

Legislative Council Panel on Security

**Manpower Situation in respect of Crime Officers of the
Hong Kong Police Force**

Supplementary Information

The Force Study Team has conducted a comprehensive review of the work environment of crime officers. The Force Study Team briefed the four Staff Associations on 7 April 2011 on 14 recommendations. The following 10 recommendations would be implemented in the short term :

(I) Development of a professional career

2. The Hong Kong Police Force (HKPF) will amend the eligibility criteria for officers to attend the Standard Criminal Investigation Course. This is to allow more officers to have the opportunity to receive training on criminal investigation.

(II) Creating career development opportunities

3. The Kowloon West Region and the New Territories South Region will launch a 18-month pilot scheme, providing officers of District Investigation Teams with a 6-month attachment opportunity with the District Crime Squads. This initiative aims to provide more opportunities of upward mobility to frontline crime officers.

(III) Mentorship programme for crime officers

4. HKPF will introduce a mentorship programme for crime officers. Major targets of the programme will be recruit constables who are about to complete basic training. The mentors will mainly be sergeants and station sergeants from criminal investigation units.

(IV) Relief teams for District Investigation Teams

5. Relief teams will be set up in all police districts. Voluntary uniformed officers who have attended the Standard Criminal Investigation Course will participate in these teams. They will temporarily relieve officers of District Investigation Teams who are on

vacation leave, attending court hearings and training, etc.

(V) Regional crime support centre

6. HKPF will implement a pilot scheme of setting up a regional crime support centre in each of the Kowloon West Region and the New Territories South Region for six months to provide full support to District Investigation Teams. The centre will take over support duties such as collection of CCTV videos and delivery of documents so that crime officers will have more time to focus on their core investigation duties.

(VI) Streamlining investigation process

7. HKPF will reduce unnecessary work of crime officers by streamlining administrative procedures in criminal investigation and formulating clearer guidelines.

(VII) Improving compensation for overtime work

8. HKPF's management will make available sufficient provision so that frontline staff will receive reasonable compensation allowance when necessary.

(VIII) Establishment of Detective Training Centre

9. The Police College will develop a Detective Training Centre to provide professional detective training courses.

(IX) Overseas training

10. HKPF is now identifying different overseas training courses for crime officers to broaden their horizons and enhance their professionalism.

(X) Sustaining continuity

11. HKPF will amend the mandatory arrangement for junior inspectors to be posted at District Investigation Teams. District Commanders may make appropriate arrangements in the light of the

operational and manpower succession needs as well as aptitude and interests of inspectors in their respective districts. This would contribute to the human resource management of police districts and further enhance the professionalism and operational efficiency of the District Investigation Teams.

12. In addition to the 10 recommendations above, HKPF will conduct further research on the following four recommendations.

(XI) Recognition of professional status

13. Creation of a clear career development path for crime officers to allow them to give full play to their talents. This would also help improve HKPF's human resource planning and development.

(XII) Building a professional image

14. The Force Study Team is focusing its efforts on the development of a communication platform to allow crime officers to share their experiences and build up professional image, further boost their morale, improve their team spirit and foster a sense of belonging.

(XIII) Enhancing transport arrangements

15. To address the potential problem of inadequate vehicles for use by Criminal Investigation Units, consideration would be given for officers to use taxi or other transport means.

(XIV) Job-related allowance

16. HKPF will study the job-related allowance concerning criminal investigation duties.