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Panel on Security

**Information note prepared by the Legislative Council Secretariat
for the meeting on 12 April 2011**

**Manpower situation in respect of crime officers
of the Hong Kong Police Force**

Manpower situation of crime officers

The manpower situation in respect of crime officers of the Hong Kong Police Force has not been discussed by committees of the Legislative Council per se. There have been media reports on a shortage of crime officers in the Hong Kong Police Force and the streamlining of procedures for the claiming of detective allowance. The relevant press reports on the subject are in the **Appendix**.

Detective allowance

2. According to the Administration, disciplined services staff of the Hong Kong Police Force deployed on regular and frequent detective duties in plain clothes for 30 days or more are entitled to detective allowance. It is granted as a token allowance in recognition of the impracticability of staff to claim reimbursement of the numerous small out-of-pocket expenses on travel, meals, refreshments, etc. when trailing suspects or contacting informants and witnesses. As at November 2009, the rate of the allowance is \$360 per month for inspectorate officers up to the rank of Chief Inspector of Police or equivalent, and \$180 per month for rank and file staff. These rates are adjusted annually having regard to the actual movement of the Consumer Price Index.

壓力大升職難 軍裝唔肯轉做CID

過往做警察以進身刑事調查隊（俗稱CID）為榮，希望破奇案立大功，惟近年卻出現反常現象，警務人員寧做軍裝行必，也不願轉做CID，有傳CID空缺多達近百個。據了解，警隊最近成立「警隊招募及挽留警區刑事調查人員研究小組」，探討CID乏人問津的原因，不排除未來會向前線人員發問卷調查。不少警員分析說，CID長期欠缺人手，有開工無收工，壓力爆炸，調職困難，升級無望，軍裝則返工放工定時，又能抽時間進修考幫辦，令警務人員不願加入刑事調查隊。

退休離職多 鬧人手荒

消息透露，鑑於近年網上罪行增加，以及加強打擊國際洗黑錢活動，商業罪案調查科的科技罪案組及財富調查組人手因而擴充，加上不少CID因退休及離職而出現職位空缺，警方近年進行內部招募，但發現軍裝人員對轉職CID的意欲不高，警方高層遂下令成立小組進行研究。

警隊招募及挽留警區刑事調查人員研究小組於本月初成立，由具豐富刑偵經驗的西九龍總區指揮官范鈞明擔任主席，成員共九人。據了解，現時警隊約有一萬六千名軍裝人員，而刑事調查人員約有五千人。據悉，九人小組除要找出軍裝人員對刑事調查隊缺乏興趣的原因外，還要找出招募及挽留警區刑事調查人員的困難、找出可能影響招募及挽留人才的警隊政策，並要研究加強CID工作的吸引力及向警隊提出建議。

警方發言人昨接受查詢時證實，警隊為配合人手的需要，於今年六月初成立了一個工作小組，研究及收集警隊同事對刑事調查工作的意見，目的是吸引更多同事加入刑事調查工作。但對於成立小組是否反映CID人手不足，發言人則未有評論。

「有開工無收工」嚇怕

有前線警務人員透露，CID長期欠缺人手，有開工無收工，壓力爆炸，調職困難，升級無望，與軍裝同酬不同工，令警務人員不願加入刑事調查隊。

另外，有資深警員指出，以往做CID破案有表現較易升職，逾時工作津貼又多，「有幾千蚊，等如升職加薪」，但今時今日升職不能單靠破案表現，還要具學歷，「依家申請OT唔係咁易，做CID又經常要返早放晏，不如做軍裝，返工放工又定時，仲可進修考幫辦！」

■讀者有家歸不得爆料 (ireport_00023092)

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CID 爆逃亡潮 津貼少 壓力大 捱到殘

警隊爆「CID逃亡潮」，多個環頭警區刑事調查組(俗稱值日隊)大缺人手，部分警區更曾出現人員集體求「燉冬菇」調返軍裝部，「雜差」有位無人願做，乃因近年CID工作繁多，偵緝人員津貼少得可憐，「有開工，無收工」、「陀炮變紮炮」，令刑偵人員大感無癮而「劈炮」。警方坦承現有近百個CID空缺，由CID出身的助理警務處長范錫明正領導工作小組，研究包括提高CID津貼等措施，以挽留和吸引人才留在刑偵部門工作。

記者：蔡淑儀陶法德

警隊高層再有人事變動，原駐守警察公共關係科總警司吳家聲，獲擢升接替日內退休的助理處長杜振偉，成警隊「CID一哥」。不過，這名新官甫上任即要接掌火熱的燙手山芋，皆因多個警區大鬧CID荒，接連有人員求「燉冬菇」返回軍裝部，CID有位無人願做。

刑事偵緝總部總警司余敏生證實，警隊六月已成立由助理處長范錫明領導的工作小組，廣泛研究包括檢視招募刑偵人員的策略，以及鞏固刑偵調查的吸引力等，預料一年內會有結果。有資深警官透露，二十四小時陀槍、穿便服執勤的CID並非全部無人願做，只是有「木人巷」之稱的警區值日隊CID，近年遭不少同袍「嫌棄」，歸根究柢是工作量和壓力極大，人員每月平均有三十宗案須「頂上身」，身心俱疲。

24小時陀槍每人月預30案

他說：「值日隊CID自嘲寫信佬，每日單落口供都花上大部分時間，根本難以抽身查案甚至破案！若一時精神不集中，做漏很微小的程序，也隨時被投訴，影響升職；反觀做軍裝，負擔沒這麼重，夠鐘落更就可以收工。」

CID「有開工，無收工」，更令他們氣憤是，每月獲發的偵緝津貼只得一百八十元，即平均每日只得六元，加班時想買三文治頂肚餓也不夠，數額更是警隊其他崗位的津貼中最低(見表)，連軍裝部駕車警員津貼都多幾倍，非常不公平。

補水180元全警隊最低

該警官又稱，現時多個警區都出現大量CID職位空缺，港島及東九龍空缺有十多個，西九龍及新界南約二十個，新界北更高逾三十個職位，成為人手短絀的「重災區」，部分新紮督察更被逼「頂硬上」調任CID，惟查案經驗不足，影響工作成效。

警方資料顯示，全港約有五千四百名偵緝人員，CID接辦案件每年有七萬多宗，破案率約百分之四十五；但該警官批評，警方資料只是數字遊戲，不切實際，「他們所謂『破案率』，是連同刑事總部如O記、毒品調查科等部門一併計算，不能反映『環頭』真實情況。據我所知，現時不少警署值日隊破案率，根本不足一成！

刑事偵緝總部總警司余敏生表示，警隊刑事偵緝人員編制為五千五百一十九名，今年首季實際人數為五千四百二十五名，暫欠缺九十四人，空缺率為百分之一點七，屬可接受水平。而各總區其他單位平均空缺率則約為百分之一，也屬正常水平

余又稱，不排除個別警區刑偵部門因特殊情況出現短暫人力資源不足，警方考慮鼓勵有關指揮官，作

出臨時內部人手調配，如抽調一些曾接受CID訓練課程的軍裝人員，暫時分擔CID部分工作；至於偵緝津貼亦會納入檢討之列。

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鄧竟成：警隊缺人手 實有增加必要 已向當局爭取

警務處處長鄧竟成退休在即，而他臨別前仍為警隊爭取增加人手資源，指出警隊內部資源緊絀，可供調撥人手的空間不多，故他已向當局反映有必要增加警隊人手。另外，他回應任內多次檢控示威人士，強調警隊協調示威遊行時，無意妨礙參加者自由集會，但前線警員同時要兼顧其他市民，在兩者取得平衡，認為警員的處理手法專業和有使用酌情權。

記者蘇振軒報道

鄧竟成昨在退休前出席商業電台節目，表示本港長期以來有高水準的安全環境，實有賴前線警員的努力，隨着社會發展，罪案模式愈趨複雜，加上本港時常都有大型活動，因此警隊人手需求亦因而變得重要，但現時警隊以調配內部資源應付突發事件的空間愈來愈小，因此實有增加人手的必要，而他已就有關問題向當局反映。

任內難忘警員殉職

對於他任內期間，曾有不少參與示威的遊行人士被警方拘捕，他指警方在處理示威事件時，要平衡各方利益，而警方亦會酌情處理不同情況，警方在運用酌情權上已做得不錯，亦有市民致函表揚。不過，他未有正面回應是否有將集會自由收緊。至於在任四年期間，最難忘的是有警員殉職，他坦言每次都很難受，會盡力協助殉職警員的家人，在居住或子女教育等方面提供協助。

至於他任內曾多次向公眾道歉，他承認確有同事不喜歡這種做法。不過，他認為向公眾道歉是負責任的表現，解釋警隊工作的先決條件，是要得到市民的信任，一旦有警員犯錯，警民雙方的信任關係便會受破壞，令社會擔心，他很重視這類個案，亦認為應以行動回應，令市民釋疑，故有必要就警員違規行為作回應，而道歉是有承擔及負責任的表現，事後亦要檢討錯處，加以改善，避免再發生同類事件。

他補充，公開道歉是小心謹慎的決定，且這個決定亦經高層人員討論，又強調市民對警隊期望很高，因此警員在處理每樣事件時都要合情合法合理，警隊一向重視誠信及正確價值觀的灌輸，推出任何政策前都要有周詳考慮，並不時提醒前線人員市民的期望很高，處理每件事情都要法理情兼備。

道歉是負責任表現

另外，警務處今日上午，在警察總部為鄧竟成舉行告別檢閱儀式，而鄧今日度過警務生涯的最後一天，明日便開始退休前休假，並由副處長曾偉雄正式接任為警隊「一哥」。

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Police chief promises to tackle heavy workload

The new police chief has promised more resources to help criminal investigators cope with their heavy workload as he tries to revive hard-hit morale.

Andy Tsang Wai-hung (pictured) said he understood that a shortage of manpower had increased workloads and affected morale, particularly for inspectors who often had to work overtime to finish investigations.

"We can't keep asking our colleagues to do us favours by working overtime," he said. "Such a practice is not sustainable."

The new police commissioner promised a slew of measures to improve the situation.

Before taking the top post this month, Tsang acknowledged the tremendous pressures facing frontline criminal investigators. But he dismissed union claims that many police officers were unwilling to become detectives because of the heavy workload.

The death of a 39-year-old detective inspector from a stroke early this month triggered a debate as many believed it was caused by excessive work pressure. The incident badly affected morale.

Unions used the incident to point to a shortage of officers in the Criminal Investigation Department. The dead inspector was being transferred to *CID* in spite of warnings that his health was not up to the job.

On a radio show yesterday, Tsang also spoke of a rise in the abuse of the 999 emergency call services by the public, saying this caused more work for the police.

He said the workload of police had risen by 7 per cent from 2009 even though crime figures had decreased by 2 per cent, from more than 776,000 cases in 2009 to about 759,000 last year.

"The problem of abuse draws our concern, as this has imposed extra work on our colleagues," he said.

Tsang said police received more than 2 million 999 calls last year - half were abuses of the service or even pranks.

Of the rest, which needed follow-up action, half were trivial matters such as complaints of noise problems or illegal parking.

Tsang also said he wanted to tackle a rise in attacks on police. Last year there were 462 cases, which means more than one police officer was attacked a day. This compared with about 400 in previous years.

"When police are carrying out their duties, they should also be protected under the law and deserve respect from the community," he said.

"Our police officers are fully equipped with different weapons and they are well trained to protect themselves, only they will not resort to force lightly."

Tsang identified six major areas of work for the force this year: to combat violence, triad and organised crime, drug problems and get-rich-quick crimes, to improve public safety and to step up anti-terrorist operations.

簡化領補水 研補假代替 有開工無收工津貼180元

警方調查發現近年前綫警員拒當CID原因是刑偵部門工作繁重，CID經常「有開工，無收工」，每月發放津貼卻只得一百八十元，令現役人員士氣低落。出身CID的警隊「新一哥」曾偉雄深明此況，早前便明言不會要求CID如他當年「捱義氣」，「(前綫)捱了義氣，會認真同你計數的。」顯示上層將較前「鬆手」批放超時「補水」，令CID不用再「白捱」，這將為新一哥上場後第一大喜訊。

據悉，CID經常超時工作，雖然警隊設有DSOA(超時補薪制度)，不過，現行申請制度十分繁複，探員若要申領補水，須經警長、警署警長、督察、總督察等逐一審核證明，經層層通過後，才由警司審批，加上申領補水後，有關人員在下一個月份不可再申領假期，故不少CID都寧願放棄領補水。

有探員慨歎，「申領十個八個鐘補水，慘過去乞，上頭驗屍般的去驗，還要加上放大鏡看，同袍都寧願不申領，大家唯有放軟手腳，形成CID士氣低落，紛紛求調返軍裝，起碼軍裝工作沒CID壓力大，每日當值九小時便可下班。」

消息稱，警隊去年中由助理處長范錫明任主席的「警隊招聘及挽留警區刑事調查人員研究小組」，建議簡化CID申領超時補薪程序，同時考慮讓超時工作的CID以補假代替補薪。補水方面，是以實際超時工作計算，倘以月薪近二萬元的基層CID人員計，每月申領的超時補水最多約四十小時，即約有三千多元。

案件分流減工作量

假期方面，現時公務員實行五天工作，警員每年例假是一百零四天，另有十七天公眾假期，若是「舊制」人員(即九七年前加入警隊者)，大假約有四十天，即每年約有一百六十一天休假。

不過，「新制」警員大假就只有十多天，若容許CID超時工作以補假代替補薪，相信會深受新一代年輕警員歡迎，有助吸引這班生力軍，願意轉投CID。

此外，警方高層亦研究CID接案程序及介定處理的案件，原因現時「環頭」CID所接案件，大多由警署報案室轉介，但很多案件根本未必須CID接手，故長遠而言，警隊研究參考英國做法，增設CID人員駐報案室當值，了解每宗案性質和可追查程度，才決定是否交由CID跟進調查。

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明報即時新聞

2011-02-15

港聞

警隊4月重組架構減超時(21:30)

警務處長曾偉雄表示，警隊4月起將進行架構重組，以紓緩刑事偵緝探員的工作壓力。曾偉雄表示，將確保以後每警區每一更都會有兩隊探員當值，以便可「一隊專責查案、一隊專責支援及接案件」，從而大幅減低超時工作。曾偉雄更指正研究增加CID（刑事偵緝探員）晉升的機會，包括讓表現優秀的CID可更上一層樓到重案組甚至是「O記」工作，以改善士氣。（即時新聞）

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Police chief unveils promised reform of the *CID*

Vowing to boost morale in what was once the most coveted, and is now the most troubled, of police units, Hong Kong's police chief yesterday announced a reform structure for police detectives to begin in April.

Making good on a promise to look into detective staffing and workload issues that he made when he took the office last month, Commissioner of Police Andy Tsang Wai-hung (inset) said a new structure of the criminal investigation department (*CID*) would be put into place from April 1.

"Rearranging the resources and manpower of the *CID* could help eliminate the chance of detectives needing to work overtime," Tsang said at the spring reception of the Junior Police Officers' Association yesterday.

He had instructed regional commanders of six police regions to implement the restructuring of the *CID*.

Under the new plan, each police district is to have eight criminal investigation units, in order to make sure that every shift will have at least two units on duty.

In this way, "one unit could concentrate on ongoing crime case investigations and one could focus on new intake cases", Tsang said.

"In recent years *CID* officers used to work overtime as they could not leave the work when the shift ended as suddenly a new case was received," Tsang said.

He expected the new measure would help detectives achieve a better work-life balance.

Hong Kong Police Inspectors' Association chairman Tony Liu Kit-ming yesterday applauded the reforms - up to a point.

"This new *CID* structure can only improve the *CID* workloads marginally, and does not touch on the core problem of the shortfall of detectives: too much work and not enough detectives," Liu said.

Increasing manpower was the ultimate solution to the problem, he said.

Fresh concerns about the workload of detectives arose after the death of a senior inspector, Yip Hoi-wai, in January.

Yip died of a stroke despite warnings that his health was not up to the job. Many officers have been reluctant to join the *CID* and embrace its culture of long hours.

The city has about 5,500 *CID* officers out of a total police force of 28,000. *CID* teams are managed at the division level, a sub-level of police districts. Each division has three or four *CID* teams, with only one team on duty during each shift.

Tsang said the force would see if additional resources were needed after trying out the new structure.

Aside from the restructuring, the police team that studied the problems facing the *CID* also suggested providing more chances for promotion and professional development. More details will be released after the team finishes the report in April.