

**For discussion  
on 3 June 2014**

**Legislative Council Panel on Security  
Creation of a permanent Chief Superintendent of Police post  
of the Cyber Security and Technology Crime Bureau**

**PURPOSE**

This paper consults the Panel on the proposal by the Hong Kong Police Force (HKPF) to create a permanent post of Chief Superintendent of Police (CSP) (PPS 55 or D1 equivalent) in December 2014 to head the Cyber Security and Technology Crime Bureau (CSTCB) to be established to strengthen the capability of the HKPF in preventing and combating technology crimes and responding to cyber security incidents.

**BACKGROUND**

2. Currently, the Technology Crime Division (TCD) of the Commercial Crime Bureau (CCB) is responsible for preventing and detecting technology crime and responding to cyber security incidents. TCD was first established in 2002 when there were 272 reports of technology crime. With increasing reliance on information and communication technology infrastructures and rising popularity of the Internet, local reports of technology crime 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 the Police's capability in combating technology crime, the establishment of TCD has increased from 26 posts in 2002 to the current establishment with 98 posts. Nevertheless, the current setup of TCD, with limited manpower and as a division within the CCB, is not able to meet the challenges of the increasingly sophisticated technology crimes and cyber security threats, not to mention the constant support provided by TCD to other formations of the Police in various cases, such as death inquest and locating missing persons. Today, Hong Kong has one of the highest concentration of Wi-Fi hotspots in the world, and 97% of households are able to access to broadband services. With a high mobile phone penetration rate of 237% which is expected to grow further, individuals, corporates, and critical infrastructure are prone to technology crimes and cyber security threats.

3. Dedicated attention and strategic planning to tackle the fast growing technology crime trend have become one of the operational priorities of the HKPF. Given the rapid advancement in information technology as well as the transnational nature of technology crime, there is a pressing need to strengthen the overall capability of the HKPF in combating technology crime and cyber security incidents. Against the above background, the Chief Executive announced in his Policy Agenda 2014 to upgrade the TCD of the HKPF to form a new CSTCB in 2014. With the establishment of a new bureau dedicated to the prevention and detection of technology crime and protection of cyber security, the HKPF's capability in combating technology crime and handling cyber security incidents will be greatly enhanced through the formulation of long-term objectives and strategies and expanded and dedicated efforts in the following areas -

- detecting syndicated and highly sophisticated technology crimes and conducting proactive intelligence-led investigation;
- providing assistance to critical infrastructure in conducting timely cyber threat audits and analysis in preventing and detecting cyber attacks against them;
- enhancing incident response capability to major cyber security incidents or massive cyber attacks;
- strengthening thematic researches on cyber crime trend and mode of operation, vulnerabilities of computer systems and development of malware;
- strengthening partnership with local stakeholders and overseas law enforcement agencies in information exchange and sharing of best practices to counter prevalent technology crime and cyber threats; and
- developing new training programmes on cyber security and technology crimes.

## **JUSTIFICATION**

### **Need for a permanent CSP post as the commander of CSTCB**

4. 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. An officer at CSP rank (to be designated as CSP CSTCB) possessing the necessary professional police knowledge, exposure and vision is therefore proposed for creation to give dedicated attention to commanding the operation of the CSTCB. 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 crime. Apart from that, the CSP CSTCB will be engaging in the effective collaboration and coordination among various local and international stakeholders in addressing technology crime and cyber security issues. In view of the increasingly sophistication of technology crime and cyber attack as well as the increasing size of internet user population in Hong Kong, the role and function of CSP CSTCB to coordinate the matters in relation to cyber security and technology crime will be essential.

5. 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**

6. For establishing the new CSTCB, the TCD of the CCB will be hived off with the permanent redeployment of 106 posts<sup>1</sup> from the CCB to CSTCB. An additional 74 non-directorate posts<sup>2</sup> will be created. The organisational chart of the CSTCB after the proposed creation of the CSP post is at **Enclosure 3**.

### **ALTERNATIVES CONSIDERED**

7. We have critically examined the possible 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, it

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<sup>1</sup> The 106 posts include 98 posts from the existing TCD, and 4 civilian posts and 4 disciplinary posts from CCB.

<sup>2</sup> Comprise 71 disciplined officers ranked from Police Constable to Senior Superintendent of Police and three civilian staff.

is considered that internal redeployment is operationally infeasible without adversely affecting the discharge of their schedules of duties.

## **FINANCIAL IMPLICATIONS**

8. The proposed creation of the CSP post will bring about an additional notional annual salary cost at mid-point of \$1,465,200. The additional full annual average staff cost of the proposal including salaries and staff on-cost is \$2,281,000. There is sufficient provision in the 2014-15 Estimates to meet the cost of the proposed creation of the CSP post.

## **WAY FORWARD**

9. Members are invited to support the proposed creation of a permanent post of CSP to head the new CSTCB. Subject to Members' views, we plan to submit the proposal to the Establishment Subcommittee of the Finance Committee for consideration in the last quarter of 2014.

**Security Bureau**  
**May 2014**

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

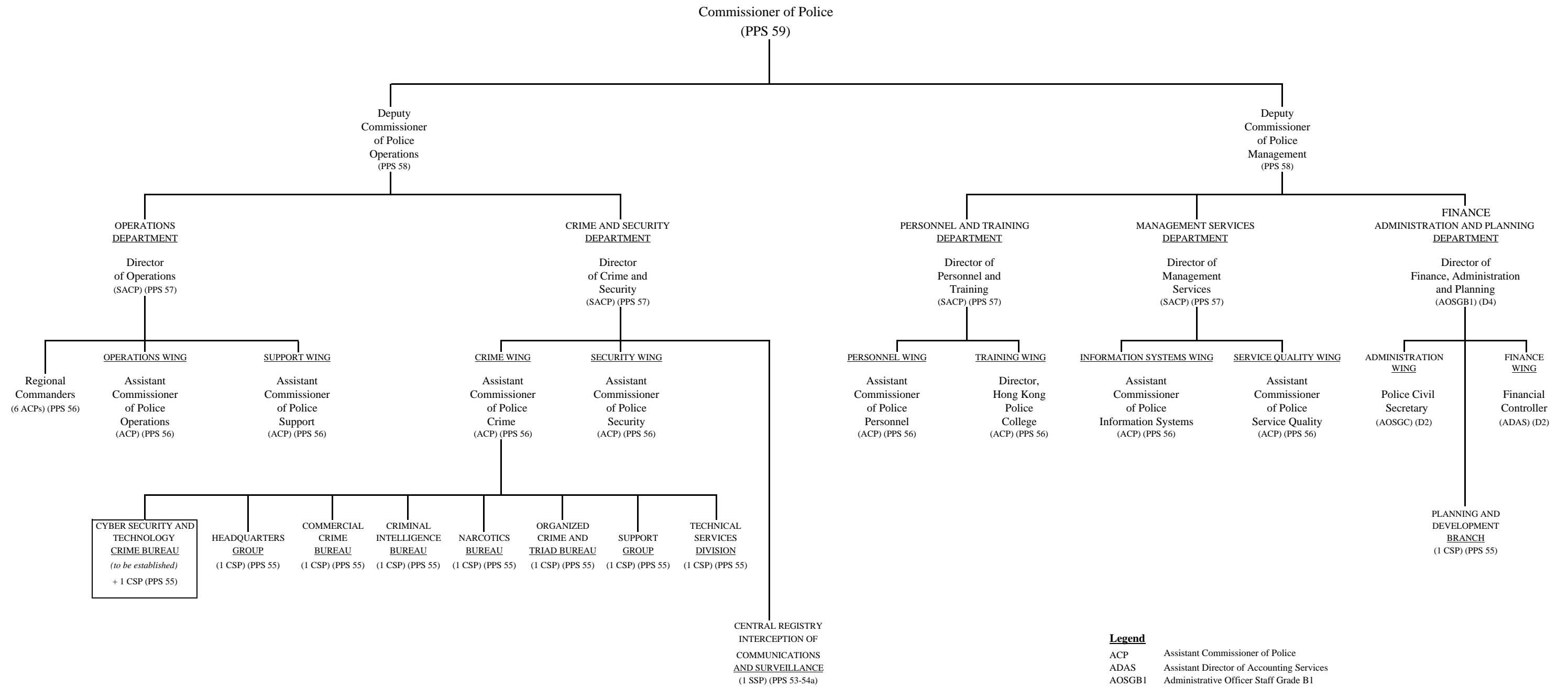
**Rank** : Chief Superintendent of Police (PPS 55)

**Responsible to** : Assistant Commissioner of Police, Crime Wing

**Main duties and responsibilities -**

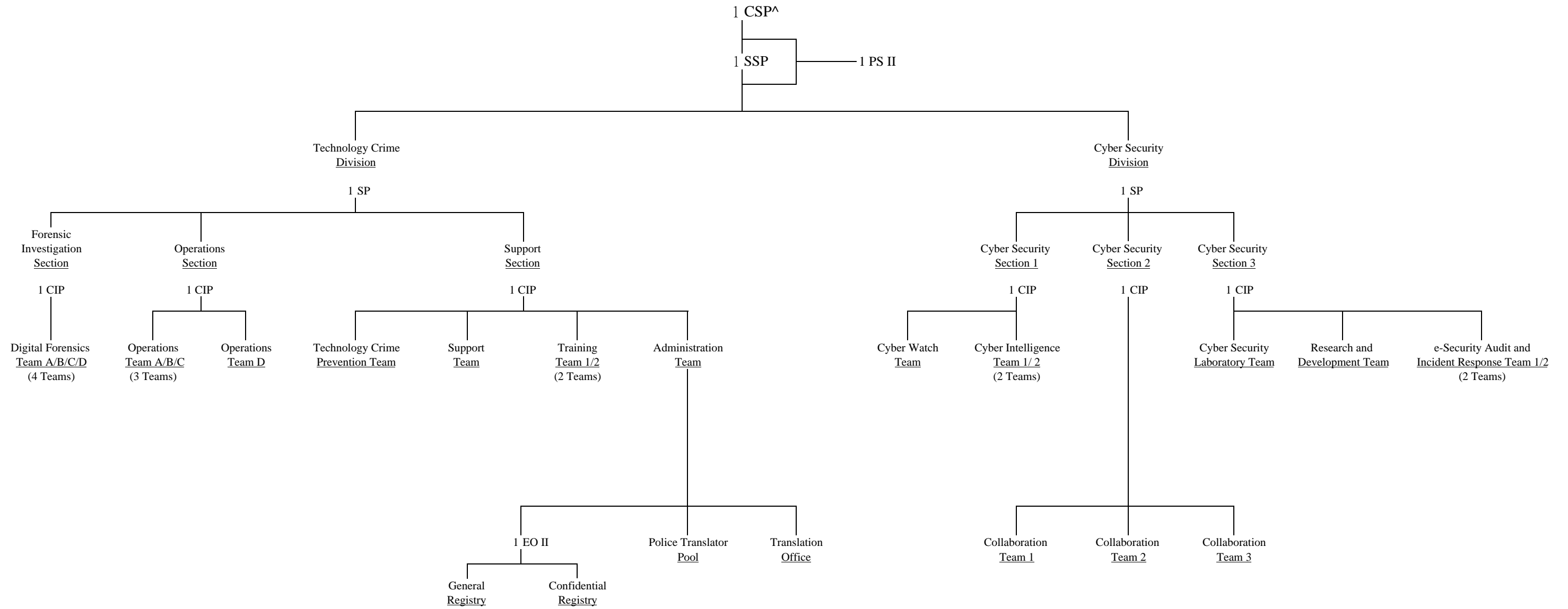
- (i) To command the operation and development of the Hong Kong Police Force (HKPF)'s cyber security and technology crime capabilities.
- (ii) To ensure a high standard of duty performance and discipline from personnel under his command.
- (iii) To devise strategies in line with the Force's Strategic Directions and Commissioner of Police's Operational Priorities to ensure effective deployment of resources to meet policing requirements for combating technology crime and cyber security incidents.
- (iv) To represent the HKPF in the effective collaboration and coordination among various local and international stakeholders in addressing cyber security and technology crime issues.
- (v) To ensure officers are effectively and efficiently trained in order to tackle cyber security and technology crime related investigations.
- (vi) To monitor and tackle cyber security and technology crime 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.

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

**Proposed Organization Chart of Cyber Security and Technology Crime Bureau**



^ 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 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.

**(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 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.

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