

(Translation)

LC Paper No. CB(2)1578/15-16(01)

香港特別行政區政府
保安局



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(Total : 5 pages)

25 May 2016

Miss Betty Ma
Clerk to Panel on Security
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Miss Ma,

**Panel on Security –
Follow up to the meeting on 5 January 2016**

During the discussion of Item IV “Training on psychological quality of police officers” at the meeting of the Legislative Council Panel on Security on 5 January 2016, the Government was requested to provide information on the Police’s training materials on psychological competency training. Relevant information are at Annex for Members’ reference.

Yours sincerely,

(Mr Andrew Tsang)
for Secretary for Security

c.c.

CP

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Information on the Police's training materials on psychological competency training

Training on psychological quality provided by the Hong Kong Police Force mainly includes psychological competency training, which has been fully implemented since 2005, and emotional fitness training, which has been fully implemented since 2014. The contents and main features of the above-mentioned training are as follows:

Psychological competency training

2. Psychological competency refers to a set of psychological knowledge and skills, behavioural patterns and lifestyle management skills, and is a set of people-oriented skills essential to the effective performance of modern policing work.

3. Psychological competency training has been incorporated into foundation, development and promotion training courses of the Police. Foundation training focuses on knowledge and theories, which are taught by lecturers of the Open University of Hong Kong. For development and promotion courses etc, the objective is to enable police officers to grasp inter-personal and psychological skills through such training methods as case studies. The Hong Kong Police College has collaborated with local universities to design the training materials, and e-learning has been developed for some training courses.

4. Training on psychological competency covers eight areas, which are briefly set out as follows:

- (i) Conflict management
 - Reasons for conflicts
 - Emotion regulation
 - Communications skills
 - Different ways to handle conflicts
 - Coaching skills to help subordinates handle conflicts

- (ii) Victim psychology
 - Importance of victim psychology to police work
 - Understanding common stress and reactions of victims
 - Key characteristics of different kinds of victims (including battered spouse, child victims, elderly victims and victims of sexual offences), and how to convey news of death to victims' families
 - Skills and attitude for handling victims (including listening skills, non-verbal skills and good practices)

- (iii) Inter-personal communications skills
 - Listening skills
 - Responding skills
 - How to communicate with colleagues

- (iv) Counselling skills as a police supervisor/ colleague
 - Importance and role of peer support
 - Interplay between human thoughts, behaviours and feelings
 - Correct attitude and skills of responding to peers in need
 - Suicide (including risk assessment and crisis intervention)

- (v) Emotion regulation and adjustment
 - How to handle negative emotions
 - Forgiveness and positive emotional well-being
 - Crowd psychology

- (vi) Stress management in police work
 - Sources and impact of stress in police work
 - Coping with stress from work

- Stress management in critical incidents
- (vii) Healthy lifestyle
- Physical, psychological, spiritual and social health
 - Financial prudence
 - Understanding pathological gambling
 - Understanding drinking problem and substance abuse
- (viii) Psychological skills in interviewing suspects
- Interviewing skills
 - Handling autistic people
 - Lie detection

Emotional fitness training

5. In order to further strengthen training on psychological quality, the Police launched pilot training on emotional fitness in 2010. Since August 2014, the training has been fully rolled out in the form of workshops to all ranks of police officers and incorporated into foundation training courses.

6. Emotional fitness training has been developed in partnership with a local university and is based on scientific research findings in positive psychology. The training contents are as follows:

- (i) Understanding emotions and their functions
- Basic human emotions and their functions
 - Long-term impact of emotions
- (ii) Relationship between positive emotions and psychological resilience, and happiness formula
- Functions of positive emotions: The broaden-and-build theory
 - Relationship between positive emotions and higher psychological resilience

- Happiness formula, and the importance of autonomous behaviours in developing positive emotions
- (iii) Positive emotion strategies
- Daily habits
 - Behavioural habits
 - Cognitive habits

7. To enhance the learning interests of police officers, relevant training units have adopted such training methods as inviting officers of different police units to take part in and act as the key characters of scenario-based dramas, as well as developing cartoon animation. Moreover, training materials and thank-you cards with in-house designed cartoon characters were distributed to officers to encourage them to express gratitude to their colleagues and family members.

Conclusion

8. The Police will continue to adopt evidence-based training strategy and enhance training on psychological quality of police officers with a view to strengthening officers' positive emotions and psychological resilience and helping them effectively cope with various challenges and changes, thereby providing better services to the public.

Hong Kong Police Force
May 2016