

**For Discussion  
on 9 April 2021**

**Legislative Council Panel on Financial Affairs**

**Proposal on Creation of a Supernumerary  
Chief Superintendent of Police Post in the Hong Kong Police Force**

**PURPOSE**

This paper seeks Members' views on the proposal to create a supernumerary Chief Superintendent of Police ("CSP") post (Police Pay Scale ("PPS") 55 or D1 equivalent) for five years with immediate effect upon approval by the Finance Committee of the Legislative Council. The proposed CSP post will head the Financial Intelligence and Investigation Bureau ("FIIB") to be established under the Crime Wing of the Hong Kong Police Force ("HKPF"), with a view to strengthening Hong Kong's capability in combating money laundering and terrorist financing ("ML/TF") in accordance with the recommendations of the Financial Action Task Force ("FATF").

**JUSTIFICATIONS**

**The Need to Establish the FIIB**

2. As an international financial centre, Hong Kong has been implementing a robust anti-money laundering and counter-terrorist financing ("AML/CTF") regime in accordance with the recommendations of the FATF, an inter-governmental body which sets international standards for combating ML/TF and oversees global compliance through a peer review process called "mutual evaluation". In the latest round of mutual evaluation conducted by the FATF, Hong Kong has become the first jurisdiction in the Asia Pacific region to have attained an overall compliant result. Hong Kong is commended for having a strong legal foundation and effective system for combating ML/TF, which is particularly effective

in the areas of risk identification, law enforcement, asset recovery, CTF and international cooperation. The FATF has also put forth recommendations on areas requiring further work, and one is for the HKPF to establish a dedicated bureau within the HKPF to strengthen its capability in developing intelligence and conducting ML/TF investigations.

3. For historical reason, formations responsible for AML work in the HKPF are housed under its Narcotics Bureau as the FATF's purview covered only ML in respect of drug trafficking when the FATF was established in 1989. The formations comprise the Financial Investigation Division ("FID"), Joint Financial Intelligence Unit ("JFIU") and Headquarters (Financial Investigation) ("HQ(FI)"). Relevant work is overseen by a CSP, who is also responsible for leading law enforcement efforts in respect of drug-related crimes. With the FATF expanding its remit from narcotics only to other predicate crimes for ML from 1996, and further to CTF in 2001 and counter-proliferation financing ("CPF") of weapons of mass destruction since 2006, the responsibilities and workload of the FID, JFIU and HQ(FI) have expanded accordingly despite their continued accommodation under the Narcotics Bureau.

4. **Annex A** gives an account of the responsibilities and expanded workload of the FID, JFIU and HQ(FI) over the years. Key figures are summarised below to illustrate the mounting workload of each unit –

- (a) FID: It is the lead agency in the HKPF responsible for conducting ML investigations and related asset recovery, with a particular focus on crimes of a serious and complex nature. The number of ML investigations conducted by the FID increased substantially by 67% from 895 in 2013 to 1 498 in 2016. The caseload peaked in 2016 and has stayed at a high level of over 1 200 cases in four consecutive years. The total value of property restrained and confiscated by the FID in 2018 reached a record high at \$7.84 billion and \$563 million respectively;

- (b) JFIU: It is the designated authority in Hong Kong for receiving and processing suspicious transaction reports<sup>1</sup> (“STRs”) and developing intelligence to assist investigations by local and overseas law enforcement agencies (“LEAs”). The number of STRs received by the JFIU increased from 32 907 in 2013 to the peak of 92 115 in 2017 before levelling to 57 130 in 2020. The number of correspondence exchanges between the JFIU and their foreign counterparts requesting intelligence and investigation support increased from 1 356 in 2013 to the peak of 2 870 in 2019 before levelling to 2 364 in 2020; and
- (c) HQ(FI): As a dedicated unit supporting the Financial Services and the Treasury Bureau (“FSTB”) in the conduct of ML/TF risk assessment to inform the formulation of AML/CTF policies, the HQ(FI) is committed to the conduct of a territory-wide risk assessment on a triennial cycle covering, inter alia, FATF-regulated financial sectors<sup>2</sup> and designated non-financial businesses and professions (“DNFBPs”)<sup>3</sup>, as well as over 1.4 million companies and other legal arrangements in Hong Kong. Its portfolio was expanded in October 2020 to cover the additional responsibilities of coordinating the HKPF’s responses to policy and legislative matters in relation to ML/TF, conducting strategic analysis on prevalent crime themes, providing training on financial investigation for domestic and overseas strategic partners, and pursuing other outreach and educational efforts to enhance the AML/CTF capacity of financial institutions and DNFBPs.

5. As noted by the FATF, the increase in the sheer volume, diversity

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<sup>1</sup> Pursuant to section 25A(1) of the Organized and Serious Crimes Ordinance (Cap. 455) and the Drug Trafficking (Recovery of Proceeds) Ordinance (Cap. 405), as well as section 12(1) of the United Nations (Anti-Terrorism Measures) Ordinance (Cap. 575), where a person knows or suspects that any property (a) in whole or in part directly or indirectly represents any person’s proceeds of, (b) was used in connection with, or (c) is intended to be used in connection with drug trafficking or an indictable offence; or that any property is terrorist property, the person shall as soon as it is reasonable for him to do so, file an STR with the JFIU.

<sup>2</sup> The financial sectors covered include banks, securities firms, insurance companies, money service operators, stored value facility operators, money lenders and virtual assets service providers.

<sup>3</sup> The DNFBPs covered include legal professionals, accounting professionals, estate agents, trust or company service providers and dealers in precious metals and stones.

and complexity of financial crimes, which are often cross-border in nature, calls for a dedicated establishment with the necessary stature within the HKPF. Detaching the FID, JFIU and HQ(FI) from the Narcotics Bureau for consolidation into a specialist bureau (i.e. the FIIB) in its own right would allow the HKPF to achieve more synergies among the existing formations, while elevating the importance and sharpening the focus of AML/CTF work in a manner that is commensurate with Hong Kong's status as an international financial centre. With AML/CTF being identified by the Commissioner for Police as an operational priority of the HKPF, the establishment of the FIIB will strengthen the HKPF's capacity in identifying ML/TF risks, developing intelligence and conducting financial investigations, targeting in particular higher-end crimes involving professional syndicates operating across borders. The FIIB will also seek to upgrade the Suspicious Transaction Report and Management System ("STREAMS"), such that it is capable of harnessing advanced technologies to support the modern-day need of law enforcement. The organisation chart of the proposed FIIB is at **Annex B**.

### **Creation of a Supernumerary CSP Post as Commander of FIIB**

6. Given the strategic importance of the FIIB and the increasing complexity and diversity of financial crimes, a high-level steer at directorate level is needed to steer the work of the FIIB and oversee its management. Such arrangement is also on par with the HKPF's other bureau-level formations involved in the investigation of crimes under the Crime Wing. We therefore recommend the creation of a supernumerary CSP post for five years to head the FIIB, which will be established upon the Finance Committee's approval of the CSP post. We will consider the way forward of the post in due course taking into account the operational need and experience. The job description of the CSP post is **Annex C**. The organisation chart of the HKPF having regard to the proposed creation of the supernumerary CSP post is at **Annex D**.

7. As part of the follow-up process of the FATF Mutual Evaluation, Hong Kong is scheduled to undergo a technical compliance assessment in February 2023, followed by an effectiveness assessment in June 2024, when we will be expected to take forward the recommendations of the FATF, including the establishment of the FIIB to reinforce the related work.

By then, the FIIB is also expected to demonstrate solid results in areas including ML/TF risk assessment, investigation and prosecution, asset recovery and confiscation, as well as international cooperation in response to the requests of other jurisdictions for mutual legal assistance or other support. Therefore, there is an imminent need to create the CSP post to steer the direction and work of the FIIB. This is pertinent to safeguarding the reputation of Hong Kong as an international financial centre which is committed to ensuring a clean and safe place for doing business.

## **NON-DIRECTORATE SUPPORT**

8. The FIIB will have a total establishment of 224 non-directorate posts (including 216 disciplinary posts and eight civilian posts), including the permanent redeployment of 158 disciplinary posts and seven civilian posts from the Narcotics Bureau to the FIIB upon transfer of the FID, JFIU and HQ(FI), and the creation of 59 posts (including 58 disciplinary posts<sup>4</sup> and one civilian post<sup>5</sup>). The 59 posts will be created to support the enhanced functions of the FID, JFIU and HQ(FI) in combating complex ML involving foreign proceeds of crime, pursuing asset recovery at local and international levels, performing financial intelligence development work, as well as carrying out quantitative and qualitative data analysis to support the conduct of more granular ML/TF risk assessment.

## **ALTERNATIVES CONSIDERED**

9. At present, the HKPF has a total of 47 CSP posts established under its five departments; the duties and existing work priorities of the 47 CSP posts are at **Annex E**. The HKPF has critically examined the feasibility of redeploying the existing staffing resources to undertake the additional responsibilities of the proposed CSP post, but considered it not viable without adversely affecting the discharge of their existing duties. Establishment of the FIIB and creation of the proposed CSP post as the

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<sup>4</sup> Including one Chief Inspector of Police, ten Inspector/Senior Inspector of Police posts, ten Police Sergeant posts and 37 Police Constable posts.

<sup>5</sup> Being a Personal Secretary II post.

commander offer the only feasible option to take forward the recommendation of the FATF.

## **FINANCIAL IMPLICATIONS**

10. The proposed creation of one CSP post will bring about an additional notional annual salary cost at mid-point of \$1,923,600. The additional full annual average staff cost of the proposal including salaries and staff on-cost is \$2,910,000.

11. The proposed creation of 59 non-directorate posts will bring about a total additional notional annual salary cost at mid-point of \$28,860,420. The total additional full annual average staff cost of the proposal including salaries and staff on-cost is \$47,430,648.

12. There is sufficient provision in the 2021-22 draft Estimates to meet the costs of the proposed creation of the supernumerary CSP post. We will also reflect the resources required in the Estimates of the subsequent years.

## **WAY FORWARD**

13. Members are invited to support this proposal. Subject to Members' views, we will proceed to seek the endorsement of the Establishment Subcommittee and the approval of the Finance Committee.

**Financial Services and the Treasury Bureau  
Hong Kong Police Force  
March 2021**

**Expanded Portfolios of the Financial Investigation Division,  
Joint Financial Intelligence Unit and  
Headquarters (Financial Investigation)**

The existing FID, JFIU and HQ(FI) are housed under the Narcotics Bureau within the Crime Wing of the HKPF. They are placed under the command structure of a Chief Superintendent of Police (i.e. CSP NB) and a Senior Superintendent of Police (i.e. SSP FI NB) and comprise a total of 215 disciplinary posts and five civilian posts.

2. Placing the FID, JFIU and HQ(FI) under the Narcotics Bureau is largely historic, following developments in the FATF space. When the FATF was established in 1989, its remit only covered ML in respect of drug trafficking. Therefore, the FID was established under the Narcotics Bureau when Hong Kong's first piece of AML legislation (namely, the Drug Trafficking (Recovery of Proceeds) Ordinance (Cap. 405)) was enacted in 1989. Back then, the FID primarily covered cases that involved crime proceeds derived from drug-related crimes.

3. The purview of the FATF, together with the scope of its standards, have substantially expanded since then. In 1996, the FATF expanded its AML scope to cover also non-drug crimes. In 2001, the FATF extended its standards to cover CTF. In 2006, the FATF standards were further extended to cover CPF. To implement the expanded FATF standards, the JFIU has been detached from the FID since 2009 to better ensure its operational independence as required by the FATF. In 2014, in response to new FATF standards requiring jurisdictions to undertake ML/TF risk assessment, a Money Laundering and Terrorist Financing Risk Assessment Unit ("RAU") was formed under the Narcotics Bureau to assist the FSTB in assessing the ML/TF risks of Hong Kong. It was expanded to become the HQ(FI) in 2020, assuming additional responsibilities in relation to policy and strategic analysis, training for LEAs and AML/CTF capacity-building for the private sector.

4. Over the years, the financial investigation, intelligence development and risk assessment functions performed by the FID, JFIU and HQ(FI) have extended very much beyond AML matter to CTF and CPF work. The capacity of CSP NB

has been stretched to the limit as the broad ambit of AML/CTF/CPF work requires intensive operational efforts, extensive engagement and liaison work at both the domestic and international levels, and more importantly, formulation of strategic initiatives in accordance with the evolving FATF standards. This is not to mention CSP NB is at the same time heavily engaged in the anti-drugs portfolio, which is no less challenging due to the increasingly complex and cross-border nature of drugs operations conducted by multinational, professional syndicates.

5. Meanwhile, the landscape of the financial market has been fast evolving and financial crimes have become increasingly complex and diverse. With the rise of online and mobile transactions, criminals are using increasingly sophisticated approaches to obscure their trans-border activities in the global financial infrastructure. The FATF standards have expanded accordingly to cover not only a growing number of financial sectors, but also DNFBPs who have a role to play in the financial system. Placing the AML/CTF arm in the Narcotics Bureau can no longer meet the strategic priority accorded by the HKPF to combating financial crimes and safeguarding the financial system from abuse by criminals. The expanded workload of the FID, JFIU and HQ(FI) is illustrated in the ensuing paragraphs.

## **FID**

6. As the lead agency of combating ML/TF, the HKPF undertakes over 90% of all ML/TF investigations in Hong Kong over the years. The FID is the designated division in the HKPF responsible for conducting complex investigations into proceeds of drug trafficking, organised and serious crimes, terrorist financing and weapons proliferation financing activities, as well as recovery of crime proceeds. It also conducts parallel financial investigations into major proceeds-generating predicate offences. The FID is headed by a Superintendent of Police (“SP”) with the assistance of three Chief Inspectors of Police (“CIPs”), together leading a total of 18 investigation teams with a total of 18 Inspector/Senior Inspector of Police (“IP/SIP”) posts, 18 Police Sergeant (“SGT”) posts and 54 Police Constable (“PC”) posts.

7. Over the past years, the FID has experienced a substantial increase in the overall workload in handling financial investigations and recovery of crime proceeds. The number of investigations increased substantially by 67% from 895 in 2013 to 1 498 in 2016. The caseload peaked in 2016 and has stayed at a



high level of over 1 200 cases in four consecutive years as set out below. As the FID continues with efforts to recover assets involved in crimes, the total value of property restrained and confiscated by the FID in 2018 reached a record high at \$7.84 billion and \$563 million respectively.

<b>Year</b>	<b>Number of investigations</b>	<b>Percentage increase as compared with 2013</b>
2013	895	-
2014	874	-2%
2015	1 099	23%
2016	1 498	67%
2017	1 229	37%
2018	1 462	63%
2019	1 308	46%
2020	1 371	56%

8. Apart from local investigations, the FID has also received a generally rising number of investigations from overseas LEAs , reflecting the increasingly cross-border nature of financial crimes –

<b>Year</b>	<b>Number of investigations referred to FID from overseas LEAs</b>	<b>Percentage increase as compared with 2013</b>
2013	118	-
2014	163	38%
2015	131	11%
2016	155	31%
2017	198	68%
2018	194	64%
2019	146*	24%
2020	129*	9%

\* Drop in figures is attributable to the COVID-19 pandemic which causes delay in the related work of many overseas LEAs.

9. Going forward, the FID anticipates that the caseload in respect of ML/TF investigation, prosecution and asset recovery will continue to rise. Priority will be accorded to investigating complex and large-scale ML involving professional syndicates operating across borders as recommended by the FATF. Meanwhile, the FID will continue to engage counterparts to explore opportunities for

conducting joint operations and recovering assets dissipated abroad.

## **JFIU**

10. The JFIU, jointly run by staff members of the HKPF and the Customs and Excise Department (“C&ED”), is responsible for receiving, analysing and disseminating STRs to appropriate LEAs in or outside Hong Kong for follow-up. The JFIU oversees the operation of STREAMS, a key STR database in Hong Kong, and its interface with other LEA databases. It also cultivates intelligence based on STRs and disseminates value-added intelligence products to domestic and overseas LEAs for further investigation. The outputs of JFIU range from criminal typologies and STR trends to strategic intelligence reports to inform the formulation of enforcement operations, regulatory supervision and policy responses. The JFIU also represents the HKPF at international fora including the FATF, the Egmont Group (an international body comprising the financial intelligence units of 164 jurisdictions), and engages in frequent exchanges with overseas counterparts. The JFIU is headed by one SP and four deputy heads at the rank of CIP, together leading a total of 16 teams with 16 IP/SIP, 16 SGT and 50 PC and five civilian posts<sup>6</sup>.

11. The number of STRs received by the JFIU has increased remarkably since 2013, as reporting entities develop an increasing awareness of their legal obligation to file STRs under the laws of Hong Kong. It peaked at 92 115 in 2017 and dropped to 73 889 in 2018 and 51 588 in 2019 after extensive outreach efforts were made to assist financial institutions and DNFBPs in improving the quality of STRs. Many of the STRs are the so-called “super STRs”, with each involving hundreds of suspects, thousands of accounts and numerous transactions, requiring extensive analysis to develop further intelligence for operational use. In 2020, the number of STRs increased to 57 130. With the rapid development of financial technology in Hong Kong, it is anticipated that STRs received will continue to grow alongside the increasing number of reporting entities including stored value facility operators, virtual banks, and virtual asset services providers.

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<sup>6</sup> Another two Inspectors and two civilian officers from C&ED are attached to the JFIU.

<b>Year</b>	<b>Number of STRs Received</b>	<b>Percentage increase as compared with the number of applications filed in 2013</b>
2013	32 907	-
2014	37 188	13%
2015	42 555	29%
2016	76 590	134%
2017	92 115	180%
2018	73 889	125%
2019	51 588	57%
2020	57 130	74%

12. As a member of the Egmont Group, the JFIU has frequent exchanges with global counterparts on financial intelligence and investigation. The number of incoming and outgoing requests for assistance has surged since 2013 due to the increasing volume and complexity of cross-border crimes –

<b>Year</b>	<b>Number of correspondences on requests for assistance</b>	<b>Percentage increase as compared with 2013</b>
2013	1 356	-
2014	1 605	18%
2015	1 974	46%
2016	1 996	47%
2017	2 493	84%
2018	2 646	95%
2019	2 870	112%
2020	2 364	74%

13. With the reinforcement of Hong Kong's position as an international financial centre which will see an even more vibrant flow of money coming in and out of Hong Kong, the increased vigilance of businesses in combating ML/TF, and the enhanced capability of our AML/CTF system in screening anomalies, it is expected that the JFIU's workload will continue to be on the high side. The JFIU will seek to upgrade and strengthen STREAMS by harnessing advanced technologies such as big data analysis, data mining analytics and artificial

intelligence, such that it can produce intelligence outputs of a higher quality to support the modern-day need of law enforcement. At the same time, the JFIU will devote more resources to developing a wider and deeper range of strategic intelligence products to support financial investigation and risk assessment.

## **HQ(FI)**

14. Following an addition to the FATF standards requiring jurisdictions to conduct risk assessments to inform the formulation of AML/CTF policies, the RAU was established in April 2014 to support the FSTB in the conduct of territory-wide risk assessment, contributing to the publication of Hong Kong's first risk assessment report in 2018.

15. The RAU is tasked to conduct the risk assessment every three years, taking into account emerging threats and vulnerabilities at territory-wide level and by sectors covering financial institutions and DNFBPs, over 1.4 million companies and other legal arrangements in Hong Kong. The risk assessment exercise requires extensive data collection to allow deep-dive quantitative and qualitative analysis into all types of crimes, typologies, trends and related statistics, as well as practices, services and products of the concerned businesses. The assessment findings will enable the Government to formulate AML/CTF policies targeting the higher risk areas and regulatory authorities to conduct risk-based supervision in accordance with the FATF requirements.

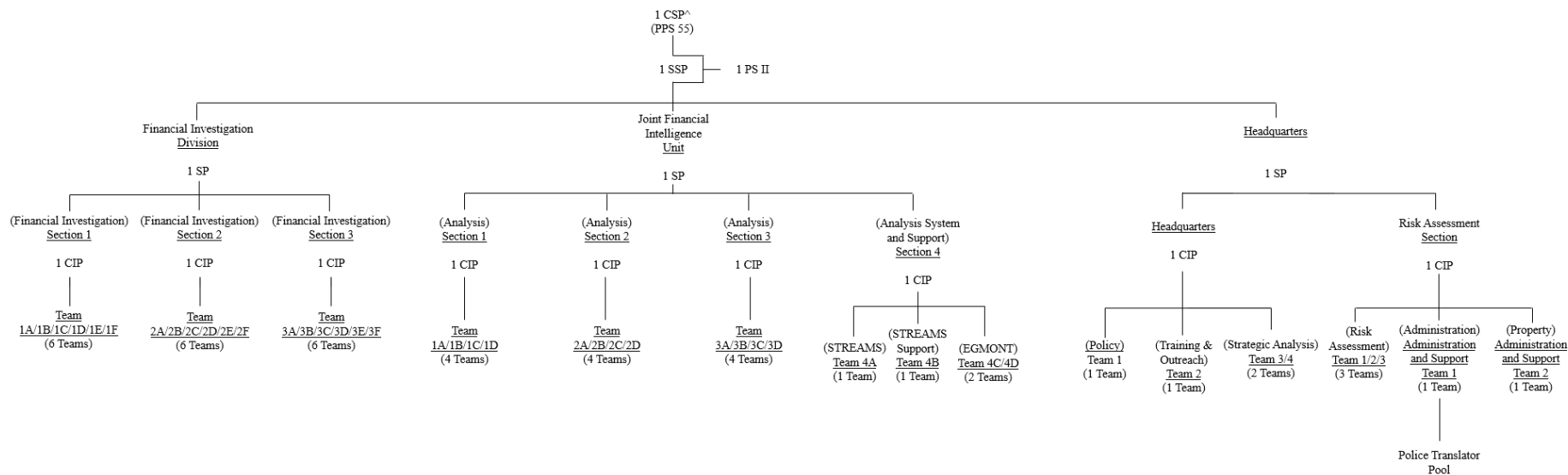
16. The RAU was further expanded to become the HQ(FI) in October 2020, comprising one SP, two CIP, nine IP/SIP, six SGT and 16 PC posts. It shoulders additional functions which include overseeing policy and legislative matters in the ML/TF and related developments in the FATF space, compiling typologies reports, strategic analysis as well as researches on ML/TF trends with reference to domestic, regional and international landscapes. Meanwhile, it provides training on financial investigation for strategic partners from domestic and overseas LEAs and financial regulators, in addition to pursuing other outreach and educational efforts to enhance the AML/CTF capacity of financial institutions and DNFBPs. It also provides administrative support for FID and JFIU in various areas such as the management of court exhibits and administration of recovered assets.

17. Going forward, HQ(FI) is refining the centralised data collection

mechanism for keeping ML/TF related information and statistics so as to ensure accuracy and consistency in data collection across different formations within the HKPF. It will step up efforts to engage and collaborate with the private sector to ensure the successful conduct of the triennial risk assessment exercise. It will also enhance its training capacity for local LEAs and step up capacity-building efforts for the private sector, targeting in particular sectors which are relatively new to AML/CTF regulation such as stored value facility operators and DNFBPs.

# Annex B

## Organisation Chart of the Financial Intelligence and Investigation Bureau, Hong Kong Police Force



^ Proposed creation of one Chief Superintendent of Police supernumerary post

### Legend – Full Post Title

- |  |  |   |
|--|--|---|
| <ol style="list-style-type: none"> <li>1. CSP/SSP – Chief Superintendent/Senior Superintendent of Police, Financial Intelligence and Investigation Bureau</li> <li>2. PS II – Personal Secretary II, Financial Intelligence and Investigation Bureau</li> </ol> <p>Under Financial Investigation Division:</p> <ol style="list-style-type: none"> <li>3. SP – Superintendent of Police, Financial Investigation Division, Financial Intelligence and Investigation Bureau</li> <li>4. CIP – Chief Inspector of Police, Section 1/2/3, Financial Investigation Division, Financial Intelligence and Investigation Bureau</li> <li>5. Team 1A/1B.../3F – Team A/BC/D/E/F, Section 1/2/3, Financial Investigation Division, Financial Intelligence and Investigation Bureau</li> </ol> <p>Under Joint Financial Intelligence Unit:</p> <ol style="list-style-type: none"> <li>6. SP – Superintendent of Police, Joint Financial Intelligence Unit,</li> </ol> | <p>Financial Intelligence and Investigation Bureau</p> <ol style="list-style-type: none"> <li>7. CIP – Chief Inspector of Police, Section 1/2/3/4, Joint Financial Intelligence Unit, Financial Intelligence and Investigation Bureau</li> <li>8. Team 1A/1B.../4D – Team A/B/C/D, Section 1/2/3/4, Joint Financial Intelligence Unit, Financial Intelligence and Investigation Bureau</li> </ol> <p>Under Headquarters:</p> <ol style="list-style-type: none"> <li>9. SP – Superintendent of Police, Headquarters, Financial Intelligence and Investigation Bureau</li> <li>10. CIP (under Headquarters) – Chief Inspector of Police, Headquarters, Financial Intelligence and Investigation Bureau</li> <li>11. CIP (under Risk Assessment Section) – Chief Inspector of Police, Money Laundering and Terrorist Financing Risk Assessment, Financial Intelligence and Investigation Bureau</li> <li>12. Team 1/2/3/4 (under Headquarters) – Team 1/2/3/4, Headquarters, Financial Intelligence and Investigation Bureau</li> <li>13. Team 1/2/3 (under Risk Assessment) – Team 1/2/3, Money</li> </ol> | <p>Laundering and Terrorist Financing Risk Assessment, Financial Intelligence and Investigation Bureau</p> <ol style="list-style-type: none"> <li>14. Administration and Support Team 1 – Administration and Support Team 1, Financial Intelligence and Investigation Bureau</li> <li>15. Administration and Support Team 2 – Administration and Support Team 2, Financial Intelligence and Investigation Bureau</li> </ol> |
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**Job Description**  
**Chief Superintendent of Police,**  
**Financial Intelligence and Investigation Bureau**  
**Hong Kong Police Force**

**Rank** : Chief Superintendent of Police (PPS 55, D1-equivalent)

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

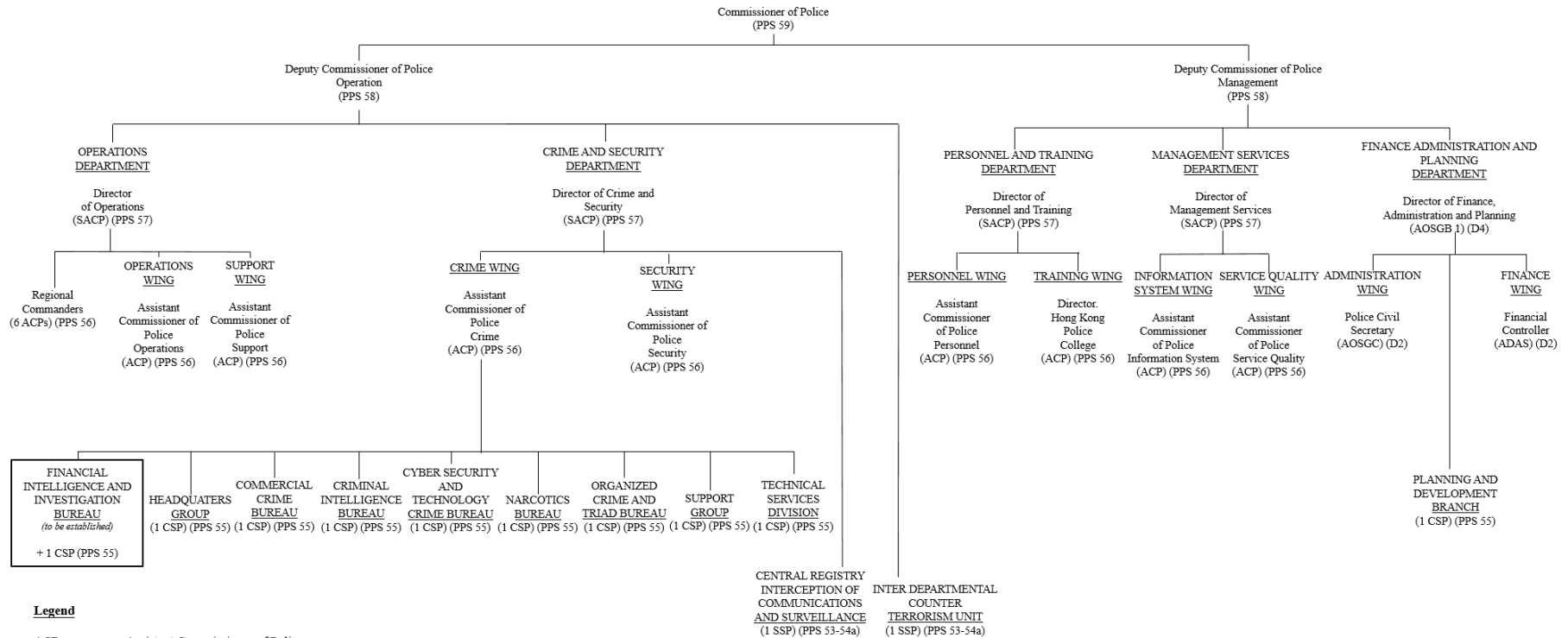
**Main duties and responsibilities –**

- (i) To command the operation and development of the HKPF's financial intelligence and investigation capabilities;
- (ii) To ensure a high standard of duty performance and discipline from personnel under his/her command;
- (iii) To devise strategies in line with the HKPF's Strategic Directions and Commissioner of Police's Operational Priorities to ensure effective deployment of resources to meet policing requirements for combating money laundering and terrorist financing activities;
- (iv) To represent the HKPF in the effective collaboration and co-ordination among various local and international stakeholders in addressing money laundering and terrorist financing issues;
- (v) To ensure officers are well trained to combat money laundering and terrorist financing through effective and efficient financial intelligence gathering and investigation;
- (vi) To monitor risk and assess ML/TF trends and developments as well as identify relevant typologies both within and outside Hong Kong which may have an impact on policing priorities and activities;
- (vii) To exercise personnel management and disciplinary functions as delegated by the Police Headquarters; and
- (viii) To review objectives, policies and implementation plan with other stakeholders for aligning responses in addressing the threats of money laundering and terrorist financing.

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# Annex D

## 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

+ 1 CSP (PPS 55) - One CSP supernumerary post proposed to be created as CSP Financial Intelligence and Investigation Bureau



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

At present, there are 73 permanent directorate posts of which 47 are CSP posts established under the five departments of the HKPF, viz. Operations, Crime and Security, Personnel and Training, Management Services, and Finance, Administration and Planning. For day-to-day policing, the HKPF is organised 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 (six 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 police directions and command in the Region in the absence of the RC.

#### **(ii) *District Headquarters (19 CSPs)***

19 CSP posts, one for each of the 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 is responsible for the effective enforcement of law and order and the prevention and detection of crimes in his/her District.

#### **(iii) *Support Wing (three 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 policing activities.

**(iv) *Operations Wing (one 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 (eight CSPs)***

Eight CSP posts, one of each of the eight formations of Crime Wing, viz. the Crime Wing Headquarters Group, the Commercial Crime Bureau, the Criminal Intelligence Bureau, the Narcotics Bureau, the Organized Crime and Triad Bureau, Crime Support Group, Technical Services Division and the Cyber Security and Technology Crime Bureau, are established under the command of ACP Crime. Each formation deals with specific areas and supports frontline crime units.

**(ii) *Security Wing (one 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 (three CSPs)**

Three CSP posts, one of 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.

**(ii) Training Wing (two CSPs)**

Two CSP posts are established in the Training Wing to underpin the Director of the 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, policing driving and traffic training, knowledge management, quality assurance and academic accreditation of police training courses.

**(D) Management Services Department**

**(i) Service Quality Wing (three CSPs)**

Three CSP posts are established in Service Quality (SQ) Wing under the command of ACP SQ, with each being 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 HKPF's values of integrity and honesty.

**(E) Finance, Administration and Planning Department**

**(i) *The Planning and Development Branch (one CSP)***

One CSP post is established in the Planning and Development Branch of the Finance, Administration and Planning Department. The post is responsible for initiating strategic planning and development of police facilities and capital works projects in support of the HKPF's Strategic Action Plan and Commissioner's Operational Priorities, formulating policing on matters relating to the department's properties to meet new policing requirements and operational needs.

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