinate operations against crime, illegal immigration, gambling, narcotics and vice;
3. to maintain close liaison with other government departments;
4. to plan and conduct regional level operations;
5. to oversee regional policy on finance, establishment and personnel matters;
6. to monitor management problems arising from the handling of vessels and maritime procedures and those in the field of mechanical and associated systems in launches;
7. to prepare the Regional Standing Orders pertaining to operational and administrative matters;
8. to personally attend to cases of –
 - (a) use of firearms by police; and
 - (b) escape from legal/lawful custody;
9. to monitor staff relations and community relations in the region; and
10. to attend meetings, working groups and study teams as directed by or on behalf of the Regional Commander, Marine Region.