

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 17 March 2014 –

1 Chief Superintendent of Police
(PPS 55) (\$118,400 - \$129,650)

PROBLEM

The Commissioner of Police needs dedicated staffing support at the directorate level to tie in with the upgrading of the Tseung Kwan O Police Division (TKODIV) to a police district in 2015 and to meet the increasing policing needs arising from the massive development and the population growth in Tseung Kwan O (TKO).

PROPOSAL

2. We propose to create a permanent Chief Superintendent of Police (CSP) (PPS 55 or D1 equivalent) post in Kowloon East Police Region (KE Region), Operations Department of Hong Kong Police Force (HKPF) as District Commander (DC) of the new Tseung Kwan O Police District (TKODIST), with effect from 17 March 2014, to oversee the policing commitments of the TKODIST.

/JUSTIFICATION

JUSTIFICATION

Upgrading of the TKODIV to a Police District

3. The law and order in TKO is currently maintained by the TKODIV under the Kwun Tong police district of the KE Region. The TKODIV was established in 1992 when the population in the district was around 100 000. In the past two decades, TKO has seen a considerable increase in population along with significant infrastructure improvements, especially upon the commissioning of the Mass Transit Railway TKO Line in August 2002. Currently, the population in TKO is around 410 000. It is anticipated that the population will reach 460 000 by 2019.

4. With the significant population growth within the TKO areas, the number of reported crimes and property cases in TKODIV has risen to 2 915 and 3 466 respectively in 2012, which are comparable to the figures of a police district. The HKPF has been closely monitoring the crime situation and policing needs of TKO, the concerns of local residents and groups over the law and order in TKO, as well as their other related service demands. The HKPF has strategically deployed resources to maintain law and order in TKO with reference to its community development and population over the years. Since 2002, the establishment of the TKODIV has increased from 219¹ to 295². This is beyond the capacity of a Police Division led by a Divisional Commander ranked at Superintendent of Police, which is designed for a disciplined establishment of 180, with 1 200 crime reports and less than 2 000 property cases annually. To meet the increasing policing needs, it is necessary to restructure and upgrade the existing TKODIV to a police district.

5. Having regard to the policing needs and concerns of the local residents and organisations, population growth and community development of TKO, the HKPF plans to upgrade the TKODIV to a police district in early 2015.

Need for a permanent CSP post as the DC of TKODIST

6. To meet the increasing policing needs arising from the massive developments and the population growth in TKO, the establishment of the existing TKODIV will be strengthened and upgraded to the standard of a police district in early 2015. In view of the expanding scope and increased complexity of work, it is necessary to create a permanent CSP post to serve as the DC to oversee the long-term policing commitments of the TKODIST. Further, on 14 October 1981 vide EC 1981-82 Item 48, the Finance Committee agreed that a DC should be ranked at CSP level.

/7.

¹ Comprise 193 disciplined and 26 civilian staff.

² Comprise 275 disciplined and 20 civilian staff.

7. The DC will be responsible for –
- (a) overseeing the implementation of police orders and directives in the TKODIST;
 - (b) implementing appropriate policing strategies and operational plan having regard to community development and population growth to prevent and detect crime within the District;
 - (c) strategically deploying resources for addressing the policing needs of the District; and
 - (d) handling internal discipline and staff management of the District.

8. Apart from performing core operational functions, the DC will be heavily committed in work related to local administration and community relations through involvements in District Councils, District Management Committees and District Fight Crime Committees. The scale, complexity and diversity of the wide range of issues involved demands a high level of political acumen and judgement.

9. The upgrading of the TKODIV to a police district requires considerable lead time as it involves the implementation of new services, changes in mode of operation, redeployment of existing posts and creation of new posts. To prepare for the establishment of the TKODIST in early 2015, high-level steer at directorate level is instrumental in ensuring timely actions and collaboration amongst different parties at work. It is imperative that a dedicated officer at CSP rank be created at this critical timing to give dedicated oversight to effectively discharge the important duties leading to the upgrading of the TKODIV.

- Encl. 1 10. The job description of the proposed CSP post is at Enclosure 1. The
Encl. 2 organisation chart of HKPF after the proposed creation of the subject CSP post is at
Enclosure 2.

Non-directorate Support

11. For effecting the proposal of upgrading the TKODIV to a police district, the required manpower would involve the strengthening of command structure, creation of dedicated crime units and investigation teams, Police Community Relations Office, Training and Staff Relations Office, District Traffic

Encl. 3

Section and corresponding increase in civilian support. 39 additional non-directorate posts³ were created in June 2013, in addition to the permanent redeployment of 295 posts from the existing TKODIV to the TKODIST, and redeployment of manpower from other police districts as appropriate, to cater for the policing requirements for the area. The organisation chart of the TKODIST after the proposed creation of the subject CSP post is at Enclosure 3. The policing needs of the TKODIST and the requirement for additional supporting posts will be reviewed where necessary, taking into account the crime trend, infrastructure development and population growth.

ALTERNATIVES CONSIDERED

Encl. 4

12. We have critically examined the possible redeployment of existing directorate officers in HKPF to take up the work of the proposed post. At present, there are 45 CSP posts established under the five departments of 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 45 CSP posts in HKPF are at Enclosure 4. Since all the directorate officers are fully committed to duties in different subject areas, we consider that redeployment is operationally not feasible without adversely affecting the discharge of their schedules of duties.

FINANCIAL IMPLICATIONS

13. The proposed creation of the CSP post will bring about an additional notional annual salary cost at mid-point of \$1,474,200. The additional full annual average staff cost of the proposal including salaries and staff on-cost is \$2,150,000.

14. There is sufficient provision in the 2013-14 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

15. We consulted the Panel on Security on the staffing proposal on 2 July 2013. Members supported the proposal.

/ESTABLISHMENT

³ Comprise 38 disciplined and 1 civilian staff.

ESTABLISHMENT CHANGES

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

Establishment (Note)	Number of Posts			
	Existing (As at 1 January 2014)	As at 1 April 2013	As at 1 April 2012	As at 1 April 2011
A*	71 [#]	71	71	71
B	3 030	2 958	2 937	2 897
C	30 056	30 029	29 994	29 892
Total	33 157	33 058	33 002	32 860

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 January 2014, there was no unfilled directorate post in HKPF.

CIVIL SERVICE BUREAU COMMENTS

17. The Civil Service Bureau supports the proposed creation of a permanent CSP post for the TKODIST. 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

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

**Job Description
District Commander, Tseung Kwan O Police District
Hong Kong Police Force**

Rank : Chief Superintendent of Police (PPS 55)

Responsible to : Regional Commander, Kowloon East Region

Main duties and responsibilities –

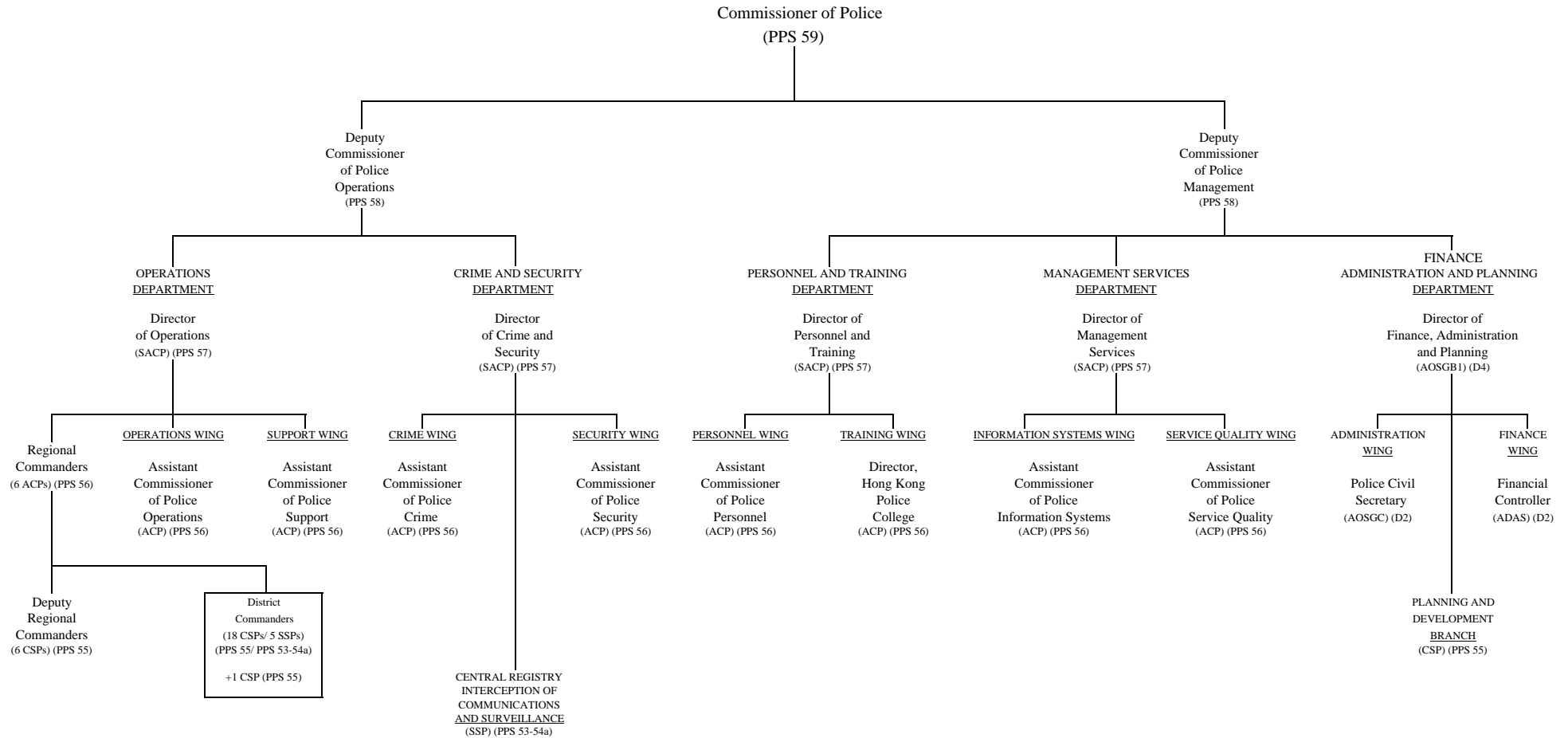
- (i) To ensure a high standard of duty performance and discipline from personnel under his command.
- (ii) To devise strategies and ensure effective deployment of resources to meet policing requirements, including proactive tasking to combat crime, dangerous drugs, gambling and vice activities.
- (iii) To exercise control of personnel under his command to ensure effective prevention, investigation and detection of crime, prosecution of offences and preservation of public order.
- (iv) To be responsible for traffic control, enforcement of traffic related legislation and promotion of road safety in the District.
- (v) To establish and maintain sound police-community relations in the District in accordance with the Force directives; and to foster a close working relationship between the Police, local community and other government departments.
- (vi) To monitor developments in the District through attending meetings of the District Council, District Management Committee and District Fight Crime Committee.
- (vii) To ensure that the District can meet its commitments in an internal security situation through effective training of personnel.
- (viii) To exercise personnel management and disciplinary functions as delegated by Police Headquarters.

/Before

Before and upon the upgrading of Tseung Kwan O Police Division

- (i) To steer the planning, coordination and implementation of the upgrading of Tseung Kwan O Police Division to a police district.
- (ii) To oversee the creation of posts for the Tseung Kwan O Police District in relation to the upgrading work.
- (iii) To ensure the necessary resources are secured for effective and efficient operation of the District when it comes into operation.
- (iv) To formulate the strategic policing plans for the effective enforcement of law and order and the prevention and detection of crime in the upgraded District.
- (v) To devise and issue standing orders for personnel of the upgraded District to follow and execute.
- (vi) To make contacts with the local community of Tseung Kwan O through liaisons with the District Council, District Management Committee and District Fight Crime Committee.
- (vii) To take over issues with planning and policy implications relating to Tseung Kwan O District from the District Commander of Kwun Tong Police District.

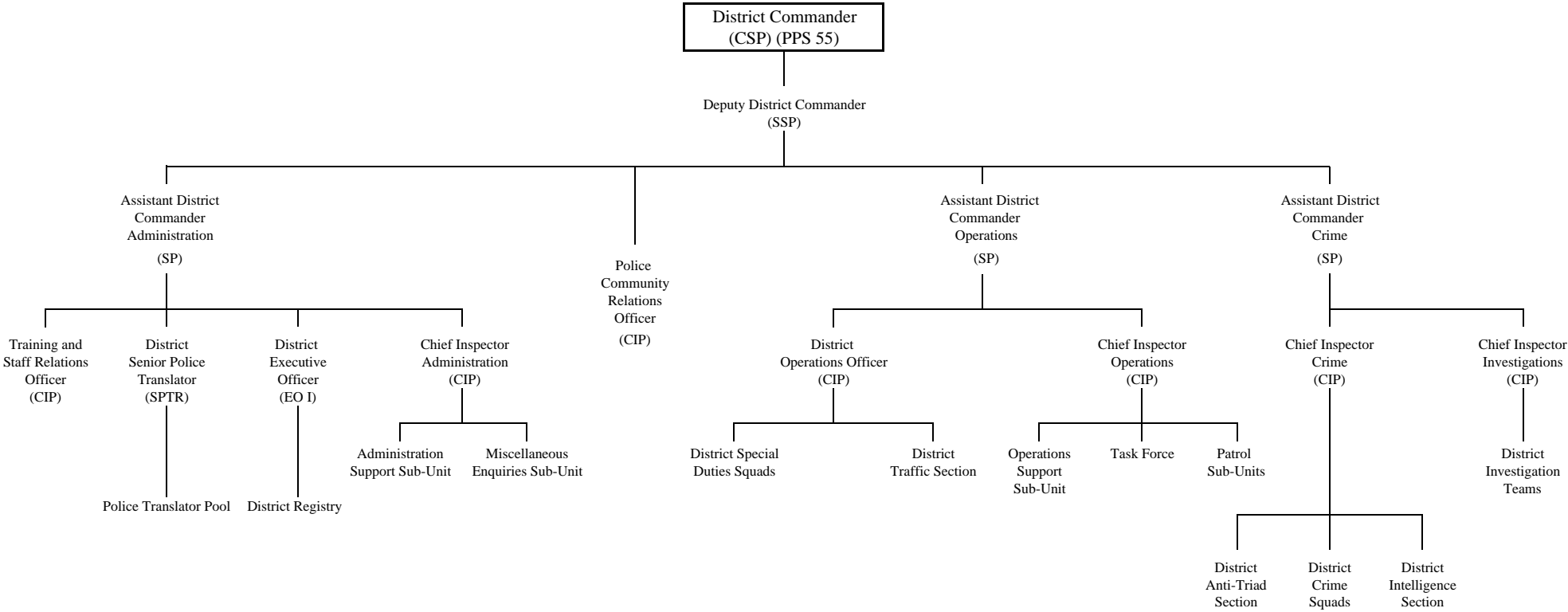
Organisation Chart of Hong Kong Police Force



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 District Commander of Tseung Kwan O Police District

Proposed Organisation Chart of Tseung Kwan O Police District



Legend

- CIP Chief Inspector of Police
- CSP Chief Superintendent of Police
- EO I Executive Officer I
- SP Superintendent of Police
- SPTR Senior Police Translator
- SSP Senior Superintendent of Police

One CSP post proposed to be created as District Commander of Tseung Kwan O Police District

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

At present, there are 71 permanent directorate posts of which 45 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 (18 CSPs)

18 CSP posts, one for each 18 major Police Districts, viz. Central, Eastern, Wan Chai, Western, Kwun Tong, Sau Mau Ping, 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 400 to 700 staff, is responsible for the effective enforcement of law and order and the prevention and detection of crime 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 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 co-ordination, internal security and immediate response to any matters or incidents of security interest in accordance with the Government Intelligence Requirements.

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(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 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

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.
