

**For discussion on
3 May 2022**

Legislative Council Panel on Security

**Proposed Upgrading and Creation of Directorate Posts Arising from the
Report on the Grade Structure Review for the Disciplined Services
and
Proposed Creation of a Supernumerary Deputy Chief Fire Officer Post in
the Fire Services Department**

PURPOSE

This paper seeks Members' support for the following proposals, with immediate effect upon approval of the Finance Committee ("FC"), on –

- (a) creation of a permanent Deputy Commissioner / Deputy Director post each in the Correctional Services Department, Customs and Excise Department, Fire Services Department ("FSD") and Immigration Department (at the Disciplined Services (Commander) Pay Scale ("DS(C)") 3 or Directorate Pay Scale ("D") 3 equivalent);
- (b) upgrading of the permanent post of Controller, Government Flying Service from D3 to D4 equivalent, and revising the DS(C) Pay Scale by adding a new pay point equivalent to D4 (i.e. DS(C)3a) between DS(C)3 and DS(C)4 as a consequential arrangement (as well as an incremental scale);
- (c) creation of three permanent directorate posts in Hong Kong Police Force, one at the Assistant Commissioner of Police rank (Police Pay Scale ("PPS") 56 or D2 equivalent) and two at the Chief Superintendent of Police rank (PPS 55 or D1 equivalent); and

- (d) creation of a supernumerary Deputy Chief Fire Officer post (DS(C) 1 or D1 equivalent) in the FSD for a period of about three years up to 31 March 2025.

2. Details of the above proposals are at **Annex 1 (for proposals (a) to (c)) and Annex 2 (for proposal (d))**.

WAY FORWARD

3. Members are invited to give their views and indicate support for the above proposals. Subject to the support of the Panel on Security, we will proceed to seek the endorsement of the Establishment Subcommittee and the approval of FC.

**Security Bureau
Correctional Services Department
Customs and Excise Department
Fire Services Department
Government Flying Service
Hong Kong Police Force
Immigration Department
May 2022**

Proposed Upgrading and Creation of Directorate Posts Arising from the Report on the Grade Structure Review for the Disciplined Services

PURPOSE

This paper seeks members' view on the proposals as recommended by the Standing Committee on Disciplined Services Salaries and Conditions of Service ("SCDS")¹ and the Standing Committee on Directorate Salaries and Conditions of Service ("SDCS")² in the Report on the Grade Structure Review ("GSR") for the Disciplined Services Grades ("the Report")³, with immediate effect upon approval of the Financial Committee ("FC") –

- (a) to create a permanent Deputy Commissioner ("DC")/Deputy Director ("DD") post each in the Correctional Services Department ("CSD"), Customs and Excise Department ("C&ED"), Fire Services Department ("FSD") and Immigration Department ("ImmD") (at the Disciplined Services (Commander) Pay Scale ("DS(C)") 3 or Directorate Pay Scale ("D") 3 equivalent); and
- (b) to upgrade the permanent post of Controller, Government Flying Service ("GFS") from D3 to D4 equivalent, and revising the DS(C) Pay Scale by adding a new pay point equivalent to D4 (i.e. DS(C)3a) between DS(C)3 and DS(C)4 as a consequential arrangement (as well as an incremental scale).

SCDS also appreciates the need for the Hong Kong Police Force ("HKPF") to enhance its manpower support for a few priority areas in the Report. It is therefore proposed to create three permanent directorate posts in HKPF, namely one at the Assistant Commissioner of Police ("ACP") rank (at the Police Pay Scale ("PPS") 56 or D2 equivalent) and two at the Chief Superintendent of Police ("CSP") rank (at PPS 55 or D1 equivalent).

¹ The SCDS advises and makes recommendations to the Government on matters concerning the pay and conditions of service of the disciplined services.

² The SDCS advises the Government on matters affecting the directorate of the general civil service (excluding the disciplined services and the Judiciary), including the pay and conditions of service of the heads of the disciplined services.

³ https://www.jsscs.gov.hk/reports/en/scds_gsr_2021_eng.pdf

BACKGROUND

2. The SCDS submitted the Report to the Chief Executive (“CE”) on 23 June 2021. In addition to the findings and recommendations of the GSR made by the SCDS, the Report also contains the findings and recommendations related to the heads of the disciplined services departments (“DSDs”) made by the SDCS. The CE-in-Council has decided that the recommendations in the Report should be accepted in full. To implement the recommendations, we sought approval from FC on 24 September 2021 (vide FCR(2021-22)66) for the revision of pay scales and the pay scales of individual ranks in the disciplined services grades. The recommendations on salary and increment, as well as the normal conversion arrangement for serving staff in the affected ranks, have been implemented with effect from 1 September 2021.

JUSTIFICATIONS

Challenges Faced by the Disciplined Services

3. Over the past decade, the roles and scope of duties of the DSDs have expanded significantly. The drastic changes in national security risks in Hong Kong since 2019 and the subsequent implementation of the Hong Kong National Security Law (“HKNSL”) on 30 June 2020 have brought new challenges to the work of the disciplined services. Whilst the HKNSL has restored order in society after a period of unrest, there remains risks associated with illegal activities advocating “Hong Kong independence” and cases involving firearms and explosives. The Disciplined Services are responsible for protecting Hong Kong against such risks threatening national security and stability. These include preventing people, goods and items that may pose threats from entering Hong Kong; control of dangerous items; collection of intelligence; and taking legal actions against related unlawful acts in Hong Kong that may endanger national security.

4. In addition, the Report highlighted a number of changes that have impacted upon the disciplined services in the past decade:

- (a) *Political environment*: the polarisation of the Hong Kong society and the popularity of activism have led to an upsurge in the number of protests (some of which were violent) and large-scale public order events. It has exacerbated the difficulties and complexity of the law enforcement duties of disciplined services staff. The rising intensity

of media and public scrutiny has also resulted in an increase in the workload for the disciplined services and the pressure faced by many of their staff;

- (b) *Legal requirements*: a number of new pieces of legislation and amendments⁴ have been introduced over the past decade. They have widened the scope and complexity of the law enforcement duties among disciplined services. Changes in statutory requirements of the aviation industry have also increased the scope and complexity of the work of GFS. Disciplined services staff also need to acquire new knowledge and skills in order to cope with the additional work requirements arising from these legislative changes amidst the changes in their operating environment;

- (c) *Socio-economic environment*: the highly globalised economy of Hong Kong and the increasing population flows and cross-boundary economic activities with the Mainland and other places outside Hong Kong have a significant impact on cross-boundary security issues such as smuggling, trafficking in persons, irregularities arising from parallel trading, and money laundering. The collaboration on security and safety issues between disciplined services in Hong Kong and their counterparts in the Mainland, and that with multilateral authorities, has become much closer. The commissioning of major infrastructure facilities⁵ in the past decade has resulted in a substantial increase in the workload of disciplined services to deal with larger passenger and cargo flows. The ageing population and the growing population of non-Chinese ethnic groups have also brought new challenges to the disciplined services; and

- (d) *Information technology*: the fast development of information technology over the past decade has brought potential threat to cyber security to Hong Kong. It has led to an increase in the number and complexity of technology crimes and caused difficulties in combatting crimes. To discharge their duties more efficiently, disciplined services staff need to acquire new knowledge and skills. The popularity of the use of various forms of social media has also added

⁴ Examples are the Anti-money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615), Trade Descriptions Ordinance (Cap. 362), Cross-boundary Movement of Physical Currency and Bearer Negotiable Instruments Ordinance (Cap. 629), Private Columbaria Ordinance (Cap. 630) and Dangerous Goods Ordinance (Cap. 295).

⁵ Examples are the Kai Tak Cruise Terminal, West Kowloon Station of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, the Hong Kong-Zhuhai-Macao Bridge Hong Kong Port and the Heung Yuen Wai Boundary Control Point.

stress and workload to disciplined services staff as they are subject to much closer public and media scrutiny, and the spread of unreliable and even false information on social media platforms has become much faster.

Growing Staff Complement in the Disciplined Services

5. In light of the foregoing, the DSDs have strengthened the manpower to meet the additional workload and expanded duties. The changes in establishment of staff in the six DSDs between 2008 and 2022 are highlighted as follows:

Establishment	CSD	C&ED	FSD	GFS	HKPF	ImmD
1 April 2008	6 650	5 617	9 296	223	32 390	6 513
1 April 2022	7 235	7 364	11 430	335	37 844	9 063
Increase	585 (8.8%)	1 747 (31.1%)	2 134 (23%)	112 (50.2%)	5 454 (16.8%)	2 550 (39.2%)

6. Nevertheless, currently, there is only one DC/DD post each in CSD, C&ED, FSD and ImmD, with all pitched at DS(C)3 (or D3 equivalent). The existing organisation charts of all DSDs are at **Enclosure 1**. Having regard to their duties which have become much more diverse, and in view of the considerable growth in the staff size, the SCDS sees merits to strengthen their directorate complement for rendering the necessary steer on major departmental operations and new policy initiatives, and enhancing the overall effectiveness in managing the increasing functions and staff force. The ensuing paragraphs highlight the growing responsibilities and workload of the DSDs and the needs of the proposed permanent directorate posts.

Proposed Creation of DC/DD posts

Responsibilities and Increasing Workload of CSD

7. As an integral part of the Hong Kong criminal justice system, CSD is committed to ensuring a secure, safe, humane, decent and healthy custodial environment for persons in custody (“PICs”) and facilitating their return to the community as law-abiding persons through comprehensive rehabilitative

services. The major responsibilities of and challenges faced by CSD are set out below:

Penal operations and management of institutions

- (a) CSD staff manage PICs coming from all strata in society, with inherent potential danger and stress arising from close contact with PICs and unpredictable violent situations inside the correctional institutions. The PIC population has become more complex due to its demographic changes over the past decade, leading to rising challenges in CSD's penal management. These include a rising number of PICs with a higher security risk (i.e. Category A PICs), the intake of immigration detainees of different nationalities⁶, a persistently high proportion of PICs with drug abuse history and/or triad affiliation, aggressive behaviour of PICs and acts of indiscipline of PICs, etc. The security risks and challenges associated with these changes have significantly increased and given rise to greater workload and stress of CSD staff in discharging their custodial duties. The manpower resources will continue to be under strain. It is operationally essential for CSD to be equipped with adequate directorate complement for rendering steer on effective deployment of correctional workforce for managing the increasing responsibilities so as to ensure public safety, and maintain security, order and discipline of the correctional facilities;
- (b) Moreover, the onset of serious violence since June 2019 and the enactment of the HKNSL have led to a sudden surge in admission of PICs facing charges against offences endangering national security and other serious crimes into the prison custody. The overall remand population has reached a decade-high in 2021 and an increasing trend⁷ is anticipated. Unlike the other criminals, those held for national security and riot-related crimes are generally with more radical thoughts. Some of them are public figures with prominent social or political status as well as support from external forces, being excel at disseminating propaganda through the media and influencing the community. CSD staff therefore have to step up prison security measures, address diversified rehabilitation needs of those PICs, arrange de-radicalisation programmes as well as cope with challenges

⁶ The Tai Tam Gap Correctional Institution has been re-commissioned since May 2021 for detaining non-refoulement claimants who are detained under the Immigration Ordinance (Cap. 115).

⁷ The average daily number of remands hit a decade-high from 1 436 in 2011 to 2 316 in 2021, representing an increase of about 61.3%.

from outsiders including the supporters of those PICs, resulting in heavier workload;

- (c) The PICs with a history of drug abuse⁸ or involvement in drug-related offences, vice habits and related mental problems as well as the general ageing PIC population bring about a significant impact on the provision of health care services to PICs, giving rise to greater workload and stress of CSD staff. Besides, CSD staff with nursing qualifications or training, in collaboration with the Department of Health, provide round-the-clock basic health care services to PICs, such as the provision of nursing care, the preparation of medical records and obtaining medication from the pharmacies of outside hospitals. Apart from the basic health care services provided by on-premises hospitals of correctional institutions, more complicated medication regimens and intensive nursing care provided by outside hospitals and clinics are also required to address the PICs' medical and health needs. In view of the increasing heavy workload in this area in recent years, there has been tremendous pressure on CSD's medical escort duties. In addition, the escort arrangement will cause exposure of PICs which may pose potential risks to the public, especially in the event of escape. With all the above, CSD staff have to face heavier workload and pressure. Dedicated staffing support at directorate level is therefore required for strategic leadership to implement health care initiatives and related measures at the penal setting in a timely manner, so as to address the increasing need for health care services of PICs and medical escort duties;
- (d) In view of the crowded condition of correctional institutions and the frequent turnover of PICs, they are susceptible to infectious diseases. In case of an outbreak of infectious disease, the penal operation as well as the health of PICs and staff will be seriously affected. In addition, the rapid spread of the COVID-19 variants has caused the global pandemic situation to remain severe and led to a new wave of outbreak in Hong Kong. CSD has made additional efforts in implementing measures for the prevention of outbreak of infectious disease in correctional institutions, including quarantine and separation of newly admitted PICs, implementation of vaccination programme, enhancement of laboratory testing and procurement of anti-pandemic items;

⁸ In 2021, the number of PICs with drug abuse history is 2 007, representing 23.8% of the total PIC admission.

Development of “Smart Prison” and enhancement of facilities

- (e) Over half of the correctional institutions have been operating for over 40 years and the ageing correctional facilities are not conducive to the future development of correctional services. As announced in the 2018 Policy Address, CSD has introduced smart elements in its major facility improvement proposals with a view to enhancing efficiency of custodial operations and security of correctional institutions through the application of innovation and technology, while protecting the safety of correctional officers in the course of law enforcement and ensuring the safety of PICs at the same time. There is therefore a need to strengthen the support by directorate staff in CSD to steer the overall enhancement in correctional facilities, revamp of existing workflow and implementation of systems with smart and innovative technologies;

- (f) In order to modernise correctional facilities through the incorporation of smart elements in prisons, two large-scale projects, namely, the installation of Electric Locks Security System (“ELSS”) and the replacement and enhancement of Close-circuit Television (“CCTV”) system had commenced with a view to speeding up emergency support, strengthening institutional security and enhancing management efficiency. Funding for more than \$2,600 million had been approved by the Legislative Council for the installation of ELSS at maximum security correctional institutions and the replacement and enhancement of CCTV systems at correctional institutions of all security levels. The extensive implementation of ELSS and CCTV systems have significantly increased the workload of CSD staff such as tendering, project planning and project monitoring, which involves extensive liaison work and co-operation with a substantial number of internal and external parties. Upon completion of the projects, apart from a series of testing and commissioning works, careful planning is also necessary for making good use of the systems in the daily operation of the correctional institutions concerned. In the long run, CSD shall also review the effectiveness of the projects, and continuously implement improvement measures having regard to the actual circumstances. To ensure that all these projects are well prioritised and co-ordinated so that they could be taken forward in an efficient and effective manner to achieve the optimal outcome, dedicated steer by a senior directorate officer would be essential;

Rehabilitation programmes and community education

- (g) Since 2008, CSD has proactively provided PICs with diversified and appropriate rehabilitation programmes to help them rehabilitate, equip themselves with skills and build up self-confidence so as to facilitate their reintegration into society. CSD has been enhancing its work on this aspect, with a view to providing more work opportunities and vocational training to PICs to facilitate their acquisition of market-oriented job skills and the attainment of public-accredited qualifications. More efforts are also put into the development of products offered by CSD's Industries Unit, work process re-engineering and related adjustment in production methods accordingly. Besides, various de-radicalisation programmes are organised across correctional institutions for relevant PICs to disengage from extreme ideologies and re-integrate into society;

- (h) CSD plays an active role as a community educator through the launching of the Rehabilitation Pioneer Project ("RPP")⁹. Greater focus has also been put on community education and national security education through launching diversified projects under co-operation with various government departments and other stakeholders, with an aim to instilling anti-crime mindset, raising national security awareness and appealing for support for offenders' rehabilitation in young people. The implementation of these initiatives involve voluminous amount of administrative work and heavy workload; and

Human resource planning

- (i) The hardships of correctional duties, such as the need for CSD staff to work under all weather conditions and adverse working environment, the shift patterns, remoteness of workplaces and social segregation while on duty, have caused additional stress to CSD staff. Coupled with the enormous recruitment challenges CSD encountered in recent years, the vacancy situation of disciplined staff stands at over 600 as at 31 December 2021, representing a vacancy rate of about 9.7%. Dedicated leadership from a senior directorate is essential in

⁹ In September 2008, CSD launched the RPP to disseminate to young people the messages of leading a law-abiding and drug-free life as well as supporting offender rehabilitation. A series of activities have been organised under the RPP including Education Talks, Personal Encounter with Prisoners Scheme, Green Haven Scheme, Visits to Hong Kong Correctional Services Museum, Extended Training Camp, Student Forum, Drama and Music Performance of "Creation and Rehabilitation", The Reflective Path, Summer Tour, Rehabilitation Pioneer Leaders and Mission in Prison.

giving strategic and focused steer on the formulation of measures for addressing staff recruitment and retention issues.

Need for Creation of One Deputy Commissioner Post in CSD

8. Currently, there is only one DC in CSD and he is overloaded with a huge portfolio covering penal operations and management, rehabilitation programmes and community education, quality assurance and institutional security, human resource and general administration. The incumbent DC supports the Commissioner of Correctional Services in overseeing all five divisions of CSD, including the Operations Division, the Administration and Planning Division, the Quality Assurance Division, the Human Resource Division and the Rehabilitation Division. Given the increased complexity and challenges in terms of management of PICs over the past decade, as well as the pressing need to provide high-level steer to the development of the “smart prison” system and the redevelopment/enhancement of ageing correctional facilities, it is proposed to create an additional DC post, to be designated as “Deputy Commissioner (Rehabilitation and Management)”, to enhance the overall supervision and management of CSD, with a view to meeting the aforesaid challenges and taking forward new initiatives. The existing DC post will be renamed as “Deputy Commissioner (Operations and Strategic Development)”.

9. With the creation of the proposed DC post, the major duties of the two DCs of CSD will be as follows:

(a) Deputy Commissioner (Operations and Strategic Development)

- (i) takes charge of the Operations Division to oversee all policy matters pertaining to the effective management and operation of correctional facilities; to maintain close liaison with directorate officers of other bureaux/departments and important community stakeholders to take forward the strategic development of CSD; and to formulate strategies, policies and long-term implementation plans on the provision of effective custodial programmes with a view to meeting various challenges brought by the changing social environment and increasing public expectations; and
- (ii) takes charge of the Administration and Planning Division to plan, direct and co-ordinate the “smart prison” design with the

application of cutting-edge technology, with a view to optimising the custodial services for PICs, raising the safety and security levels of correctional facilities, and enhancing the overall operational efficiency of CSD; to comprehensively plan for the redevelopment/enhancement of correctional facilities, including considering the feasibility of grouping correctional facilities into a few clusters in large-scale purpose-built institutions to address the changes in penal population and the problems caused by ageing correctional facilities; and to explore the wider use of new technologies to meet operational requirements and the special treatment needs of PICs.

(b) Deputy Commissioner (Rehabilitation and Management)

- (i) takes charge of the Human Resource Division and the Quality Assurance Division to oversee the new initiatives, including devising strategic departmental plans and strengthening collaboration with other law enforcement agencies for optimising CSD's response to illicit activities, national security threat and global terrorism; to enhance the quality of staff training through revamping the recruit training programme and facilitating the modernisation of the structure and service delivery of the Staff Training Institute; and to devise effective staff recruitment and retention measures; and
- (ii) takes charge of the Rehabilitation Division to steer the further development of the tailor-made treatment and rehabilitation programmes for PICs, especially de-radicalisation programmes for relevant PICs to disengage them from extreme ideologies, and appeal for support and collaboration from community stakeholders for offenders' rehabilitation as well as community education programmes.

10. The job descriptions of the two DC posts and organisation chart of CSD after the proposed creation of a DC post are at **Enclosure 2** and **Enclosure 3** respectively.

Responsibilities and Increasing Workload of C&ED

11. C&ED's principal responsibilities include combatting smuggling; protection and collection of Government revenue on dutiable goods, detection and deterrence of drug trafficking and abuse of controlled drugs, protection of intellectual property rights as well as consumer interests, regulation of money service operators against money laundering or terrorist financing activities, protection and facilitation of legitimate trade and industry, upholding of Hong Kong's trading integrity. As C&ED embraces its "Smarts Customs Blueprint", in addition to maintaining its traditional role as "law enforcer and service provider", C&ED is seeking to play a more diversified role by strengthening its role as "trade facilitator" and becoming an "economic development promoter". C&ED's service regime will also be extended from conventional boundary and inland enforcement as well as provision of service for the domestic economy to making a contribution to the regional and global economic development, in the context of the Guangdong-Hong Kong-Macao Greater Bay Area ("GBA") development and the Belt and Road Initiative.

12. In tandem with its enhanced and expanded roles, the responsibilities of C&ED have been continuously increasing in terms of scope and complexity. The major additional responsibilities of C&ED that have emerged are set out below:

Law enforcement

- (a) C&ED is a key enforcement agency for a wide range of laws along its diverse portfolio, ranging from legislation on anti-smuggling to fighting piracy and protecting consumers' interest. New pieces of legislation and policy initiatives which are in the pipeline will further increase the responsibilities of C&ED both in scope and complexity. For instance, –
 - (i) C&ED will be the prime enforcement agency against the import of alternative smoking products pursuant to the Smoking (Public Health) (Amendment) Ordinance 2021;
 - (ii) under the proposed registration regime for dealers in precious metals and stones ("DPMS") for enforcing anti-money laundering and counter-financing of terrorism requirements, C&ED will become the Registrar of DPMS and be responsible

for supervising the compliance of the trade with the statutory requirements; and

- (iii) on protection of intellectual property rights, the Government is planning to amend the Copyright Ordinance (Cap. 528) to modernise the copyright regime in the light of the digital environment. Being the department responsible for enforcing copyright infringement offences under the Copyright Ordinance, C&ED will take up additional enforcement work arising from offences relating to the introduction of the new communication right for copyright owners in the amended legislation.

To maximise enforcement outcomes, C&ED needs to devise effective enforcement strategy, maintain a strong ability to collect and analyse intelligence, and react promptly to emerging crime trends and malpractices which keep evolving with the advancement of technology and changing social and economic situation both in and outside Hong Kong.

- (b) After the HKNSL came into effect on 30 June 2020, C&ED has joined hands with other law enforcement agencies safeguarding national security and combatting terrorist activities. In particular, C&ED is dedicated to paying full alert to intercept the inflow of arms, ammunition, weapon parts and any articles that may endanger national security in Hong Kong from the inflow of passengers, baggage, cargoes and postal parcels;

New boundary control points projects/modes of operations

- (c) C&ED strives to provide efficient customs clearance services at boundary control points and to strike a balance between facilitation of the passenger/cargo flow and effective enforcement, so as to sustain Hong Kong's role as an international trading and logistics hub. With several new boundary control point projects or modes of operation under way, C&ED has been putting in substantial efforts in devising clearance systems and workflow as well as arranging manpower and equipment to ensure the smooth operation of new facilities. C&ED is actively engaged in the Three-Runway System Project and the Intermodal Transfer Terminal Development Project at the Hong Kong International Airport; the redevelopment of Huanggang Port with co-location arrangement; and the preparation for the full commissioning of the Heung Yuen Wai Boundary Control Point¹⁰ and 24-hour operation of passenger clearance at the Shenzhen Bay Control Point¹¹;

Trade facilitation

- (d) C&ED plays an important role in facilitating trade through various cargo customs clearance facilitation measures. C&ED strives to enhance existing trade facilitation measures and will also keep in view opportunities to introduce measures to facilitate cargo flow between Hong Kong and the GBA. For example, local companies may be accredited under the Hong Kong Authorised Economic Operator (“HK AEO”) Programme and enjoy customs facilitation, including reduced inspection and prioritised clearance of their goods in Hong Kong and in economies with mutual recognition arrangements with Hong Kong. The Free Trade Agreement Transshipment Facilitation Scheme facilitates consignments passing through Hong Kong to enjoy preferential tariff under Free Trade Agreements signed between the Mainland and her trading partners. The Single E-lock Scheme enhances the clearance efficiency of intermodal transshipment cargo across the boundary through the application of advanced technology. A Trade Single Window (“TSW”) has also been implemented in phases since December 2018 with a view to providing one-stop

¹⁰ The cargo clearance facilities of the Heung Yuen Wai Boundary Control Point commenced operation on 26 August 2020.

¹¹ The 24-hour operation of goods vehicles clearance in the Shenzhen Bay Control Point (phase one) commenced on 10 December 2020 whilst the round-the-clock operation of private car clearance (phase two) and passenger clearance (phase three) will be subject to the development of the COVID-19 pandemic.

lodging of Business-to-Government trade documents to facilitate trade declaration and customs clearance. It will also serve as the single platform for customs clearance with a central backend system for risk assessment to facilitate C&ED in carrying out more targeted enforcement work. Upon system roll-out of Phase 1 in late 2018, C&ED has taken up the role of TSW Operator and been in managing a TSW Operation Office and providing a wide range of essential support services which are critical in ensuring users' early buy-in and project success;

Smart Customs

- (e) In response to the changing business environment and rapid development in technology, C&ED promulgated the “Smart Customs Blueprint” in 2019 to steer the development of Smart Customs on various fronts of C&ED’s work, with the ultimate goal to build up an all-in-one Smart Customs, through using innovative technology in the formulation, development and deployment of various systems, equipment, devices and tools, as well as enabling data analytics for more effective law enforcement and service delivery. Guided by the blueprint, C&ED has been exploring and deploying advanced and innovative technologies and rolling out new initiatives in different areas, so as to further facilitate customs clearance, strengthen its law enforcement capability, and enhance services provided to the public. For instance, by introducing various backend smart systems employing artificial intelligence, big data, etc., C&ED’s capabilities in risk profiling, data sharing, intelligence gathering, investigation, analysis and case management have been strengthened. Smart Customs initiatives will also complement the information exchange, mutual recognition of regulations and mutual assistance in law enforcement with the Mainland authorities, thereby contributing to the deepening development of the GBA and the Belt and Road Initiative; and

Youth development

- (f) As part of the Government’s effort to put more emphasis on nurturing young people’s positive thinking to help them develop positive values, and enable them to become a new generation with a sense of responsibility, and with an aspiration and willingness to strive for the future of our country and of Hong Kong, C&ED introduced a new youth programme “Customs YES” in 2021 to provide youth education

on all aspects of Customs work. The strategic vision and direction of the activities of the “Customs YES” are summed up in “4Cs” - “Calibre”; “Customs”; “Community” and “Country”. Through various activities with customs nexus such as visit tours, job orientation experience days, workshops, training camps, exchange programmes and internship programmes, the “Customs YES” aims to provide an enabling environment for the young people to develop multi-intellectual potentials and build up positive outlook to life, thus nurturing them into distinguished youth leaders with a sense of social responsibility, national identity and an international perspective.

Need for Creation of One Deputy Commissioner Post in C&ED

13. The expanding scope and increasing complexity of C&ED’s duties as elucidated in paragraph 12 above will together involve more substantive and sensitive law enforcement work, detailed project planning and management, strong communication and liaison with the community and stakeholders, potentially complicated negotiations with other governments and authorities, etc. To meet with the challenges thus arising, there is a genuine need to enhance the support at the senior directorate level to take forward the new policy initiatives and projects while at the same time maintaining the quality of service provided by C&ED. Currently, in C&ED’s establishment, there is only one DC, and the post holder has been over-burdened in overseeing the wide portfolio of C&ED’s businesses, covering all the five branches of C&ED, including the Administration and Human Resource Development Branch, Boundary and Ports Branch, Excise and Strategic Support Branch, Intelligence and Investigation Branch, and Trade Controls Branch, and two formations, namely the Office of Quality Management as well as the Internal Audit Division. In addition, the DC supports and deputises the Commissioner of Customs and Excise from time to time. It is proposed to create an additional DC post, to be designated as “Deputy Commissioner (Management and Strategic Development)” to establish a more solid, effective and rational organisational structure at the top management level. This will strategically strengthen the management of C&ED and its businesses in light of its increasingly diversified and complex functions. The existing DC post will be renamed as “Deputy Commissioner (Control and Enforcement)”.

14. With the creation of the proposed DC post, the major duties of the two DCs of C&ED will be as follows:

(a) Deputy Commissioner (Control and Enforcement)

- (i) heads the Boundary and Ports Branch, the Intelligence and Investigation Branch and the Trade Controls Branch, assumes the overall responsibility for control and enforcement issues; supports the Commissioner of Customs and Excise in handling matters on operations and strategies in relation to safeguarding national security; takes charge of the suppression of smuggling and drug trafficking activities, customs control and clearance facilitation at all entry and exit points; steers operational strategies; supervises departmental intelligence activities and operations; as well as reviews Customs control and law enforcement efficiency; and
- (ii) supervises the enforcement actions against illicit activities including money laundering/counter-terrorist financing, revenue and trade frauds, infringement of intellectual property rights, unfair trade practices and those relating to strategic trade control, etc., regulation of money service operators (as well as DPMS upon the implementation of the relevant registration regime), and protection of consumers' interests.

(b) Deputy Commissioner (Management and Strategic Development)

- (i) heads the Administration and Human Resource Development Branch, the Excise and Strategic Support Branch, and the two formations under his or her direct charge, namely the Office of Quality Management and the Internal Audit Division. The post will be responsible for the overall administration and management of C&ED, including financial and resources management, staff conduct and discipline, information technology, formulation of departmental policies, human resources management as well as training and development;
- (ii) oversees the planning and development of departmental infrastructure projects such as the Smart Customs Blueprint, the Huanggang Port redevelopment project, the Three-Runway

System project, the Intermodal Transfer Terminal development project and other capital projects at the boundary control points; and

- (iii) takes charge of matters in relation to internal auditing, assurance of service quality, legislative and departmental orders/procedures reviews and amendments, handling of public complaints, criminal prosecution, fulfilment of international obligations, dutiable commodities administration, the operation and development of TSW and the HKAE0 Programme, and international supply chain security.

15. The job descriptions of the two DC posts and organisation chart of C&ED after the proposed creation of a DC post are at **Enclosure 4** and **Enclosure 5** respectively.

Responsibilities and Increasing Workload of FSD

16. Operating under the authority of the Fire Services Ordinance (Cap. 95), FSD provides emergency and rescue services for the public, and is responsible for fire-fighting and rescue on land and at sea; protecting life and property in case of fire and other types of calamities; formulating and enforcing fire safety policies and measures; giving advice on fire protection measures and mitigating fire hazards; and providing prompt or immediate medical attention to the sick and the injured and conveying them to hospitals. With the continuous expansion of FSD, as well as its expanding functions and responsibilities in terms of scope, diversity and complexity arising from new policy initiatives in recent years, there is a genuine operational need to enhance the support at the senior directorate level to take forward the new policy initiatives more effectively and maintain its high level of service standard at the same time. The major responsibilities of and challenges faced by FSD are set out below:

Formulation and enforcement of fire safety and related legislation

- (a) FSD has been committed to formulating suitable fire safety policy for better protection of life and property in the territory¹². To

¹² Through its work related to fire safety, FSD also contributes to the safeguarding of national security, including preventing the use of DG for the purposes of endangering national security by combating illegal activities concerned and taking legal action against them; conducting risk assessment, performing firefighting, rescue and emergency ambulance services with strategic and flexible

update the regulatory system for dangerous goods (“DGs”) with a view to aligning it with international standards, and at the same time enhance the safety of the manufacture, conveyance, storage and use of DGs, while facilitating the operation of the trade and the daily use of DGs by the public, the Government has reviewed the Dangerous Goods Ordinance (Cap. 295) and its subsidiary legislation and has made legislative amendments in phases. The updated regulatory system has taken effect since 31 March 2022. Upon implementing the new regulatory regime, the number of DGs regulated by FSD has significantly increased from around 400 to 1 700 types. It is anticipated that the number of licence applications and law enforcement actions will increase significantly. FSD will continue to press ahead with the necessary work (including introducing the details of the updated regulatory system for DGs through different channels and maintaining close liaison with stakeholders to facilitate their compliance with the new regulatory system) to ensure a smooth transition from the existing regulatory system for DGs to the updated regime¹³;

- (b) FSD has been striving to enhance fire safety in Hong Kong. To ensure proper maintenance of fire service installations and equipment (“FSI”) installed in buildings has been a top priority. In light of this, FSD implemented the “Voluntary Recognition Scheme for FSI Technicians” in August 2021, under which FSI practitioners can apply to become a recognised FSI Technician after completing prerequisite trainings organised by FSD and recognised training providers, thereby enhancing the professional standard of industry. In the meantime, to enhance the fire safety level of buildings as well as strengthening the community emergency preparedness and evacuation awareness of the public, FSD took forward a facilitation measure by amending the Fire Service (Installations and Equipment) Regulations (Cap. 95B). The amendment regulation has become effective since September 2021. With the amendment regulation, owners/occupants of any buildings/premises are not required to engage registered fire service installation contractors to carry out installation, maintenance, inspection or repair of any stand-alone battery-operated fire detectors (“stand-alone fire detectors”) which are installed on the owners/occupants’ own volition. FSD will continue to explain to the public the benefits and the use of stand-

deployment in potential large-scale incidents; handling incidents involving hazardous materials and providing on-site decontamination and emergency ambulance services to people in need; and promoting community emergency preparedness through social media and public education.

¹³ To ensure a smooth transition from the existing regulatory system for DGs to the updated regime, a grace period of 24 months will be given for the trades and the public to adapt to the new legislation.

alone fire detectors via the Home Fire Safety Visits and various promotional activities;

- (c) To improve the fire safety in old buildings, FSD is also considering to amend the Fire Safety (Buildings) Ordinance (Cap. 572) to empower the enforcement authorities (i.e. FSD and the Buildings Department) to carry out fire safety improvement works for owners of old composite and domestic buildings who have not complied with the requirements of the Fire Safety (Buildings) Ordinance, and to recover the relevant fees from them afterwards. The Government listened to the views of the Panel on Security on the basic principles involved in September 2021 and aims to launch a public consultation this year. Separately, following the commencement of the Fire Safety (Industrial Buildings) Ordinance (Cap. 636) in June 2020, there are over 1 000 old industrial buildings subject to the regulation of this ordinance. FSD has been actively carrying out relevant enforcement work, with a view to improving the fire safety standard of old industrial buildings;
- (d) In the coming year, FSD will, based on the actual circumstances, strengthen the measures in combatting illicit fueling activities, including more frequent surprise inspections and joint operations with HKPF and C&ED, and adopting more diversified modes in publicity and public education, so as to encourage the public in reporting illicit fueling activities and promoting the awareness of the hazards posed by illegal fueling stations;

Mapping out long-term information technology and communications strategies to support the provision of emergency services and departmental operation

- (e) To maintain the delivery of quality services to the public, FSD is committed to leveraging information and communications technology in improving operational efficiency, ensuring operational safety and reducing human errors. There is a pressing need to continuously enhance and develop new systems to better support the fire and ambulance services. Currently, FSD has dedicated an in-house project team to manage and oversee the development of the Fourth Generation Mobilising System (“4GMS”). The 4GMS would be better in the handling of complex and major incident, grasping more data for service improvement and thus improving the efficiency of resources mobilisation. Further, two active Fire Services Control Centres (“FSCCs”) will be established under the

4GMS. In the unfortunate event that one FSCC fails, for example, as a result of major fires or under terrorist attacks, the other FSCC could immediately take over and handle incidents of the entire territory of Hong Kong, thereby enhancing the resilience of FSD's mobilising and communications operations;

- (f) FSD has all along been collecting voluminous amount of operational and work-related data supporting essential service delivery. FSD has been exploring the application of big data technology for the integration and analysis of operational and all other useful data to support strategic planning and resources deployment, so as to enhance fire safety strategies and bolster the efficiency of emergency services;

Strengthening training, professional development and youth work of FSD

- (g) Apart from providing training service to FSD staff as well as other public and private organisations, to tie in with the development of the GBA, the Fire and Ambulance Services Academy ("FASA") also arranges exchange programmes and visits for its counterparts in the GBA to facilitate technical discussions on matters relating to fire and ambulance services. Furthermore, FASA also provides a platform for the overseas fire brigades to exchange views and share valuable experience on training and establish network with them;
- (h) FSD set up the Fire and Ambulance Services Teen Connect ("FAST Connect") in 2021, with a view to equipping young people with a rich learning experience and helping them develop positive thinking, law-abiding awareness, a sense of discipline and team spirit. Apart from providing practical training on basic fire-fighting and rescue techniques, basic first-aid skills and fire safety knowledge, the programmes also cover national education, including the Chinese-style foot drill, to enhance the sense of belonging to the country among youth;

Meeting surging service demands arising from the ageing population, New Development Areas and large-scale infrastructures

- (i) In view of the ageing population in Hong Kong, the demand for emergency ambulance services will keep on rising in the days ahead.

In the face of daunting challenges in recent years, FSD has been striving for further excellence to improve emergency ambulance services. To facilitate the provision and use of automated external defibrillator (“AED”) in the community, FSD, in collaboration with different sectors of the community, endeavours to progressively increase the number of public accessible AEDs across Hong Kong, as well as to enhance public awareness and ability to use AED promptly in emergencies. Moreover, FSD also collaborates with the Hospital Authority to enhance the survival rate of patients with suspected myocardial infarction by analysing and monitoring the patients’ condition with the defibrillator monitor in ambulances. FSD will continue to implement timely and decisive measures with a view to safeguarding the public health and safety of the city; and

- (j) At the early stage of the planning process of New Development Areas, FSD has to strategically assess the locations of new fire stations and ambulance depots and give advice to relevant departments according to its operational needs. FSD has already commenced study on strategic deployment in connection with the planning and engineering study on the developments of “Northern Metropolis Development Strategy” and “The artificial islands in the Central Waters”. In the near future, with the gradual completion of several large-scale infrastructures, such as the Three-Runway System of the Hong Kong International Airport and the Tseung Kwan O – Lam Tin Tunnel, FSD will continue to strengthen its operational capabilities by carrying out comprehensive operational strategic planning with a view to keeping pace with the development of the community.

Need for Creation of One Deputy Director Post in FSD

17. Given the increasingly complex and specialised responsibilities set out in paragraph 16 above, in tandem with the fast development of society and growing challenges faced by FSD, the spectrum of responsibilities and scope of services requiring strategic direction at the DD level have been significantly expanded. Nonetheless, FSD has only one DD to support the Director of Fire Services in overseeing eight commands (which include four operational commands, the Fire Safety Command, the Licensing and Certification Command, the Ambulance Command and the Headquarters Command) and the Administration Division. Coupled with the fact that there are numerous new initiatives in the pipeline, the spectrum of responsibilities has become overwhelming for the only incumbent DD. It is proposed to create an additional DD post, to be designated as “Deputy Director (Public Safety and Corporate

Strategy)”, to strengthen its senior management structure to ensure the operational efficiency and service standard of FSD. The existing DD post will be renamed as “Deputy Director (Operations)”.

18. With the creation of the proposed DD post, the major duties of the two DDs of FSD will be as follows:

(a) Deputy Director (Operations)

- (i) oversees the Operational Support and Professional Development Command to be established¹⁴, the four operational commands and the Ambulance Command, responsible for the operation of the Fire Services Communications Centre and strategic deployment of fire and ambulance staff, equipment and appliances to maintain effective firefighting, rescue and emergency ambulance services, including coping with the heightened complexity of present-day operations in particular large-scale incidents such as those resulting from civil disturbances and terrorist attacks, as well as providing steer on matters relating to the operational co-operation with the fire and ambulance units in the GBA; and
- (ii) be responsible for operational support, including but not limited to incident operational safety and maintenance of operational appliances and equipment; overseeing FASA and be responsible for steering manpower planning and conducting professional training, providing technical support and organising large scale drills and exercises.

¹⁴ The Operational Support and Professional Development Command will be established through, taking over some of the relevant purview of the existing Headquarters Command. It will be headed by a Deputy Chief Fire Officer (to be redeployed from the existing Headquarters Command). The establishment of the Operational Support and Professional Development Command will tie in with the creation of the proposed DD post.

(b) Deputy Director (Public Safety and Corporate Strategy)

- (i) oversees the Corporate Strategy Command¹⁵ and the Administration Branch¹⁶ and be responsible for departmental management, planning and administrative work, including but not limited to personnel and financial management, resources planning, application of innovation and technology, as well as procurement and logistics, etc. Apart from devising counter-terrorism strategy collaboratively with other DSDs, the Deputy Director (Public Safety and Corporate Strategy) will also formulate public engagement and publicity strategies on emergency preparedness, and timely disseminate accurate information to the public and media on fire and rescue operations, fire protection and other public safety matters via social media platforms or other means. The Deputy Director (Public Safety and Corporate Strategy) will collaborate with Mainland and overseas counterparts on firefighting and rescue, fire protection and fire safety matters; and

- (ii) oversees the two commands related to fire protection, viz. the Fire Safety Command as well as the Licensing and Certification Command, to steer the formulation and enforcement of fire safety and related legislation, including the control of DGs and timber stores, abatement of fire hazards, registration of FSI contractors, formulation of fire safety measures in buildings/licensed premises, carrying out of inspections and upgrading of fire safety standards in buildings. These two Commands also advise relevant statutory bodies and the public on fire protection/prevention matters.

19. The job descriptions of the two DD posts and organisation chart of FSD after the proposed creation of a DD post are at **Enclosure 6** and **Enclosure 7** respectively.

¹⁵ The existing Headquarters Command will be renamed as the Corporate Strategy Command after the creation of the proposed DD post.

¹⁶ The existing Administration Division will be renamed as the Administration Branch after the creation of the proposed DD post.

Responsibilities and Increasing Workload of ImmD

20. As the immigration authority, ImmD has been safeguarding the long-term security of Hong Kong, our country's southern gateway, through effective law enforcement on immigration matters. Through immigration control, ImmD plays an indispensable role in preventing undesired persons from entering into or staying in Hong Kong, as well as stopping suspected law offenders from departing Hong Kong. ImmD also provides a wide range of services that are closely related to the daily lives of members of the public, including issuing personal documentation for Hong Kong residents as well as registering births, deaths and marriages. Over the past decade, the roles and scope of duties of ImmD have expanded significantly and it has taken up greater responsibilities and functions. The establishment of ImmD in 2022 has grown by 39.2% when compared with the position in 2008 to cope with the increasing workload and complexity of ImmD's responsibilities. Some of the new roles of and key challenges faced by ImmD in recent years include the following:

Law enforcement

- (a) ImmD joins hands with other law enforcement agencies in preventing and suppressing any act or activity which endangers the security of our country and of Hong Kong. ImmD continues to spare no effort in exercising strict immigration and visa control. In particular, to ensure Hong Kong remains one of the safest cities in the world, ImmD exercises effective immigration control in accordance with the law to prevent entry of undesirable persons, and steps up interception and examination of suspicious travelers at control points. ImmD is firmly committed to contributing to the long-term security of our country by fearlessly guarding Hong Kong;
- (b) ImmD has also been fighting against the global issue of terrorism through maintaining co-operation with local, Mainland and overseas law enforcement agencies, analysing intelligence, conducting investigation, as well as taking appropriate control measures and enforcement actions, which also contributes to safeguarding national security. With a view to enhancing professional counter-terrorism knowledge, specialised training is provided to ImmD frontline staff to strengthen their capabilities in identifying and combatting potential threats on all control points and within Hong Kong. ImmD is committed to contributing to safeguarding national security by ensuring

that Hong Kong is safe from the threats of terrorism and terrorist activities;

Handling non-refoulement claims

- (c) The Government commenced operating the Unified Screening Mechanism (“USM”) in March 2014 to screen non-refoulement claims made by persons subject to be removed from Hong Kong. Thereafter, there had been an influx of non-ethnic Chinese illegal immigrants and the number of non-refoulement claimants surged. Charged with the responsibility to handle non-refoulement claims, ImmD has set up a dedicated branch (i.e. the Removal Assessment and Litigation Branch) to handle matters related to claims, including screening the claims to determine if they are substantiated, detaining claimants pending determination of their claims or pending removal from Hong Kong, and removing unsuccessful claimants from Hong Kong as early as practicable. In screening the claims, ImmD has to ensure the process meets the high standards of fairness as required by law and the cases are handled expediently. To this end, ImmD has been providing its staff with professional training on assessment criteria, legal knowledge and procedures, and to build and maintain a database in collecting and updating information of the countries of origins of the claimants to facilitate the assessment processes;
- (d) The Government has since 2016 commenced a comprehensive review of the strategy of handling non-refoulement claims. Among others, in addition to expediting the screening of non-refoulement claims and appeals under the USM, ImmD has been adopting a firm approach, in tackling the problem at source as well as stepping up law enforcement, detention and expediting the removal of unsuccessful non-refoulement claimants. With the implementation of the Immigration (Amendment) Ordinance 2021 on 1 August 2021, ImmD has made good use of the improvement measures to expedite the handling of non-refoulement claims, prevent delaying tactics and enhance interception of illegal entrants at source, enforcement, removal and detention of claimants. Notwithstanding the positive progress made so far, the challenges faced by ImmD and its staff in handling the problems remain huge and it requires sustained efforts on all fronts under high-level leadership and professional guidance;

Managing detention facilities

- (e) ImmD manages two detention facilities, namely the Castle Peak Bay Immigration Centre (“CIC”) and the Ma Tau Kok Detention Centre, for detaining immigration offenders such as illegal immigrants, overstayers, persons refused permission to land upon arrival in Hong Kong and illegal workers, etc. The influx of non-ethnic Chinese illegal immigrants and non-refoulement claimants since 2014 has posed new challenges to ImmD in managing the detention facilities given their diverse background, culture and religion. Some of them might have committed serious crimes posing threats to society and are detained at CIC, adding to the pressure of ImmD staff deployed at the detention centre;

Expansion of control points

- (f) Over the past decades, the social and economic ties between Hong Kong and the Mainland have grown strength from strength, and to meet the huge demand for cross-boundary travelling, a number of new control points have commissioned in the last few years. These include the commissioning of the West Kowloon Station of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, the Hong Kong-Zhuhai-Macao Bridge Hong Kong Port, both in 2018, and the Heung Yuen Wai Boundary Control Point in 2020. ImmD strives to provide the most efficient and convenient immigration clearance services for all travelers, and will continue its efforts to explore new clearance mode to enhance its service to the public. With the development of the GBA and our further integration into the national development, the demand for cross-boundary flow of people and goods are expected to increase further. To that end, ImmD is actively involved in the redevelopment of Huanggang Port where co-location arrangement will be implemented, and will be prepared for the full commissioning of the Heung Yuen Wai Boundary Control Point and the implementation of 24-hour operation of passenger clearance at the Shenzhen Bay Control Point;

Assistance to residents in distress outside Hong Kong

- (g) ImmD has been rendering practicable assistance to Hong Kong residents in distress outside Hong Kong, and maintaining a round-the-clock hotline service to provide advice and information to Hong Kong residents outside Hong Kong who are in distress. Many assistance

requests are related to hospitalisation, accidents or natural disasters. ImmD spares no effort in enhancing service delivery. Since March 2021, Hong Kong residents in distress can also call the hotline by using network data;

- (h) Where necessary, ImmD will launch emergency response operations outside Hong Kong to provide on-site assistance to Hong Kong residents in need. Various missions have been sent in recent years. For example, dispatch teams of ImmD were sent to Yokohama in Japan and Wuhan in Mainland China in early 2020 to bring back Hong Kong residents stranded there due to the COVID-19 pandemic, to Tokyo in Japan in 2011 in connection with the earthquake there, and to Luxor in Egypt to follow up on the hot air balloon incident in 2013;
- (i) To provide better support to residents in distress outside Hong Kong and enhance its services to the public, ImmD is strengthening its Assistance to Hong Kong Residents Unit (“AHU”) to enhance the round-the-clock hotline service. More structured training to officers will be provided, e.g. on the provision of psychological support to victims and their family members in order to further improve the service standard. To enhance public awareness of outbound travel safety, ImmD will step up promotional campaigns to reach out to the community and relevant stakeholders to promote our country’s consular protection and the work of the AHU to the public to promote the concept of preventive consular protection;

Combatting trafficking in persons

- (j) The Government is committed to combatting trafficking in persons (“TIP”) and the law enforcement agencies and related departments have maintained close collaborative efforts on this front. On the part of ImmD, it has been exercising stringent immigration control and investigating in human smuggling activities by maintaining close co-operation with enforcement counterparts around the world and various departments so as to stem the tide. Besides, one of the key tasks in combatting TIP is to keep strengthening and improving the mechanism for identifying victims. In this connection, ImmD has launched a TIP victim screening mechanism for screening and identifying persons with a relatively higher risk of being exploited or who report themselves as victims. In December 2019, ImmD further set up a dedicated team to screen all visa applications by foreign domestic helpers as part of its

strategy in strengthening victim identification. On-going training is also provided to its staff involved in anti-TIP work;

Innovation and technology to enhance public services

- (k) Making greater use of information technology has become a global trend. This not only improves the standard and efficiency of service delivery to the public through productivity enhancement, but also helps ImmD to cope with the increasing workload without increasing resources. For example, from 2019 to 2021, various visa applications increased by 25%, among which the number of extension of stay applications doubled. With a view to maintaining efficiency, ImmD launched electronic visa application in order to cope with the increasing workload. ImmD has also devised various special arrangements, such as the greater use of e-Channels and ‘on-board clearance’ for cross-boundary students on school coaches passing through vehicular control points;

- (l) In light of the COVID-19 pandemic, ImmD has been responsive and innovative in incorporating anti-pandemic elements to various services by making use of innovative technologies, so as to suit the new normal of fighting the pandemic. These include the implementation of e-Health code at control points, and contactless passenger clearance by adopting facial recognition technology at e-Channel in lieu of fingerprint verification; and

Youth work

- (m) ImmD established its uniformed group known as Immigration Department Youth Leaders Corps in 2013 to provide disciplinary and leadership training to local students from Secondary 1 to Secondary 6 in Hong Kong. The training programme covers knowledge about immigration matters, national education, foot drill, physical fitness, community services and outdoor training. ImmD has been actively developing its uniformed group and since 2021 has assigned dedicated instructors to host school-based meetings, with a view to building closer rapport with members. The aim is to develop members’ sense of discipline and team spirit, enhance their sense of national identity, and instill positive thinking and values through group activities.

21. To provide advocacy in supporting the Government in the overall development and connectivity in the GBA, ImmD has been taking an important role to facilitate the implementation of the development. On this, ImmD has been reviewing immigration policies and admission schemes to attract talents and deepen co-operation among cities in the GBA.

22. Besides, to leverage Hong Kong's advantage of being an international aviation hub, ImmD has been developing single-token departure clearance at the Hong Kong International Airport as part of smart airport initiative. To enhance the efficiency of immigration control as well as guard against undesirables from entering Hong Kong, ImmD is formulating the operational details for the implementation of the Advance Passenger Information system in compliance with the International Civil Aviation Organisation's requirements.

Need for Creation of One Deputy Director Post in ImmD

23. As the social, economic and political situations continue to change, ImmD has to undertake greater and more diversified responsibilities to tackle the various challenges set out above. At present, there is only one DD in assisting the Director of Immigration in handling all operational and strategic matters in seven Branches and the Departmental Management Division, including cross-jurisdictional and multilateral consultations in relation to the core responsibilities of ImmD. The spectrum of responsibilities and scope of work requiring strategic management, planning and high-level supervision at the DD level have been significantly expanded. We see merits to have two DDs to assist the Director of Immigration and render the necessary high-level steer and strategic inputs. As such, it is proposed to create an additional DD post, to be designated as "Deputy Director (Enforcement, Systems and Management)", to strengthen the directorate complement for handling operational and strategic matters related to national security, major departmental operations and new policy initiatives, and enhancing the overall management effectiveness. On the other hand, the existing DD post will be renamed as "Deputy Director (Control, Visa and Documents)" to focus on handling operational and strategic matters related to immigration control, personal documentation and pre-entry immigration control.

24. With the creation of the proposed DD post, the major duties of the two DDs of ImmD will be as follows:

(a) Deputy Director (Control, Visa and Documents)

- (i) be responsible for spearheading the Control Branch, the Personal Documentation Branch, and the Visa and Policies Branch, and assisting the Director of Immigration in overseeing the operations, formulation and implementation of policies of the three aforesaid Branches; and
- (ii) provides high-level steer on the formulation and implementation of policies in respect of immigration control, personal documentation and pre-entry immigration control, in order to ensure the related immigration services can meet the demand of the public and support the sustainable development of our country and Hong Kong.

(b) Deputy Director (Enforcement, Systems and Management)

- (i) be responsible for spearheading the Management and Support Branch, the Information Systems Branch, the Enforcement Branch, the Removal Assessment and Litigation Branch, and the Departmental Management Division, and assisting the Director of Immigration in handling matters related to safeguarding national security and overseeing the operations, formulation and implementation of policies in respect of departmental resources management, information systems, enforcement, handling of non-refoulement claims and the related civil litigation matters; and
- (ii) be responsible for enhancing overall efficiency in staff management to support the long-term development of ImmD.

25. The job descriptions of the two DD posts and organisation chart of ImmD after the proposed creation of a DD post are at **Enclosure 8** and **Enclosure 9** respectively.

Proposed Upgrading the Post of Controller, GFS

Responsibilities and Increasing Workload of GFS

26. Since its establishment, the GFS has assumed an increasingly prominent role in providing 24/7 emergency aviation services and support to the Hong Kong community. It holds all the air assets of the Government and is the only air element working with other DSDs in maintaining the internal security and law and order of Hong Kong, as well as protecting the lives and property of the Hong Kong people. The involvement and importance of the GFS have grown in a wide range of critical operations such as Search and Rescue (“SAR”), mountain rescue missions, counter-terrorism, anti-smuggling, anti-crime operation, fire-fighting, climatic data gathering and infrastructure development supports, etc., due to the dynamic changes of social, economic, political, technological and meteorological environments and most of these operations would be impossible without professional aviation support and assets. The GFS also shoulders an important role beyond the boundaries of Hong Kong as it is the only government department deploying its assets and personnel to perform SAR missions, covering the whole of the South China Sea under all weather conditions. From a wider perspective, the GFS has also collaborated with its Mainland counterparts and participated in exchanges and experience-sharing for the development of professional aviation SAR capability under the Ministry of Communication.

27. The operational statistics of the GFS from 2011 to 2021 show that its numerous SAR and air ambulance missions have helped save almost 6 000 lives and recovered more than 19 000 patients, many of them were in critically ill or injured conditions. These casualties were not limited to Hong Kong residents, as GFS also operates beyond the boundaries of Hong Kong waters and consequently rescues victims of all nationalities.

28. The Controller, GFS has no deputy and is only supported by four D1-equivalent officers (i.e. three Chief Pilots and one Chief Aircraft Engineer) who are responsible for the performance of Operations, Training and Standards, Corporate Safety as well as Engineering. To maintain a high degree of operational efficiency, particularly 24/7 emergency response, the Controller, GFS is required to have an overall responsibility of operational performance, safety and response integrity to meet public expectations and commitments. The Controller, GFS will not only shoulder the daily management and workload of GFS but also be responsible for instigating measures and responses from a strategic and executive level to tackle the challenges and to ensure safe and effective implementation as well as execution of response. Apart from the daily emergency service, the expanded scope of work resulting from the significant

changes in the operating environment are summarised below:

- (a) Demand for emergency services such as casualty evacuation, SAR as well as the number of joint operations with other law enforcement agencies in maintaining the internal security of Hong Kong and various kinds of rescue and emergency response operations within and beyond the territory has been increasing. This is evidenced by the drastic increase of aggregate annual flying hours from 6 199 hours in 2011 by 21% to 7 512 hours in 2021. In particular, the total flying hours for air ambulances and SAR increased by 57% from 1 588 hours in 2011 to 2 499 hours in 2021. It is also noteworthy that, in addition to other emergency services and commitments, the mountain rescue missions within Hong Kong have also increased significantly by 80% over the last two years from an average of 550 missions per year before 2019 to over 1 000 missions in 2020 and 2021 respectively. As the Head of Department (“HoD”), the Controller, GFS has shouldered the role to oversee a robust response contingency to effectively deploy appropriate resources, ensuring all missions and commitments are responded to at the highest professional standards, safety level as well as efficacy;
- (b) Upon the implementation of HKNSL, GFS is taking up an active role in the provision of all-weather aviation support to relevant departments in delivering their duties to safeguard the national security. The Controller, GFS, as the HoD, provides critical steering to strengthen GFS’ participation from an operational level to a strategic level to uphold the implementation of HKNSL and its related matters;
- (c) GFS has been actively involved in other departments’ projects (such as on land use and environmental protection). With more sophisticated equipment available, the scope of its flying operations has also been expanded as more operations, such as the collection of windshear data to enhance the safe operations of the Hong Kong International Airport, tracking the passage of typhoons in the South China Sea, as well as providing high definition digital mapping for major works projects and development studies have been made possible. The Controller, GFS has to oversee the deployment and application of the GFS air asset not only to meet the project needs

but also ensure there is no compromise of operational readiness when situation requires;

- (d) Taking into account the latest relevant aviation statutory and safety requirements with new professional standards incorporated, GFS has expanded in recent years its capability in flight safety monitoring, preventive maintenance, regular restoration and defect rectification through the incorporation of advanced technology and procedures. All these portfolios require constant updates, review and steering to keep GFS abreast with the latest aviation safety practices and guidelines. These aspects are essentially important as the GFS is responsible for providing a wide spectrum of emergency operations and missions which are more complex and demanding as well as higher risk bearing than any ordinary commercial air operator. In this regard, the Controller, GFS, designated as the Accountable Manager not only maintains close communication with Civil Aviation Department (“CAD”) to enhance mutual understanding and support but is also responsible for ensuring all internal measures and procedures are in full compliance with all statutory requirements and professionally implemented;

- (e) With new approvals obtained from CAD¹⁷, GFS has enhanced its engineering capability and taken on additional responsibilities in order to meet the latest regulatory requirements and to enhance the operational effectiveness of GFS in order to meet the increasing operational commitments without compromising the key elements of flight safety and international airworthiness standards. The Controller, GFS will need to oversee all the airworthiness standards and practices to ensure the highest integrity and safety performance in the aspects of the engineering and maintenance works;

- (f) GFS’ training capabilities have also been enhanced by obtaining regulatory approval from CAD to carry out the roles of an Approved Training Organisation (Type Rating). This approval has signified that the standards and the conducts for pilots and aircrews training and testing have met all stipulated requirements. It is anticipated that by the end of 2022, GFS will also secure CAD’s approval to

¹⁷ GFS obtained the Hong Kong Aviation Requirements (HKAR)-21 Design Organisation Approval and HKAR-183 Organisation Designation Approval from CAD in 2011 and 2018 respectively. With these approvals, GFS is authorised to perform design modifications and repair work for its aircraft, and to carry out the acceptance of new aircraft and make recommendations to CAD for issuing Certificates of Airworthiness for new aircraft.

conduct helicopter pilot licensing testing and training in the new Flight Simulator Training Device which will be a significant milestone to strengthen the pilot training system. The Controller, GFS oversees the introduction of this new training device to ensure that its application will meet stringent training requirements of CAD as well as international ones;

- (g) In 2020, GFS was subject to “Military End-user” status by the United States. This status has imposed import and export restrictions of aircraft spares and operational equipment supplies to GFS, which required extra efforts in liaison with suppliers and manufacturers to ensure compliance. As the Accountable Manager, the Controller, GFS is in the key position to communicate with aircraft manufacturers and overseas equipment suppliers to secure continuous support in terms of provision of spares and services. The Controller, GFS has also led his/her teams to identify alternatives from airworthy sources in other countries to ensure that the flying services and flight safety would not be compromised. The volatile international situation would continue to demand a clear leadership from the Controller, GFS to maintain a constant and relentless approach to tackle any issues that may be surfaced in the future;

- (h) The COVID-19 pandemic has also imposed other new challenges to GFS which is always at the forefront to provide emergency services and support to fight against the pandemic. As the HoD, the Controller, GFS plays a leading role in ensuring the health and safety of the aircrew and maintenance staff while they are performing their duties. As the situation dictates, the Controller, GFS is responsible for instigating appropriate resources deployment plans and operational contingency measures to ensure that GFS can effectively maintain its 24/7 emergency and essential flying services;

- (i) In light of the Government’s effort to promote positive value and thinking with the younger generation of Hong Kong, GFS has also collaborated with different youth organisations and entities in the aspect of promoting aviation interests, leadership qualities as well as to help fostering positive thinking and national identity. The Controller, GFS has taken up a role to provide steering and directive to engage with youth uniform groups and to instigate specific aviation programmes to foster a positive development of the younger generation of Hong Kong; and

- (j) Being the Accountable Executive of the GFS which is a condition of the granting and continuance of the Air Operator's Certificate as required by the Civil Aviation regulation, the Controller, GFS shall be responsible for establishing and maintaining an effective management system and is responsible for the implementation and maintenance of the Safety Management System and Quality Management System. The Controller, GFS also has the authority to ensure the planning and allocation of resources necessary to manage safety and security risks to aircraft operations, covering all aspects of maintenance, flight operations and training. Besides, the Controller, GFS is also the Accountable Manager of HKAR-147 Approved Maintenance Training Organisation as well as HKAR-181 Accountable Manager of Organisation to Recommend Certificate of Airworthiness Renewal.

Need for Upgrading the Post of Controller

29. As set out in paragraphs 26 to 28 above, the work span, complexity of work, and level of responsibilities of the GFS have consistently increased over the past decade. To cope with additional workload and expanded duties, the establishment of GFS has recorded a 50.2% increase from 223 posts in 2008 to 335 posts in 2022. In addition, GFS will soon start operating the first-ever forward operating base, Kai Tak Division ("KTD"), in the second quarter of 2022. KTD aims to enhance the operational effectiveness of GFS. It is crucial for the Controller, GFS to ensure a smooth transition to a split base operation. With the rapid developments in technology and aviation industry, GFS is expected to be equipped with a higher level of professional knowledge and skills in order to meet with the fast-changing service requirements. It is evident from the above that the Controller, GFS has taken on additional roles and responsibilities of greater scale and magnitude as well as complexity than his predecessors in the past decades. In light of the foregoing, it is therefore proposed to upgrade the post of Controller, GFS, from D3 equivalent to D4 equivalent.

30. In view of the absence of a pay point equivalent to D4 on the DS(C) Pay Scale, it is also proposed to revising the DS(C) Pay Scale by adding a new pay point, namely DS(C)3a, with an incremental scale and dollar value equivalent to D4, between DS(C)3 and DS(C)4 as the consequential arrangement for the

upgrade. The proposed new DS(C) Pay Scale, including the new pay point is set out at **Enclosure 10**.

31. With the proposed upgrade of post, the job description of the Controller of GFS is at **Enclosure 11**.

Creation of Three Permanent Directorate Posts in HKPF

32. In addition to the changes pointed out in paragraph 4 above, the new requirements under the HKNSL increase the breadth and depth of the functions and duties of HKPF. HKPF is also facing unprecedented challenges in recent years, arising from the changing political, social and demographic environments in Hong Kong, as well as the ever changing landscape of transnational crime and the fast-evolving technological environment. The police work is becoming more diverse and complex. There is a need for HKPF to enhance its manpower support for a few priority areas, such as its overall public relations and community engagement capability, and for enforcement against terrorism and money laundering and for using technology for policing in the digital age.

Need for Creation of One Assistant Commissioner of Police (Public Relations) (“ACP PR”) Post

33. In light of the evolving political and socio-economic environment, advancement in technology as well as higher public expectations on police transparency and accountability over the past few years, there is an imminent need for HKPF to adopt a more robust and proactive approach in maintaining public trust and confidence, and responding to issues which might damage the reputation of HKPF if not addressed promptly and properly. As pointed out in the thematic study report published by the Independent Police Complaints Council in May 2020, there is a need for HKPF to formulate a communication strategy geared to a highly dynamic situation and tapping into community channels. When considering proposals of additional directorate posts in the GSR context, SCDS appreciated the need for HKPF to enhance its manpower support for a few priority areas, such as its overall public relations and community engagement capability (paragraph 13.18 of the Report refers).

34. The Police Public Relations Branch (“PPRB”) is responsible for formulating HKPF’s media relations strategy to strengthen their field supporting capacity. PPRB plays an important role in enlisting public support in maintaining law and order by engaging the community, leveraging technologies and social media platforms, as well as working in partnership with the media to

foster good relations with all sections of the community. The following figures reflect the increase in workload of media and press handling by PPRB in the past three years -

	2019	2020	2021
Media enquiries (daily)	1 210	1 350	1 490
Rebuttal Letter to Press	30	120	27
Stand-up briefing	250	462	509

35. To cope with the increasing workload, the establishment of the PPRB has increased from 157 posts as at 31 December 2018 to 172 posts as at 28 February 2022. Another 31 posts are currently redeployed to the PPRB from other formations of HKPF to strengthen manpower support to PPRB. Apart from the surging workload, PPRB needs to face the massive shift in online communication platforms and the challenges it brought along. The advances in communication and information technology revolutionised the field of community engagement with an alarming changing pace. PPRB therefore places strong emphasis on developing online-driven PR management strategy to reach out to a wider scope of audience including the netizens through online networks, while continue to engage the mass public through existing traditional media platforms. Besides, with regard to youth development, the Junior Police Call (“JPC”) and Youth Liaison Section of the PPRB is responsible for organising JPC activities in Hong Kong and formulating the relevant work plans and policies. PPRB has been actively launching new programmes, e.g. organising innovation and technology competitions, etc., in recent years to enhance its appeal to young people. It has also introduced the Junior Police Call Mobile Application (“JPC App”) for reaching out to young people more effectively and directly. The proposed ACP PR post will be responsible for supervising the JPC programme and the relevant work, with the mission of promoting youth development and nurturing fight crime partners and future leaders. The mentioned imperative level of leadership required high level steering, i.e. the ACP PR as part of HKPF’s top management with key decisions to make.

36. PPRB is currently headed by a CSP PPRB (see Job Description of CSP PPRB at **Enclosure 12**), which is overseen by the ACP of Support Wing (“ACP SUP”) (see **Enclosure 12** for the Job Description of ACP SUP). With the proposed ACP PR (at PPS 56 or D2 equivalent), PPRB will be detached from the Support Wing (as currently headed by a CSP) and be upgraded it into an independent formation, i.e. the PR Wing (to be headed by the proposed ACP PR). The arrangement will duly reflect the importance placed by HKPF on an effective media relations strategy and the workload involved. The creation of ACP PR

post will strengthen HKPF's capacity in developing a long-term and proactive PR management strategy in response to the evolving social environment, the adoption of information technology in HKPF, and in meeting public's demand in transparency of police work. The new post will spearhead collaboration with internal and external stakeholders to project and align efforts for the paradigm shift in the new policing landscape brought by digital radicalisation, and proactively develop strategic partnership with media partners and community representatives to strengthen the PR capability of HKPF.

37. It is also noted that the existing ACP SUP has no spare capacity to lead the PR Wing as he/she is heavily engaged by the overwhelming workload of the two other branches of the Support Wing, namely the Support Branch and the Traffic Branch Headquarters, it is therefore necessary to have a designated ACP to provide specific management and policy steer in pursuit of the Force's Strategic Directions ("SDs") and operational requirements, particularly in the areas of crisis communication, community engagement and public education. A designated ACP can also provide top-management perspective and policy authority to enhance HKPF's media strategies, and handle crisis decisively and instantly, while CSP PPRB will continue to assist in the in-house command, execution and administration of relevant departments.

38. The job description of the proposed ACP PR post is at **Enclosure 13**. The proposed organisation chart of Support Wing and PR Wing after the proposed creation of post is at **Enclosure 14**.

Need for Creation of One Chief Superintendent of Police (Operations) ("CSP OPS") Post

39. The Operations ("OPS") Wing comprises the OPS Bureau, Major Incidents Bureau, Police Tactical Unit and Explosive Ordnance Disposal Bureau. OPS Wing is responsible for co-ordinating counter-terrorism ("CT"), internal security, bomb disposal operations, major public events and contingency planning for major incidents. It is also responsible for co-ordinating at the Force-level infrastructure projects in GBA, including the Hong Kong-Zhuhai-Macao Bridge, Hong Kong Express Rail Link and Northern Metropolis Development Strategy. Apart from closely monitoring the development of relevant infrastructure projects and assessing the need for additional police resources, OPS Wing also strategically co-ordinates and handles various legal and operational matters related to the Police. Under these circumstances and the latest policing landscape, an additional directorate officer at the rank of CSP in OPS Wing would be indispensable to ensure that corresponding scale of commanding officers are available to oversee the complex duties and enlarged troops. More importantly,

directorates officers at the rank of CSP possess better vision and leadership skills to make organisational-level decisions, liaise with the management of other bureaux/departments, as well as co-ordinate Force-level resources and make comprehensive planning to respond to the increasing policing challenges ahead.

40. OPS Wing is currently under the command of the Assistant Commissioner of Police (Operations) (“ACP OPS”). Apart from overseeing the above duties of OPS Wing, ACP OPS also takes charge of a number of secondary cadres, including the Briefing Support Unit, TANGO Company¹⁸, Force Rope Access Cadre, Force Escort Group, Police Negotiation Cadre, Force Search Unit and Explosive Ordnance Disposal Cadre, and Command Cadre, etc.

41. Over the past few years, the OPS Wing has expanded accordingly in order to meet HKPF’s operational needs and challenges. As at 28 February 2022, establishment of the OPS Wing was 2 398 disciplined posts, reflecting a 40% increase when compared to 1 707 as at 31 December 2000.

42. ACP OPS is currently underpinned by a CSP, designated as Commandant (Police Tactical Unit) (“C PTU”), who assumes the overall command of the Police Tactical Unit Headquarters (PTU HQs). C PTU is responsible for the training, review and development of tactics and utilisation of technology for crowd management, public order policing and internal security. In recent years, C PTU also takes up the responsibilities of researching and developing projects and matters relating to arms, ammunition, equipment, specialised operational vehicles and operation/training facilities in meeting the Force operational and training needs (see Job Description of C PTU at **Enclosure 12**). C PTU is already overwhelmed by the heavy workload and has no spare capacity to assist ACP OPS in commanding other formations in OPS Wing. When considering proposals of additional directorate posts in the GSR context, SCDS appreciated the need for HKPF to enhance its manpower support for a few priority areas, such as for enforcement against terrorism (paragraph 13.18 of the Report refers).

43. Having regard to the scope of responsibilities and workload of the OPS Wing, and its existing structure, it is proposed to create an additional permanent post of CSP (at PPS 55 or D1 equivalent), designated as “CSP OPS” to assist ACP OPS in the command and administration of the OPS Wing. As a

¹⁸ TANGO Company comprises female officers, and is often deployed in public order events and security operations to assist in security screening and crowd management. In view of the radical social movement in recent years, specially trained TANGO Company members had also been deployed to handle female protesters in public disorder or riot situations.

directorate officer, CSP OPS is equipped with the relevant rank and capability to assist or represent ACP OPS in handling matters such as external liaison and co-ordination between HKPF and other departments, and to assume directorate command in leading Police working groups to effectively implement the related tasks.

44. The proposed creation of CSP OPS will strengthen the effectiveness and efficiency of the management of OPS Wing, and better align it strategically with the prevailing policing challenges. The new post will co-ordinate different units (including CT units under major formations such the Airport Security Unit and Railway Response Team) for work relating to CT and major incidents in order to attain higher operational potency. CSP OPS is also responsible for formulating and organising operational training, and to provide steer and allocate resources for future policing needs in relation to the development of cross-boundary infrastructure in GBA, the Northern Metropolis and Kau Yi Chau Artificial Islands, etc. In light of the additional work of OPS Wing and the necessity to synergise for the optimal results, the creation of the CSP OPS post will complement the command of ACP OPS in the planning and execution of the above-mentioned major projects and operations for Hong Kong's future development, and to build a more co-ordinated force to meet various operational requirements.

45. The job description of the proposed CSP OPS post is at **Enclosure 13**. The proposed organisation chart of OPS Wing after the proposed creation of post is at **Enclosure 14**.

Need for Creation of One Chief Superintendent of Police (Information Systems) (“CSP IS”) Post

46. The emerging and rapid development of innovation and technology (“I&T”), such as artificial intelligence, mobile technology, big data, 5G technology, and Internet advancement have not only triggered a fundamental shift in the way businesses and societies operate, but also how crime is organised and committed. The serious violence in 2019 revealed the extensive use of technology by radical rioters to disseminate fake news, incite and co-ordinate attacks. In view of this, HKPF has devised new SDs to drive I&T for policing in the digital age, with a view to providing more accessible policing services, enhancing internal processes and procedures, and strengthening digital capability for criminal investigation.

47. Information Systems Wing (“ISW”) is responsible for providing HKPF with secure, effective and efficient Information and Communications Technology (“ICT”) services. To take forward the SDs and to embrace the new changes in the policing environment in the digital age, the role of ISW has been extensively expanded. Apart from being HKPF’s ICT “service provider”, ISW is also the “process re-engineer” which critically review the workflows and system design to maximise the benefits of I&T, with a view to enhancing operational efficiency and better utilising available resources to meet imminent service needs; and I&T “facilitator” to establish platforms for discussion and collaboration with universities, research institutions and start-ups in order to enhance I&T adoption in policing work. ISW has also taken up the role as “promoter” to identify pilots to drive new ideas and share experiences and success stories. At present, ISW has been undertaking over 40 new I&T initiatives in addition to its regular duties of system development and maintenance of over 80 ICT systems.

48. These new I&T initiatives are broadly categorised into the following three aspects. In terms of infrastructure, ISW is exploring and constructing a new digital highway to better leverage on advanced technologies such as optical fiber, WiFi and 5G mobile network to connect police officers and transmit high volume multi-media data to reinforce operational command, enhance deployment and communication mobility and resilience. On the applications, a wide variety of new mobile applications and systems are under testing or development to accelerate the digitalisation of work processes covering patrol duties, command and control, investigation and case management to enhance productivity, quality and efficacy. Thirdly, in terms of public interface, the provision of new or enhancement of existing e-services such as online applications, self-service kiosks can address customer needs in the accessibility and convenience of policing services. To take forward these initiatives, the proposed CSP has an overarching responsibility to conduct stakeholders engagement including police formations internally, technical teams and external I&T institutions to identify the service gaps and the optimal technical solutions, initiate policy communications, clarify, align and re-engineer the business processes, and evaluate the outcomes of the implementation for continuous improvement and formulating the way forward. In the past, these areas of work were performed fragmentally, thus reducing the efficacy of I&T. The proposed CSP post could enhance and co-ordinate these areas of work with a viewing to systematically sustaining I&T adoption in the HKPF.

49. ISW is under the command of the Assistant Commissioner of Police (Information Systems) (“ACP IS”) who is underpinned by a Chief Systems Manager (“CSM”) (a civilian directorate staff at D1) responsible for the planning, development, implementation and maintenance of information technology

application systems; and a Chief Telecommunications Engineer (“CTE”) (a civilian directorate staff at D1) responsible for designing, acquiring, maintaining and developing all HKPF communications networks and equipment. On the promotion of I&T applications in HKPF, ACP IS is supported by two non-directorate Senior Superintendents of Police (“SSP”)¹⁹ overseeing the Business Services Bureau in building business strategies in support of the HKPF’s strategic development through I&T, and the Innovation and Solution Lab in applying new technologies to enhance work efficiency respectively. Given the changing role of ISW as explained in paragraph 47, the increasing complexity of I&T in policing, and the far-reaching impacts on the policy areas and related businesses of 16 major formations covering command and control, crime investigation, prosecution, human resources management, training as well as public services, ACP IS alone is not sufficient to handle the planning and execution needs at the same time, and cope with the above-mentioned increasingly complex and increasing workload and scope. In addition, these responsibilities require extensive and diverse policing experience and sound technical knowledge to effectively turn I&T opportunities into practical ICT strategies and initiatives to enhance the operational capability of HKPF. Despite being technical expert in respective areas, as the existing CSM and CTE lack practical experience and exposure in police work and focus on individual technical expertise, this limits their ability in holistically combining information technology and communications to meet policing needs.

50. Having regard to the increasing scope of responsibilities and workload of ISW, it is proposed to create an additional permanent post of CSP (at PPS 55 or D1 equivalent), designated as “CSP IS” to assist ACP IS in the command and administration of the ISW. The proposed creation of CSP IS will strengthen the adoption of I&T in HKPF to meet policing needs in digital age, and provide high-level steer and co-ordination in driving the I&T development in HKPF. The new post will spearhead consultation with internal and external stakeholders to discuss and align the paradigm shift in the work practices brought by I&T, co-design with relevant stakeholders to re-engineer obsolete workflows and procedures to enhance operational efficacy through creative use of I&T, and develop strategic partnership with research institutions and technology companies to strengthen the research and development capability of HKPF. The proposed CSP IS post will strengthen the directorate steer from policing aspects for various I&T initiatives in HKPF. When considering proposals of additional directorate posts in the GSR context, SCDS appreciated the need for HKPF to enhance its manpower support for a few priority areas, such as for using technology for policing in the digital age (paragraph 13.18 of the Report refers).

¹⁹ Including one time-limited SSP post created for the period from 1 October 2019 to 30 September 2022.

51. The job descriptions of the proposed CSP IS post is at **Enclosure 13**. The proposed organisation chart of ISW after the proposed creation of post is at **Enclosure 14**.

NON-DIRECTORATE SUPPORT

52. The proposed DC/DD posts in CSD, C&ED, FSD and ImmD and the proposed upgraded post of Controller, GFS, if approved, will be supported by the existing non-directorate posts in the respective departments. The numbers of non-directorate posts (as at 1 April 2022) in the respective departments are set out below:

	CSD	C&ED	FSD	ImmD	GFS
Permanent post	1 032	826	892	2 362	326
Time-limited post	20	81	142	194	4
Total	1 052	907	1 034	2 556	330

In addition to the existing non-directorate posts, each of the proposed DC/DD posts in CSD, C&ED, FSD and ImmD will be supported by one Personal Secretary I (“PS I”) post to be created.

53. For HKPF, upon the approval of the proposed creation of ACP PR post, the existing 170 non-directorate posts and one CSP post in PPRB will be redeployed to PR Wing to support the ACP PR. The proposed CSP OPS and CSP IS posts, if approved, will be supported by 453 and 119 existing non-directorate posts in OPS Wing and ISW respectively.

HKPF	PR Wing*	OPS Wing[#]	ISW[@]
Permanent post	164	448	118
Time-limited post	6	5	1
Total	170	453	119

* The PR Wing is to be established upon the approval of the proposed creation of ACP PR post. The existing posts in the PPRB will be redeployed to the PR Wing.

CSP OPS will command and supervise the Operations Bureau, Major Incidents Bureau and Explosive Ordnance Disposal Bureau of the OPS Wing.

@ CSP IS will command and supervise the Business Services Bureau, Innovation and Solution Lab and Information Systems Wing Headquarters of the ISW.

In addition, the proposed ACP PR post will be supported by one PS I post, while the proposed CSP OPS and CSP IS will be supported by one Personal Secretary II post each.

ALTERNATIVES CONSIDERED

54. After looking into the changes of duties, operating environment and growth in staff size of the DSDs over the decade, the SCDS and SDCS supported in the Report the proposed creation of one additional DC/DD post each in CSD, C&ED, FSD and ImmD, and upgrading of the post of Controller, GFS respectively. We have considered the alternative of keeping the existing organisational structure and staff establishment of the DSDs unchanged. Given the duties of DSDs are becoming more diversified and considerable growth in staff size, we see merits to strengthen their directorate establishment to provide necessary steer on major departmental operations and new policy initiatives, as well as enhance the overall effectiveness in managing the increasing functions and staff size.

55. At present, HKPF has a total of 48 CSP posts and 14 ACP posts established under its five departments; the duties and existing work priorities of the CSP and ACP posts are at **Enclosure 15**. As for the proposed creation of three permanent directorate posts in the HKPF, given that the existing CSPs and ACPs in HKPF are already fully occupied by the duties under their respective purviews. The possibility of redeploying existing staffing resources to strengthen HKPF's public relations, counter-terrorism operation and enforcement, and digital policing capability has been explored but is considered not feasible as resources in the HKPF are already fully stretched. There are no viable alternatives other than the proposed creation of the three permanent directorate posts.

FINANCIAL IMPLICATIONS

56. The proposed creation of the seven permanent directorate posts in the five DSDs and upgrading of the post of Controller, GFS, will bring about an additional notional annual salary cost at mid-point of \$17,131,200 and an additional full annual average staff cost (including salaries and staff on-cost) of \$25,772,000. Details are tabulated as follows:

Posts	No. of Posts	Notional annual salary cost at mid-point (\$)	Full annual average staff cost (\$)
<u>Creation</u>			
Deputy Commissioner of Correctional Services; Deputy Commissioner of Customs and Excise; Deputy Director of Fire Services; and Deputy Director of Immigration (DS(C) 3 or D3 equivalent)	4	10,603,200	15,535,000
Controller, GFS (DC(C) 3a or D4 equivalent)	1	2,925,600	4,595,000
Assistant Commissioner of Police (PPS 56 or D2 equivalent)	1	2,283,600	3,433,000
Chief Superintendent of Police (PPS 55 or D1 equivalent)	2	3,969,600	5,902,000
<u>Deletion</u>			
Controller, GFS (DS(C) 3 or D3 equivalent)	(1)	(2,650,800)	(3,693,000)
Total	7	17,131,200	25,772,000

57. In addition, this proposal will necessitate the creation of seven permanent non-directorate posts to provide secretarial support to the proposed directorate posts in CSD, C&ED, FSD, HKPF and ImmD as mentioned in paragraphs 52 and 53 above, at an additional notional annual salary cost at mid-point of \$2,893,400 and full annual average staff cost (including salaries and staff on-cost) of about \$4,405,000.

58. We have earmarked adequate funding in the 2022-23 Estimates to meet the staff cost of the proposals and will reflect the resources required in the Estimates of the subsequent years.

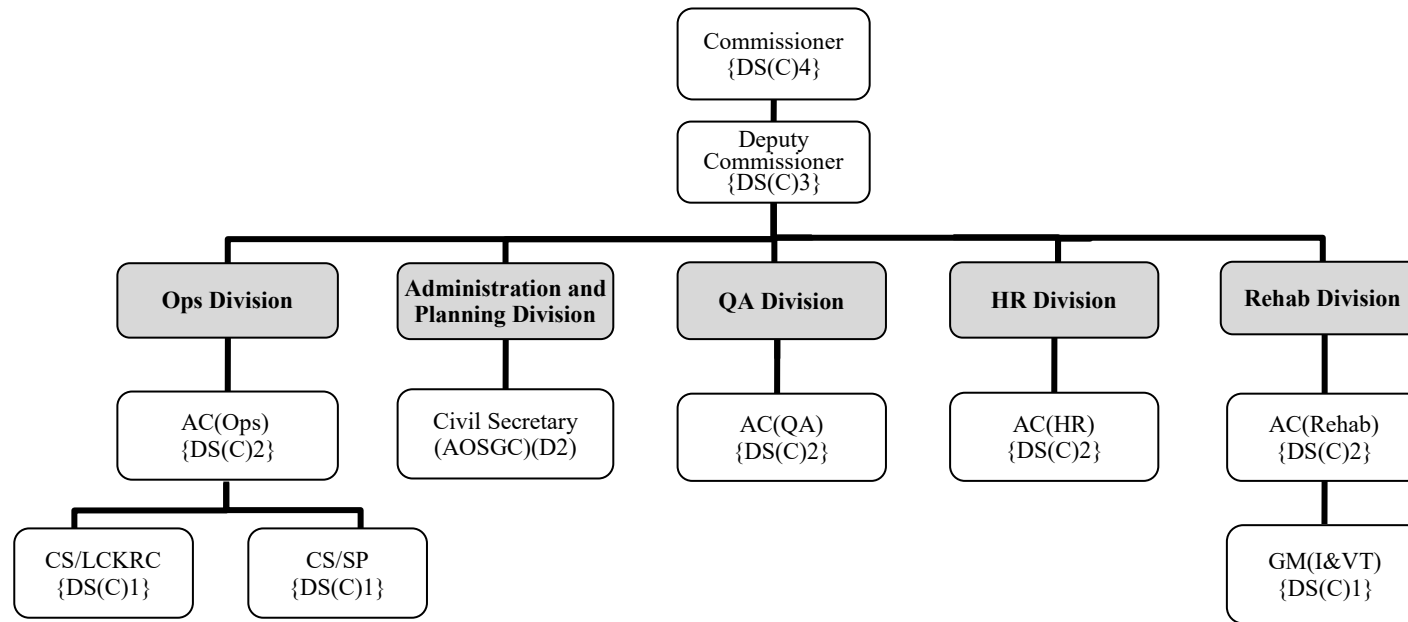
ESTABLISHMENT CHANGES

59. The establishment changes in the DSDs in the last three years are summarised at **Enclosure 16**.

WAY FORWARD

60. Members are invited to give their views and indicate support for the proposal above. Subject to the support of the Panel on Security, we will proceed to seek the endorsement of the Establishment Subcommittee and the approval of the FC.

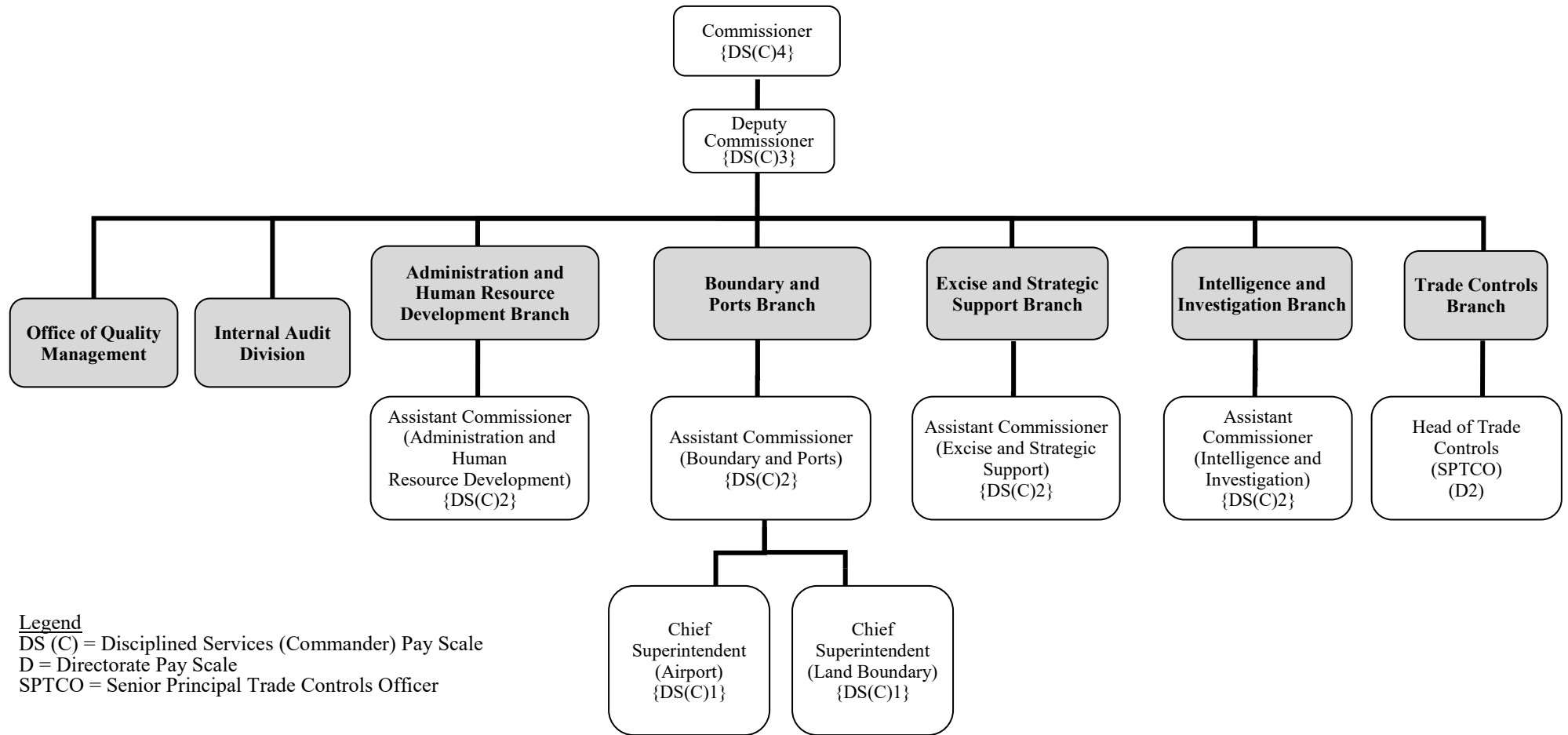
Existing Organisation Chart of the Correctional Services Department



Legend

- DS (C) = Disciplined Services (Commander) Pay Scale
- D = Directorate Pay Scale
- Ops = Operations
- QA = Quality Assurance
- HR = Human Resource
- Rehab = Rehabilitation
- AC = Assistant Commissioner
- AOSGC = Administrative Officer Staff Grade C
- CS = Chief Superintendent
- LCKRC = Lai Chi Kok Reception Centre
- SP = Stanley Prison
- GM = General Manager
- I&VT = Industries and Vocational Training

Existing Organisation Chart of the Customs and Excise Department



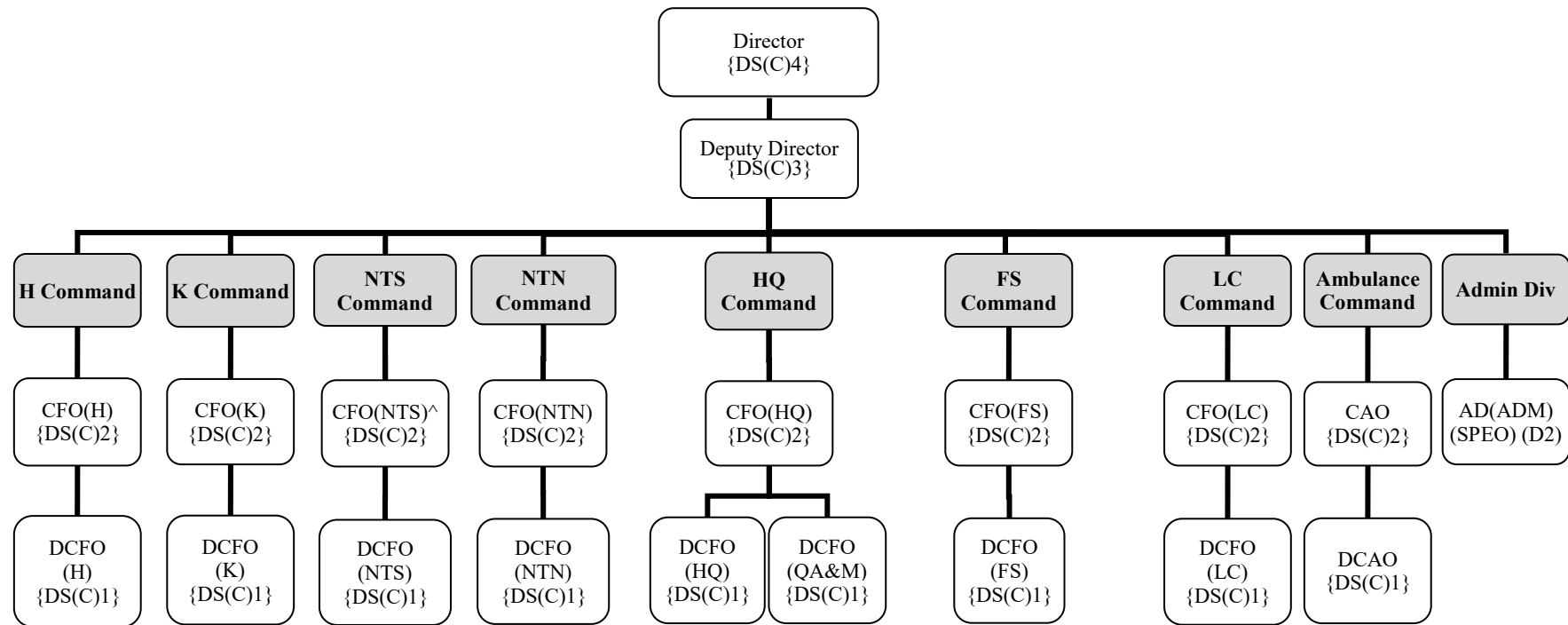
Legend

DS (C) = Disciplined Services (Commander) Pay Scale

D = Directorate Pay Scale

SPTCO = Senior Principal Trade Controls Officer

Existing Organisation Chart of the Fire Services Department



Legend

DS (C) = Disciplined Services (Commander) Pay Scale

D = Directorate Pay Scale

H = Hong Kong Island

K = Kowloon

NTS = New Territories South

NTN = New Territories North

HQ = Headquarters

FS = Fire Safety

LC = Licensing and Certification

Admin Div = Administration Division

CFO = Chief Fire Officer

CAO = Chief Ambulance Officer

AD(ADM) = Assistant Director (Administration)

SPEO = Senior Principal Executive Officer

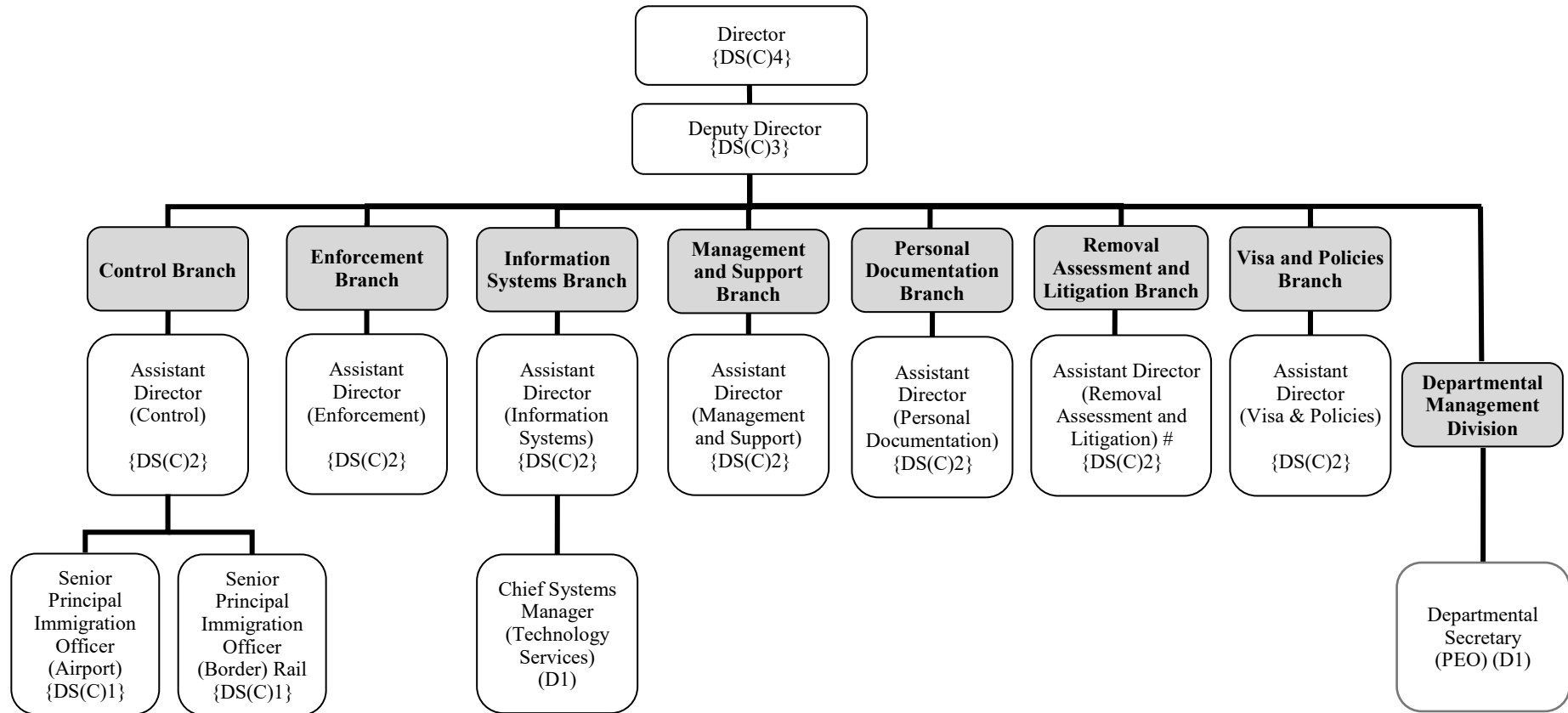
DCFO = Deputy Chief Fire Officer

DCAO = Deputy Chief Ambulance Officer

QA&M = Quality Assurance and Management

^ Supernumerary post until May 2026

Existing Organisation Chart of the Immigration Department



4

Legend

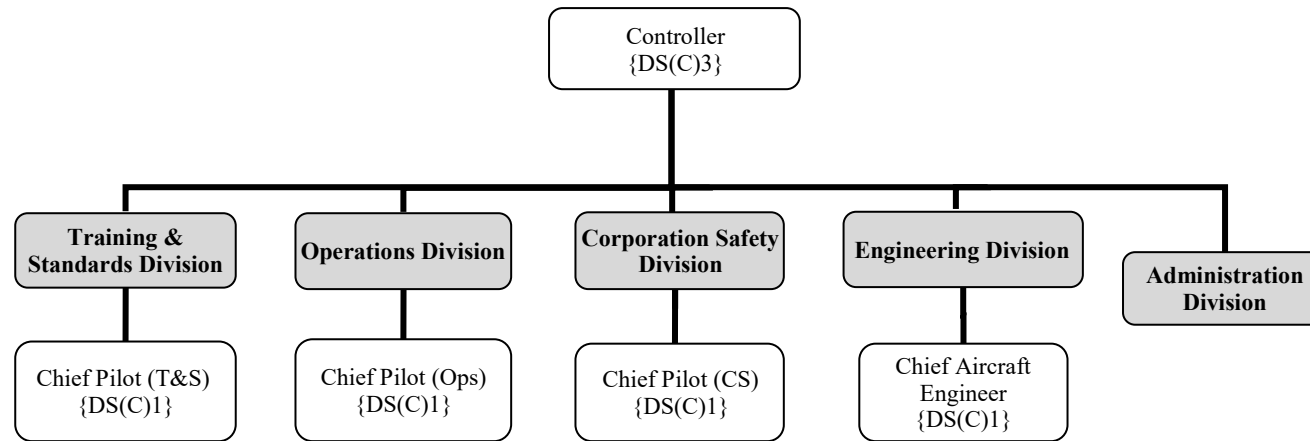
DS (C) = Disciplined Services (Commander) Pay Scale

D = Directorate Pay Scale

PEO = Principal Executive Officer

Supernumerary post lapsed on 1 April 2022 and proposed to be re-created until 31 March 2025 subject to the approval of the Finance Committee

Existing Organisation Chart of the Government Flying Service



5

Legend

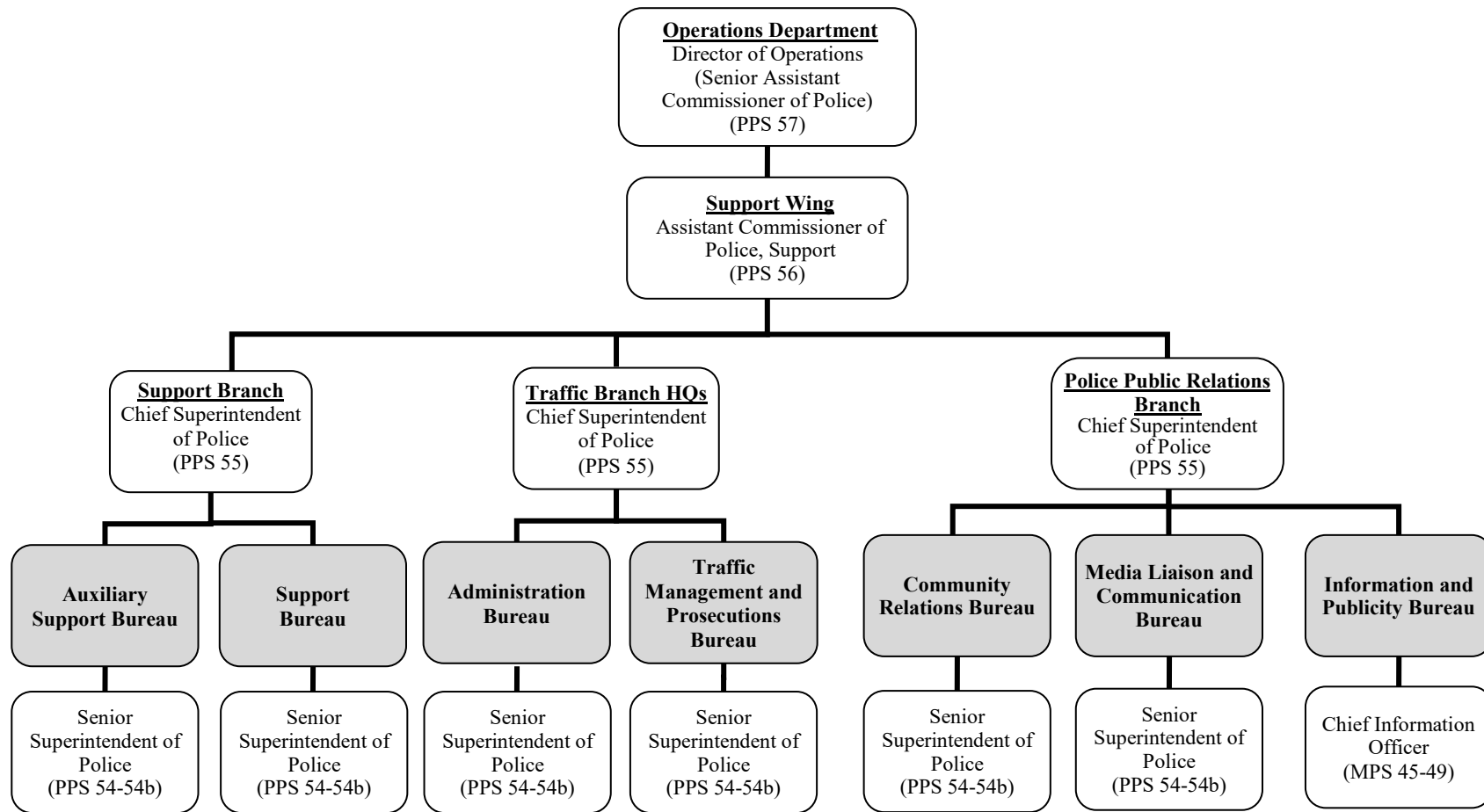
DS (C) = Disciplined Services (Commander) Pay Scale

T&S = Training and Standards

Ops = Operations

CS = Corporate Safety

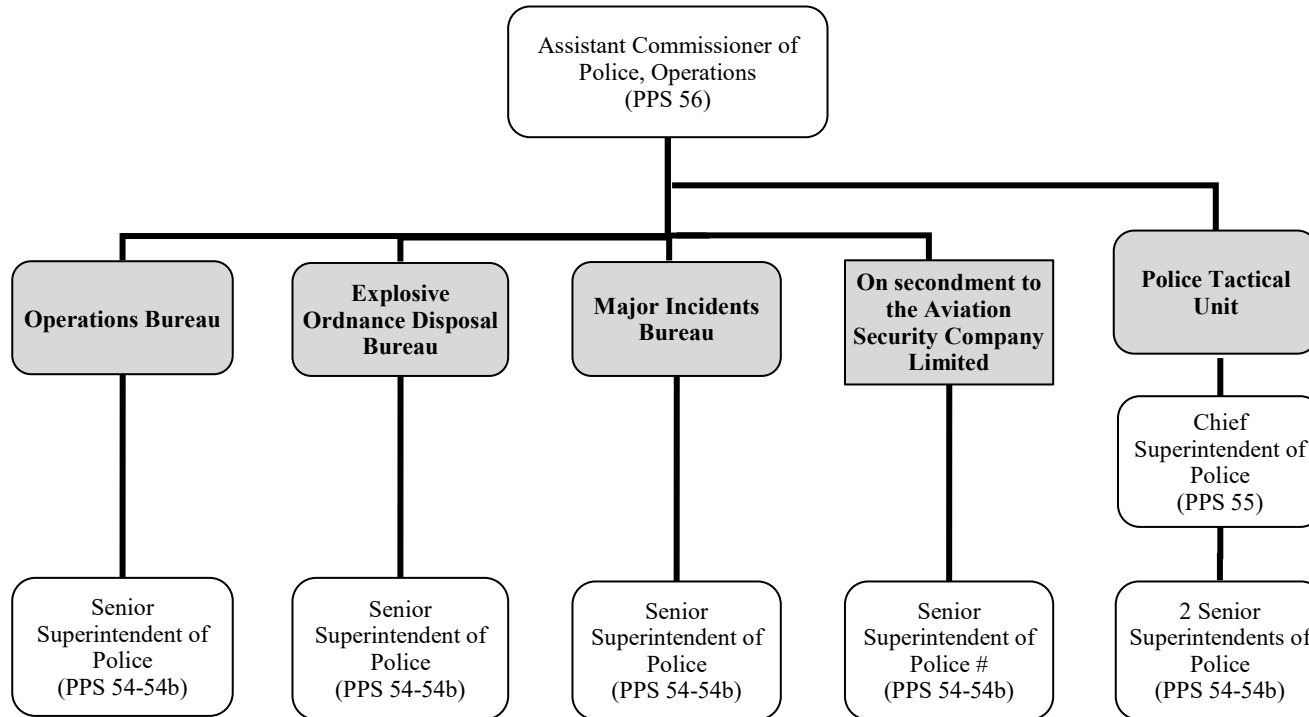
Existing Organisation Chart of the Support Wing, Hong Kong Police Force



Legend

PPS = Police Pay Scale
 MPS = Master Pay Scale
 HQs = Headquarters

Existing Organisation Chart of the Operations Wing, Hong Kong Police Force



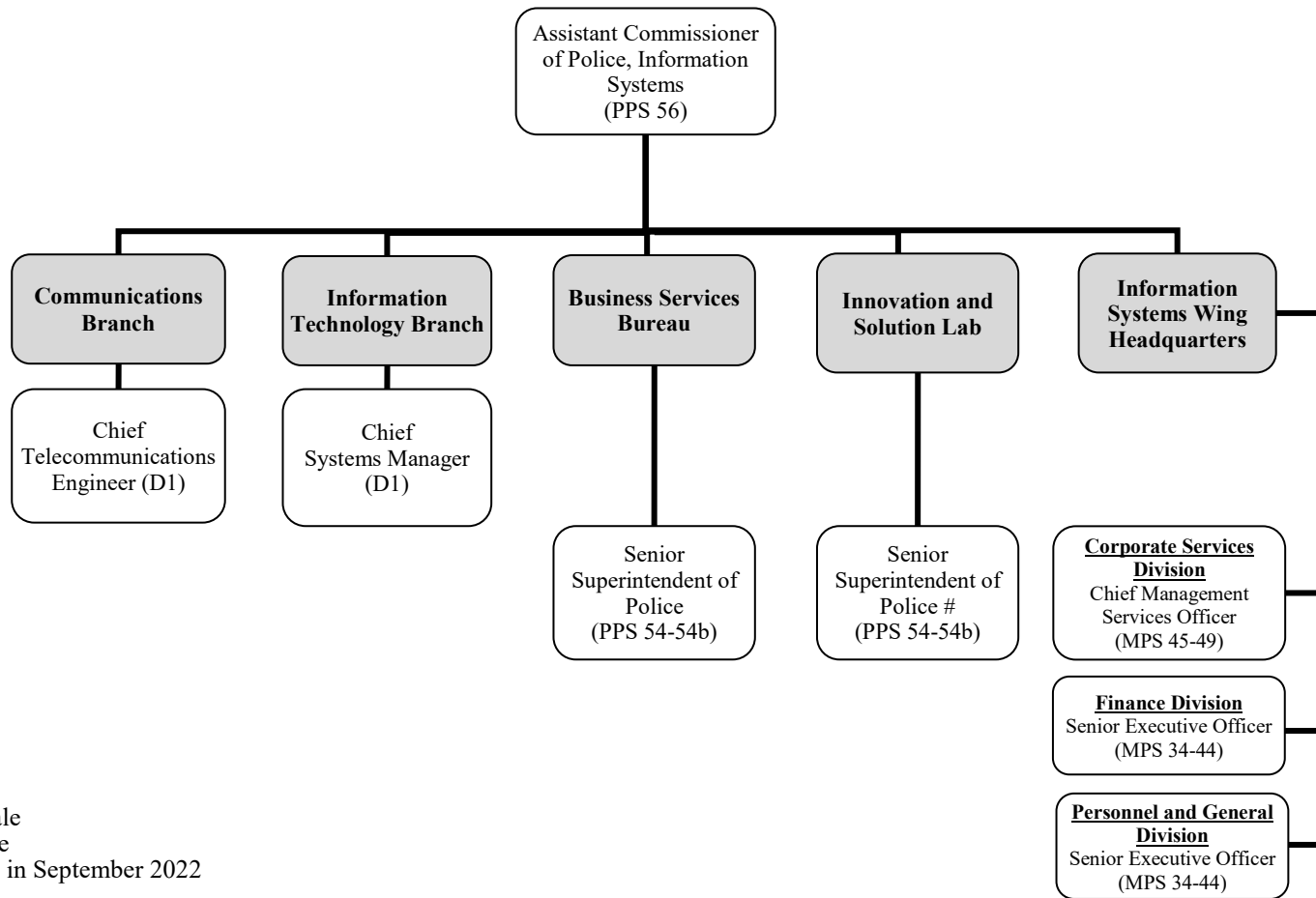
7

Legend

PPS = Police Pay Scale

Time-limited post due in December 2022

Existing Organisation Chart of the Information Systems Wing, Hong Kong Police Force



Legend

PPS = Police Pay Scale
 D = Directorate Pay Scale
 MPS = Master Pay Scale
 # Time-limited post due in September 2022

Job Description
Proposed Post of Deputy Commissioner of Correctional Services
(Operations and Strategic Development)

Rank: Deputy Commissioner of Correctional Services
(DS(C)3, D3-equivalent)

Responsible to: Commissioner of Correctional Services (DS(C)4,
D6-equivalent)

Main Duties and Responsibilities -

- (i) To take charge the Operations Division and Administration and Planning Division;
- (ii) To oversee all policy matters pertaining to the effective management and operation of correctional facilities, and to maintain close liaison with directorate officers of different bureaux/ departments and important community stakeholders to take forward the strategic development of the Department;
- (iii) To formulate strategies, policies and long-term implementation plans on the provision of effective custodial programmes with a view to meeting various challenges brought by the changing social environment and increasing public expectations;
- (iv) To plan, direct and co-ordinate the “smart prison” design with the application of cutting-edge technology, with a view to optimising the custodial services for persons in custody, raising the safety and security levels of correctional facilities, and enhancing the overall operational efficiency of the Department;
- (v) To comprehensively plan for the redevelopment/ enhancement of correctional facilities;

- (vi) To advise the Commissioner on public relations and general publicity promoting departmental objectives and images; and on responses to media reports and opinions; and
- (vii) To chair major departmental committees which provide strategic planning and directions on operations and administration.

Job Description
Proposed Post of Deputy Commissioner of Correctional Services
(Rehabilitation and Management)

Rank: Deputy Commissioner of Correctional Services
(DS(C)3, D3-equivalent)

Responsible to: Commissioner of Correctional Services (DS(C)4,
D6-equivalent)

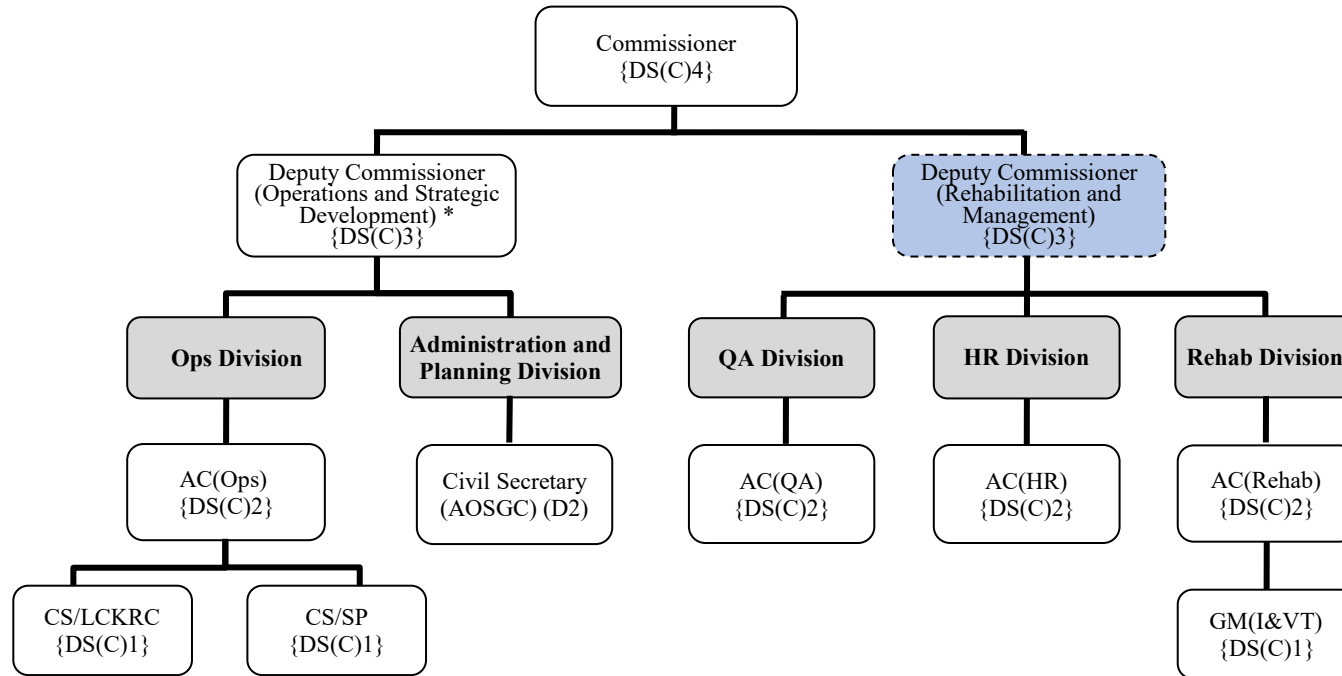
Main Duties and Responsibilities -

- (i) To oversee the Rehabilitation Division, Human Resource Division and Quality Assurance Division;
- (ii) To be responsible for steering new initiatives, including devising strategic departmental plans and strengthening the collaboration with other law enforcement agencies for optimising the department's response to illicit activities, national security threat and global terrorism;
- (iii) To steer the enhancement of the quality of staff training through revamping the recruit training programme and facilitating the modernisation of the structure and service delivery of the Staff Training Institute of the Correctional Services Department, and to devise effective staff recruitment and retention measures;
- (iv) To steer the further development of the tailor-made treatment and rehabilitation programmes for persons in custody ("PICs"), especially de-radicalisation programmes for relevant PICs to disengage them from extreme ideologies, and appeal for the support and collaboration from community stakeholders for offenders' rehabilitation as well as community education programmes;
- (v) To formulate strategies and detailed implementation plans for new

and enhanced services for developing a sustainable correctional system, such as exploring the wider use of latest technology for meeting the needs of PICs;

- (vi) To strengthen the oversight of the two maximum security institutions at headquarters level; and
- (vii) To chair major departmental committees which provide strategic planning and directions on financial and human resource management.

Proposed Organisation Chart of the Correctional Services Department



Legend

- DS (C) = Disciplined Services (Commander) Pay Scale
- D = Directorate Pay Scale
- Ops = Operations
- QA = Quality Assurance
- HR = Human Resource
- Rehab = Rehabilitation
- AC = Assistant Commissioner
- AOSGC = Administrative Officer Staff Grade C
- CS = Chief Superintendent
- LCKRC = Lai Chi Kok Reception Centre
- SP = Stanley Prison
- GM = General Manager
- I&VT = Industries and Vocational Training
- * Renamed post title of the existing Deputy Commissioner post

Proposed new post

Job Description
Proposed Post of Deputy Commissioner of Customs and Excise
(Control and Enforcement)

Rank: Deputy Commissioner of Customs and Excise
(DS(C)3, D3-equivalent)

Responsible to: Commissioner of Customs and Excise (DS(C)4, D6-equivalent)

Main Duties and Responsibilities -

- (i) To deputise and assist the Commissioner in control and enforcement issues, which include: (a) steering of operational strategies; (b) supervising departmental intelligence activities and operations; and (c) reviewing Customs control and law enforcement efficiency;
- (ii) To take charge of the suppression of smuggling and drug trafficking activities, customs control and clearance facilitation at all entry and exit points as well as supervises the enforcement actions against illicit activities including money laundering/counter-terrorist financing, revenue and trade frauds, infringement of intellectual property rights, unfair trade practices and those relating to strategic trade control, etc., regulation of money service operators (as well as dealers in precious metals and stones upon the implementation of the relevant registration regime), and protection of consumers' interests;
- (iii) To head the Boundary and Ports Branch, the Intelligence and Investigation Branch and the Trade Controls Branch; and
- (iv) To support the Commissioner in handling matters on operations and strategies in relation to safeguarding national security.

Job Description
Proposed Post of Deputy Commissioner of Customs and Excise
(Management and Strategic Development)

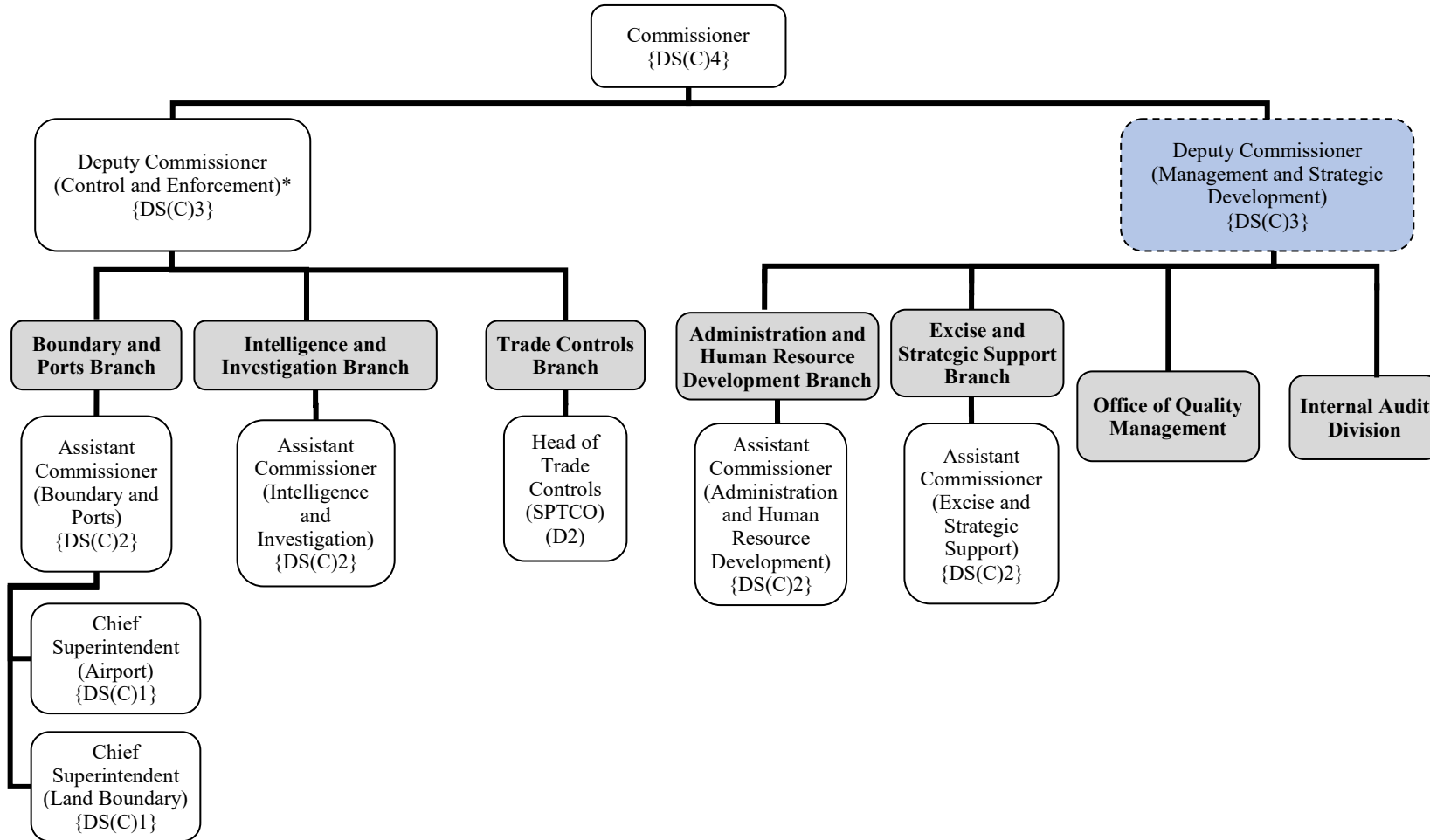
Rank: Deputy Commissioner of Customs and Excise
(DS(C)3, D3-equivalent)

Responsible to: Commissioner of Customs and Excise (DS(C)4, D6-equivalent)

Main Duties and Responsibilities -

- (i) To deputise and assist the Commissioner in the overall administration and management of the Department, which include: (a) financial and resources management; (b) staff conduct and discipline; (c) information technology; (d) formulation of departmental policies; (e) human resources management; and (f) training and development;
- (ii) To oversee the planning and development of departmental infrastructure projects;
- (iii) To take charge of matters in relation to internal auditing, assurance of service quality, legislative and departmental orders/procedures reviews and amendments, handling of public complaints, criminal prosecution, fulfillment of international obligations, dutiable commodities administration, the operation and development of the Trade Single Window and the Hong Kong Authorized Economic Operator Programme, and international supply chain security;
- (iv) To head the Administration and Human Resource Development Branch, and the Excise and Strategic Support Branch, and two formations under his/her charge, namely the Office of Quality Management and the Internal Audit Division.

Proposed Organisation Chart of the Customs and Excise Department



Legend

DS (C) = Disciplined Services (Commander) Pay Scale

D = Directorate Pay Scale

SPTCO = Senior Principal Trade Controls Officer

* Renamed post title of the existing Deputy Commissioner post

Proposed new post

Job Description

Proposed Post of Deputy Director of Fire Services (Operations)

Rank: Deputy Director of Fire Services (DS(C)3, D3-equivalent)

Responsible to: Director of Fire Services (DS(C)4, D6-equivalent)

Main Duties and Responsibilities -

- (i) To take charge of the Operational Support and Professional Development Command, the four operational commands and the Ambulance Command;
- (ii) To provide steer to enhance the strategic planning and deployment of resources and implementation of major operational issues regarding firefighting, rescue and emergency ambulance services;
- (iii) To take charge of matters in relation to the operation of Fire Services Communications Centre;
- (iv) To steer strategic manpower planning to cope with future development of FSD;
- (v) To oversee the Fire and Ambulance Services Academy and provide high-level steer and directive in formulating training plans and strategies for further development of staff competence to cope with the increasingly complex firefighting and rescue operations;
- (vi) To formulate strategies in relation to the heightened complexity of present-day operations in particular large-scale incidents such as those resulting from civil disturbances and terrorist attacks;
- (vii) To formulate operational and strategic plans for resources deployment to ensure the effective delivery of fire suppression,

search and rescue, and emergency ambulance services and the optimal deployment of specialist teams at appropriate junctures to enhance operational efficiency;

- (viii) To take charge on matters in relation to the formulation of plans on large scale drills and exercises, particularly those involving other departments and cross-boundary, to gear up and test the effectiveness of FSD members in dealing with relevant incidents and enhance coordination among organisations concerned; and
- (ix) To provide steer on matters relating to the operational cooperation with the fire and ambulance units in the Greater Bay Area.

Job Description
Proposed Post of Deputy Director of Fire Services
(Public Safety and Corporate Strategy)

Rank: Deputy Director of Fire Services (DS(C)3, D3-equivalent)

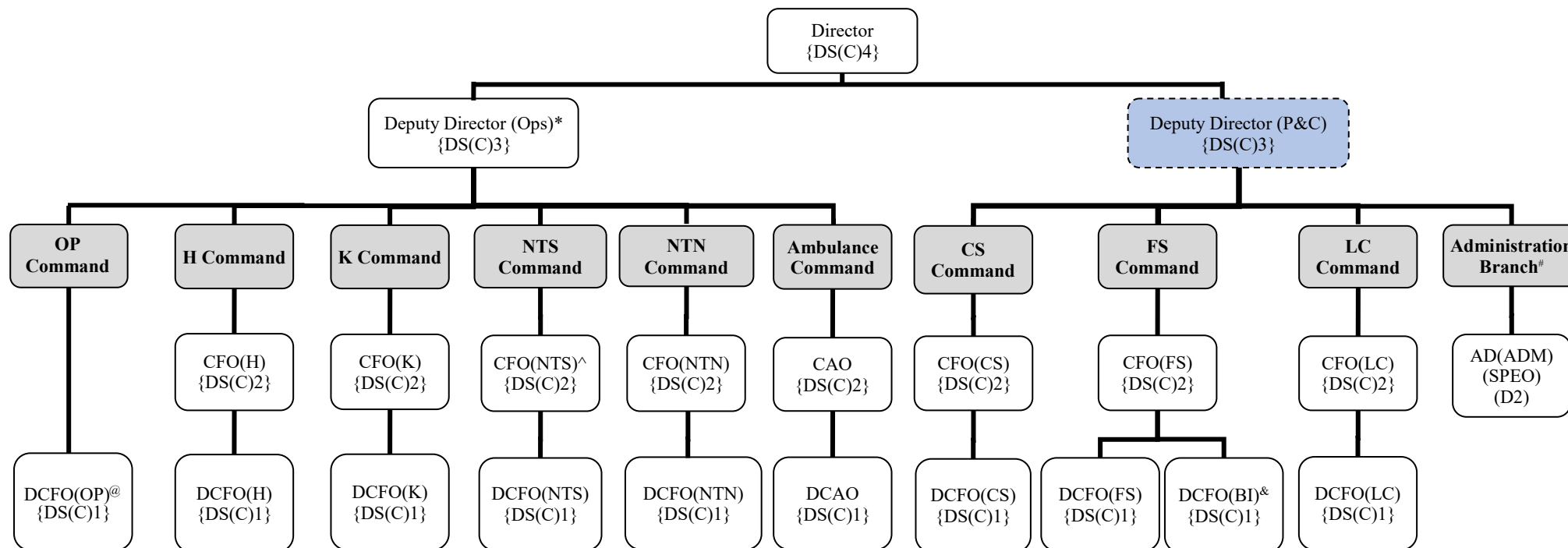
Responsible to: Director of Fire Services (DS(C)4, D6-equivalent)

Main Duties and Responsibilities -

- (i) To take charge of the Fire Safety Command, the Licensing and Certification Command, the Corporate Strategy Command and the Administration Branch;
- (ii) To provide steer in the formulation and enforcement of fire safety and related legislation, including the Fire Services Ordinance (Cap. 95), Fire Safety (Buildings) Ordinance (Cap. 572), Fire Safety (Commercial Premises) Ordinance (Cap. 502), Fire Safety (Industrial Buildings) Ordinance (Cap. 636), Dangerous Goods Ordinance (Cap. 295), and Timber Stores Ordinance (Cap. 464);
- (iii) To provide policy steer in the formulation of fire safety measures in old composite and domestic buildings and the upgrading of fire safety standards in buildings to assist owners of old composite and domestic buildings in complying with the Fire Safety Directions issued under the Fire Safety (Buildings) Ordinance (Cap. 572);
- (iv) To provide high-level steer in relation to strategies for enhancing the effectiveness of enforcement actions against fire safety related hazards and non-compliances;
- (v) To provide high-level steer in relation to enhancing strategies to combat illegal over-storage of dangerous goods including highly flammable and toxic substances to better protect public safety;

- (vi) To provide steer on research on application of innovation and technology for the better development of the Department on service provisions in firefighting, rescue and ambulance services;
- (vii) To plan for FSD's future development and strategic resources allocation to keep pace with rapid development in the territories;
- (viii) To take charge in the financial control and monitoring the proper use of funds to meet the operational needs of the Department;
- (ix) To formulate counter-terrorism strategies collaboratively with other Disciplined Services Departments;
- (x) To take charge on matters in relation to coordinating with Mainland and overseas counterparts on firefighting and rescue, fire protection and fire safety matters; and
- (xi) To oversee the strategic formulation of public engagement and publicity plans on emergency preparedness, as well as commanding and supervising the dissemination of information to the public and the media on fire and rescue operations, fire protection and other public safety matters, through social media platforms and other means.

Proposed Organisation Chart of the Fire Services Department



Legend

DS (C) = Disciplined Services (Commander) Pay Scale

Ops = Operations

P&C = Public Safety and Corporate Strategy

OP = Operational Support and Professional Development (a new command to be established upon approval for the proposed creation of Deputy Director post) H = Hong Kong Island; K = Kowloon; NT = New Territories; NTS = New Territories South; NTN = New Territories North

CS = Corporate Strategy (which is a Command to be renamed from the existing Headquarters Command)

FS = Fire Safety

BI = Building Improvement

LC = Licensing and Certification

CFO = Chief Fire Officer

CAO = Chief Ambulance Officer

AD(ADM) = Assistant Director (Administration)

SPEO = Senior Principal Executive Officer

D = Directorate Pay Scale

DCFO = Deputy Chief Fire Officer

DCAO = Deputy Chief Ambulance Officer

@ This DCFO would be the existing Deputy Chief Fire Officer (Quality Assurance and Management) at the Headquarters Command

^ Supernumerary post due in May 2026

& Supernumerary post proposed to be created until 31 March 2025, subject to the approval of the Finance Committee

The existing Administration Division will be renamed as the Administration Branch

* Renamed post title of the existing Deputy Director post

 Proposed new post

Job Description
Proposed Post of Deputy Director of Immigration
(Control, Visa and Documents)

Rank: Deputy Director of Immigration (DS(C)3, D3-equivalent)

Responsible to: Director of Immigration (DS(C)4, D6-equivalent)

Main Duties and Responsibilities -

- (i) To provide high-level steer on the formulation and implementation of policies in respect of immigration control, personal documentation and pre-entry immigration control, in order to ensure the related immigration services can meet the demand of the public and support the sustainable development of our country and Hong Kong;
- (ii) To oversee the existing 17 control points for exercising effective immigration control of passengers travelling by air, land and sea;
- (iii) To formulate visa policies on application for entry into Hong Kong for visit, employment, investment, training, residence or study and the subsequent applications for extension of stay from visitors and non-permanent residents;
- (iv) To oversee the issuing of highly secure identity cards and travel documents to Hong Kong residents; and
- (v) To oversee the provision of efficient civil registration of births, deaths and marriage as well as practical assistance to Hong Kong residents in distress outside Hong Kong.

Job Description
Proposed Post of Deputy Director of Immigration
(Enforcement, Systems and Management)

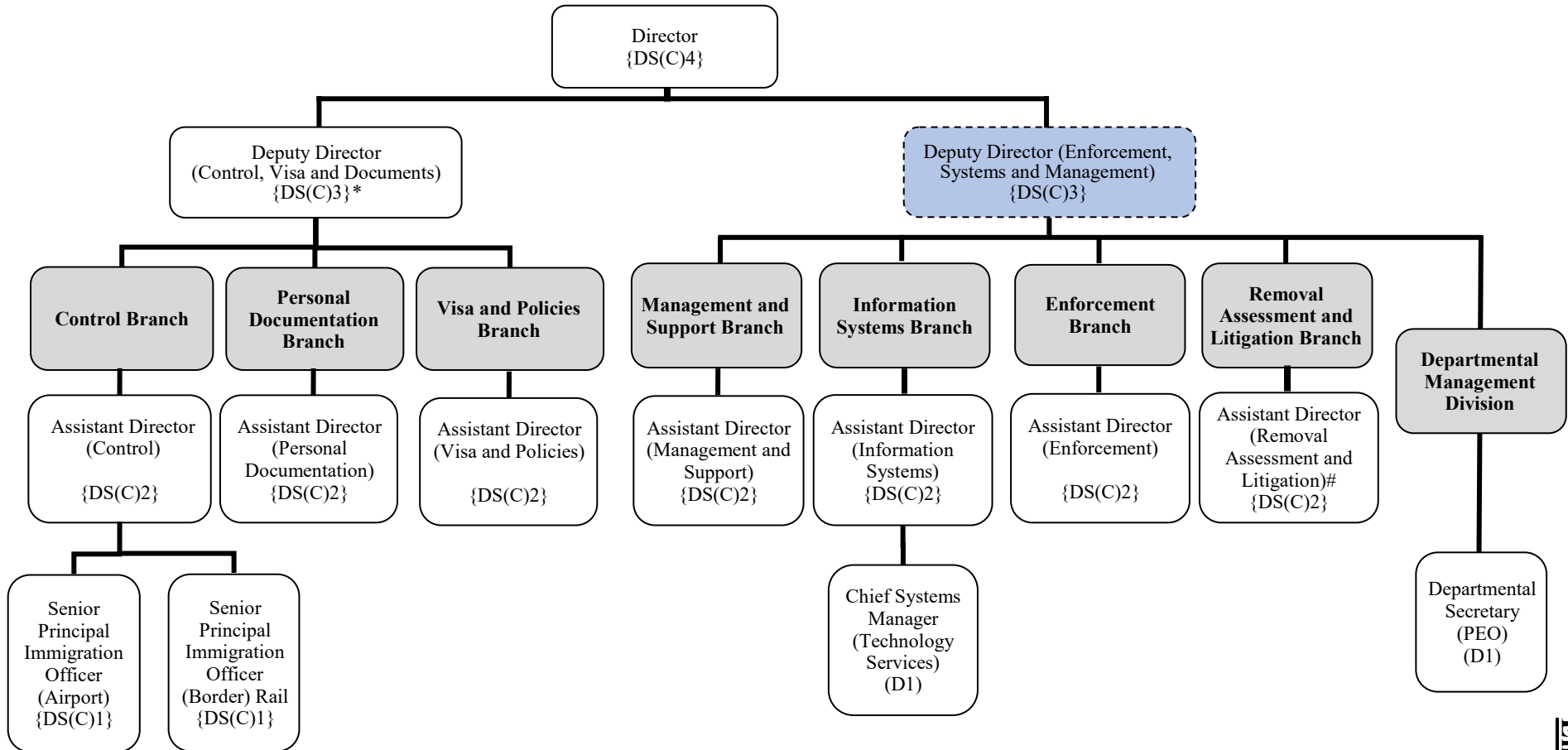
Rank: Deputy Director of Immigration (DS(C)3, D3-equivalent)

Responsible to: Director of Immigration (DS(C)4, D6-equivalent)

Main Duties and Responsibilities -

- (i) To assist the Director of Immigration in handling matters related to safeguarding national security;
- (ii) To be responsible for enhancing overall efficiency in staff management to support the long-term development of the Department;
- (iii) To formulate business process re-engineering and information technology projects to enhance service quality and efficiency, as well as to oversee the deployment of state-of-art technology to conduct intelligence analysis and operational research;
- (iv) To be responsible for the management of manpower and resources for optimal use and timely acquisition of new resources to meet present and long-term operational needs;
- (v) To uphold the internal security of Hong Kong and law and order which includes strategies on immigration control and enforcement, counter-terrorism as well as removal and deportation of undesirables; and
- (vi) To oversee the handling of non-refoulement claims and related civil litigation matters.

Proposed Organisation Chart of the Immigration Department



Legend

DS (C) = Disciplined Services (Commander) Pay Scale

D = Directorate Pay Scale

PEO = Principal Executive Officer

Supernumerary post lapsed on 1 April 2022 and proposed to be re-created until 31 March 2025 subject to the approval of the Finance Committee

* Renamed post title of the existing Deputy Director post

 Proposed new post

Proposed Disciplined Services (Commander) Pay Scale [DS(C)]

Existing DS(C) Pay Scale		Proposed DS(C) Pay Scale	
Pay point	\$	Pay point	\$
	(273,000)		(273,000)
4	265,150	4	265,150
			(251,100)
			(243,800)
		3a*	236,650
	(227,600)		(227,600)
	(220,900)		(220,900)
	(214,650)		(214,650)
3	208,500	3	208,500
	(196,050)		(196,050)
	(190,300)		(190,300)
	(184,850)		(184,850)
2	179,350	2	179,350
	(170,200)		(170,200)
	(165,400)		(165,400)
	(160,300)		(160,300)
1	155,450	1	155,450

Note

- (1) Based on the pay scale as at 1 September 2021.
- (2) The figures in brackets represent an increment on completion of every two years of service in the rank.
- (3) * denotes new pay point proposed to be created.

Job Description
Controller, Government Flying Service

Rank: Controller, Government Flying Service
[Proposed upgrading from DS(C)3 (D3-equivalent)
to DS(C)3a (D4-equivalent)]

Responsible to: Permanent Secretary for Security

Main Duties and Responsibilities -

- (i) To establish policies, strategies and procedures which will provide safe, efficient and cost-effective flying services to the Government and functions as stipulated in accordance with Section 5 of the GFS Ordinance (Cap. 322);
- (ii) To ensure that all activities and services to be performed by GFS are following the latest aviation practices, safety standards and all applicable civil aviation legislation;
- (iii) To maintain a continued review of the service performance and instigating appropriate policies, strategies, procedures and contingency plans to uphold the performance pledges as stipulated in the Controlling Officers' Report;
- (iv) To ensure that GFS is adequately equipped and staffed to carry out the policies and procedures;
- (v) To cast departmental budget and oversee the expenditure and spending and to oversee the efficient management of allocated financial and manpower resource policies to meet departmental commitments;
- (vi) To ensure that an engineering structure is in place to carry out maintenance activities to the standards and regulatory requirements of the Civil Aviation Department;

- (vii) To ensure that the necessary finance, manpower resources and facilities are available to enable GFS to operate and maintain GFS aircraft in meeting operational commitments and airworthiness standards;
- (viii) To act as an Organization Accountable Executive to oversee the safety and airworthiness performance and activities as required under civil aviation requirements;
- (ix) To oversee the management of internal training system and professional advancement of the departmental staff as well as the required crew licensing, operating levels, categorisation certificates and qualifications;
- (x) To oversee the formulation and implementation of recruitment and training policies of all GFS personnel as well as establishing career development policies for different grades for a sustainable professional progression and long-term staff succession plan;
- (xi) To maintain a continued review and update the GFS departmental and management structures, staff posting and deployment, allocation of individual duties and responsibilities to meet long-term departmental growth and operational needs;
- (xii) To oversee the departmental grade staffing issues and instigating effective staff management strategy to maintain constructive communication on matters under the purview of different unions;
- (xiii) To oversee the administration and management of the Auxiliary Section through the Head of Operations Division;
- (xiv) To oversee all disciplinary matters in accordance with the GFS Ordinance (Cap. 322) and the Public Service (Administration) Order; and
- (xv) To maintain effective communication with Security Bureau and fostering relationships with other bureaux and departments as well as public bodies.

**Job Description
of Chief Superintendent of Police (Police Public Relations Branch)**

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

Responsible to: Assistant Commissioner of Police, Support (PPS 56, D2-equivalent)

Main Duties and Responsibilities -

- (i) To assist Assistant Commissioner of Police, Support (“ACP SUP”), to command the Police Public Relations Branch (“PPRB”), which comprises Media Liaison and Support Bureau, Community Relations Bureau; and the Information and Publicity Bureau;
- (ii) To formulate and implement Force policies and priorities in relation to media relations, community engagement, and the use of social media platforms to communicate with the public;
- (iii) To plan, supervise and co-ordinate Force media relations projects, community engagement works, social media communication programs and publicity campaigns;
- (iv) To monitor public sentiment to the Force;
- (v) Where there is an emerging public relations crisis, to formulate and implement crisis communication action plans;
- (vi) To serve as the Police Media Coordinator to manage police-media relations and inter-agency media coordination during major or counter terrorism incidents;
- (vii) To serve as the official spokesman for the Force;
- (viii) To assist ACP SUP to supervise the Junior Police Call Scheme and

the Senior Police Call Scheme;

- (ix) To be a member of the Road Safety Council;
- (x) To provide internal training on community and media relations; and
- (xi) To exercise guardianship and supervision to ensure the most effective use of resources allocated to the PPRB.

Job Description
of Assistant Commissioner of Police (Support)

Rank: Assistant Commissioner of Police (PPS 56, D2-equivalent)

Responsible to: Director of Operations (PPS 57, D3-equivalent)

Main Duties and Responsibilities –

- (i) To command the Support Wing of the Hong Kong Police Force, consisting of the Police Public Relations Branch, Traffic Bureau Headquarters and the Support Branch;
- (ii) To maintain a high level of efficiency of the three formations under his or her command;
- (iii) To recommend how Force policies on matters for which he or she is responsible might be developed and improved;
- (iv) To implement approved plans and projects for which he or she, or the formations under his or her command are responsible, to achieve the stated objectives within given deadlines;
- (v) To ensure that Force liaison takes place at the correct level on traffic and transport matters with the Transport and Housing Bureau, the Transport Department, the Department of Justice and the Judiciary;
- (vi) To ensure that Force liaison takes place at the correct level on day to day operational matters (other than Crime) with the Security Bureau, and any subsequent response to the Panels and Committees of the legislature;
- (vii) To implement Strategic Action Plans relevant to 'A' Department under the Force Strategic Directions;
- (viii) To develop and implement programme plans for Support Wing;

- (ix) To collate and co-ordinate 'A' Department submissions on support and operational requirements for inclusion in annual estimates of revenue and expenditure and the baseline forecast exercise;
- (x) To consult with 'A' Department major formation commanders, to advise the Director of Hong Kong Police College on operational training requirements;
- (xi) To consult with 'A' Department major formation commanders, for liaison with Department of Justice to discuss and agree new or amended legislation on matters for which he or she is responsible;
- (xii) to liaise with 'A' Department major formation commanders to review broad operational strategies and to make recommendations of their development and improvement;
- (xiii) To liaise with Government departments on operational support matters;
- (xiv) To prepare, amend and promulgate Force orders on operational support matters;
- (xv) To serve as Chairman of the Uniform and Accouterments Committee;
- (xvi) To be the Force Data and Access to Information Coordinator responsible for devising Force policy matters relating to the Code on Access to Information and the Personal Data (Privacy) Ordinance; and
- (xvii) To exercise the delegated authorities by the Societies Officer under the Societies Ordinance.

Job Description
of Commandant, Police Tactical Unit

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

Responsible to: Assistant Commissioner of Police, Operations (PPS 56, D2-equivalent)

Main Duties and Responsibilities –

- (i) To assume the overall command of Police Tactical Unit Headquarters (PTU HQ).
- (ii) To ensure the efficiency of the units/ work under his command in particular for:
 - The Companies under training at PTU HQ, Special Duties Unit and Police Personnel Carrier Unit;
 - The preparation of the Force annual Internal Security training programme;
 - The running of Refresher Training in relation to Internal Security, Public Order and Crowd Management for Tier 1,2 and 3 Companies as well as the Regional Response Contingents, Headquarters Response Contingent and TANGO Company;
 - The review and development of tactics and utilisation of technology in relation to Internal Security, Public Order and Crowd Management;
 - The research and development relating to arms, ammunition, equipment, specialised operational vehicles and operation/ training facilities in meeting the Force operational and training needs;

- The allocation of arms, ammunition, equipment and transport to PTU Companies;
 - The specialist firearms training of the Counter Terrorist Response Unit, the Airport Security Unit and the Railway Response Team.
- (iii) To be the committee member/ chairman of various committee/ conference, including:-
- the member of the Force Steering Committee on Counter Terrorism;
 - the member of the Counter Terrorism coordinating Committee;
 - the member of the Public Order and Major Incident Readiness Committee; and
 - the chairman of the Operations Wing Formation Integrity Committee.

Job Description

Proposed Post of Assistant Commissioner of Police (Public Relations)

Rank: Assistant Commissioner of Police (PPS 56, D2-equivalent)

Responsible to: Director of Operations (PPS 57, D3-equivalent)

Main Duties and Responsibilities -

- (i) To command the Public Relations (PR) Wing and formulate Force strategies in relation to media relations, community engagement, and the use of social media platforms to communicate with the public;
- (ii) To ensure a high standard of duty performance and discipline from personnel under his/her command;
- (iii) To advise the Commissioner of Police and the senior management on all matters relating to public sentiment, media and community relations;
- (iv) To monitor the Force's representation on the Internet and social media platforms through direct and timely responses in order to safeguard the professional image and reputation of the Force;
- (v) To maintain effective liaison with both internal and external stakeholders with a view to enhancing the level of public trust and confidence to the Force;
- (vi) To mobilise and lead the PR Crisis Communication Team to formulate crisis communication strategies in case of emerging PR crises;
- (vii) To oversee the manning of Public Relations Command Post, deployment of Force Media Liaison Cadre and Social Media Live

Teams during public events, major or counter terrorism incidents;

- (viii) To supervise the production of Force publications, the Junior Police Call Scheme and the Senior Police Call Scheme; and
- (ix) To exercise personnel management and disciplinary functions as delegated by the HKPF Management.

Job Description
Proposed Post of Chief Superintendent of Police (Operations)

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

Responsible to: Assistant Commissioner of Police, Operations (PPS 56, D2-equivalent)

Main Duties and Responsibilities -

- (i) To command and supervise the Operations Bureau, Major Incidents Bureau, Explosive Ordnance Disposal Bureau and secondary cadres under the purview of the Operations Wing;
- (ii) To ensure a high standard of duty performance and discipline from personnel under his/her command;
- (iii) To ensure effective contingency planning and coordinate Force-wide counter-terrorism/major incident related operations involving the relevant units, including those under other Major Formations;
- (iv) To advise on operational training requirements and develop various new command courses with enhanced and modified elements to equip senior commanding officers with an advanced level of commanding competency;
- (v) To represent the HKPF in the effective collaboration and co-ordination among various stakeholders on operational matters;
- (vi) To review objectives, policies and implementation plans with other stakeholders in relation to operational matters;
- (vii) To steer and ensure effective deployment of resources to meet policing requirements for the cross-boundary infrastructure projects of the Greater Bay Area;

- (viii) To steer and coordinate the development of the HKPF's use of small unmanned aircraft; and
- (ix) To exercise personnel management and disciplinary functions as delegated by HKPF Management.

Job Description
Proposed Post of Chief Superintendent of Police
(Information Systems)

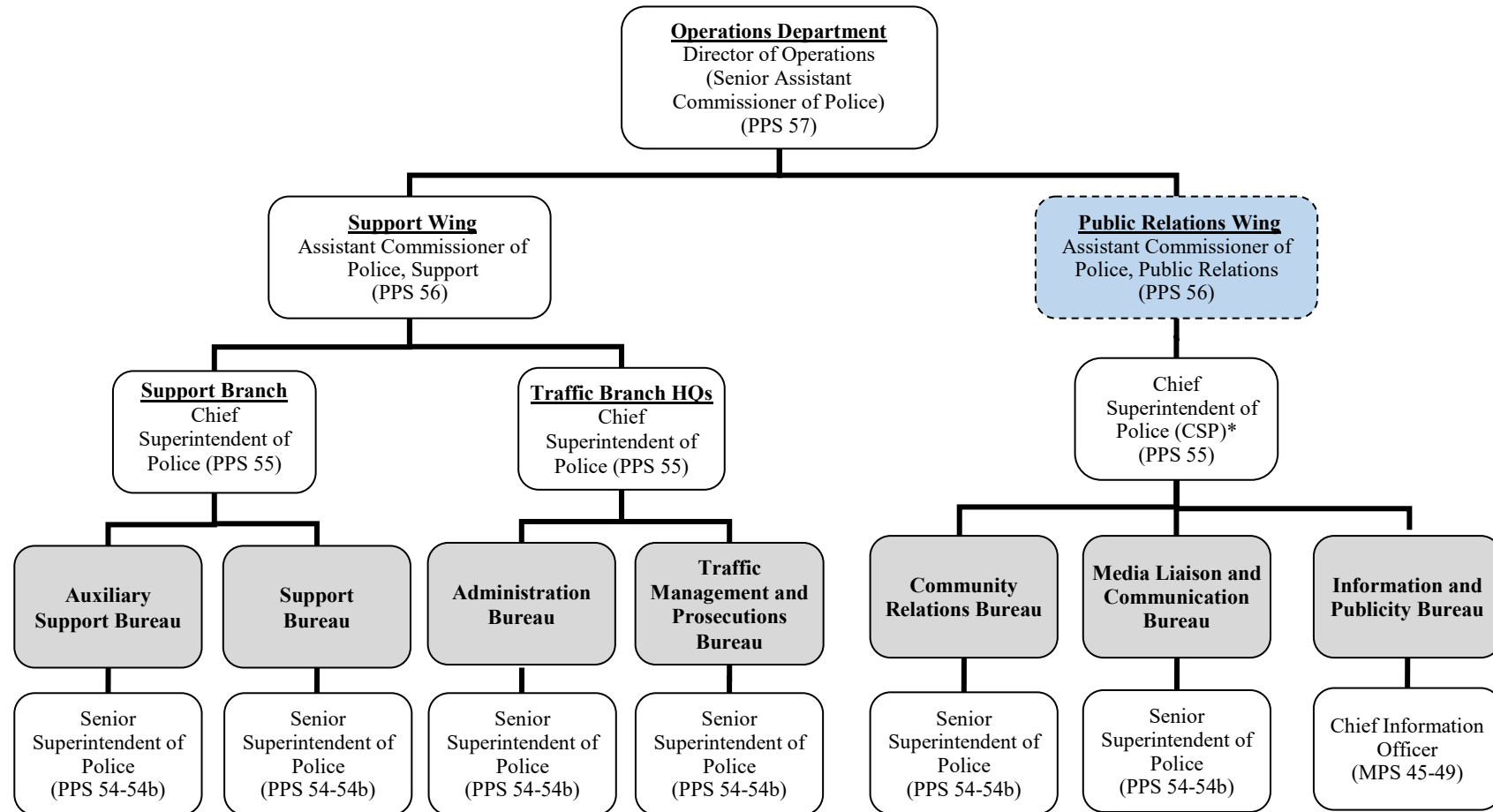
Rank: Chief Superintendent of Police (PPS 55, D1-equivalent)

Responsible to: Assistant Commissioner of Police, Information Systems (PPS 56, D2-equivalent)

Main Duties and Responsibilities -

- (i) To command and supervise the Business Services Bureau, Innovation and Solution Lab and Information Systems Wing Headquarters under the purview of Information Systems Wing;
- (ii) To formulate strategies, action plans and oversee their execution for building a sustainable innovation and technology (I&T) ecosystem in HKPF;
- (iii) To formulate, align and integrate policies with a view to accelerating I&T adoption in HKPF;
- (iv) To review the business process of policing and identify re-engineering opportunities to enhance operational efficacy through better use of I&T in HKPF;
- (v) To foster strategic partnership with institutions/universities/technology companies to strengthen the I&T research and development capability of HKPF;
- (vi) To engage internal and external stakeholders to identify the challenges and opportunities of adopting I&T in HKPF and solicit their support and collaboration;
- (vii) To cultivate an embracing culture of I&T in HKPF;
- (viii) To ensure effective deployment of resources to support I&T adoption in HKPF; and
- (ix) To exercise personnel management and disciplinary functions as delegated by HKPF Management.

Proposed Organisation Chart of the Public Relations Wing, Hong Kong Police Force



Legend

PPS = Police Pay Scale

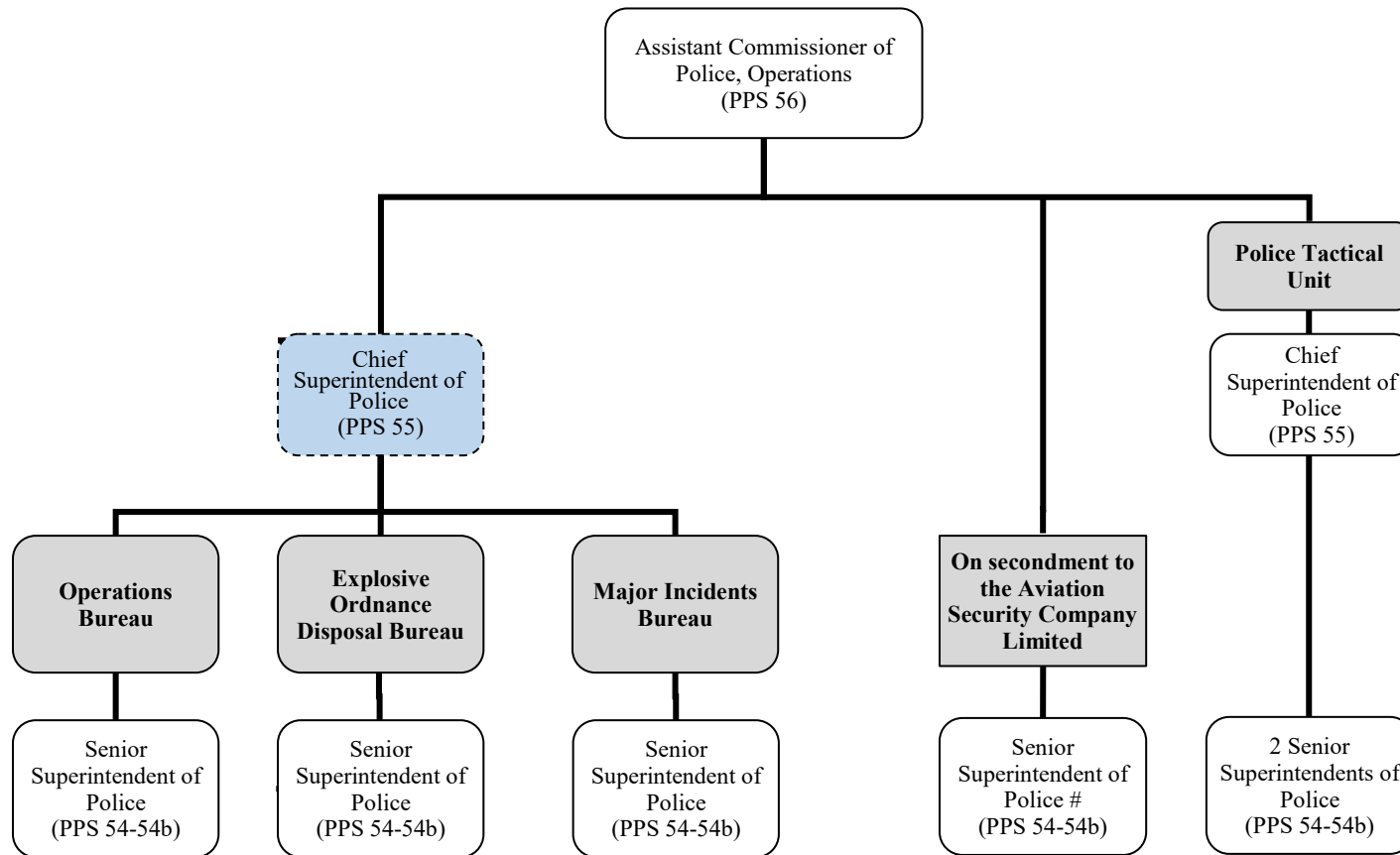
MPS = Master Pay Scale

HQs = Headquarters

* One CSP post proposed to be permanently redeployed from the Police Public Relations Branch of the Support Wing to the Public Relations Wing, which will be established upon the proposed creation of ACP post subject to the approval of the Finance Committee

Proposed new post

Proposed Organisation Chart of the Operations Wing, Hong Kong Police Force



2

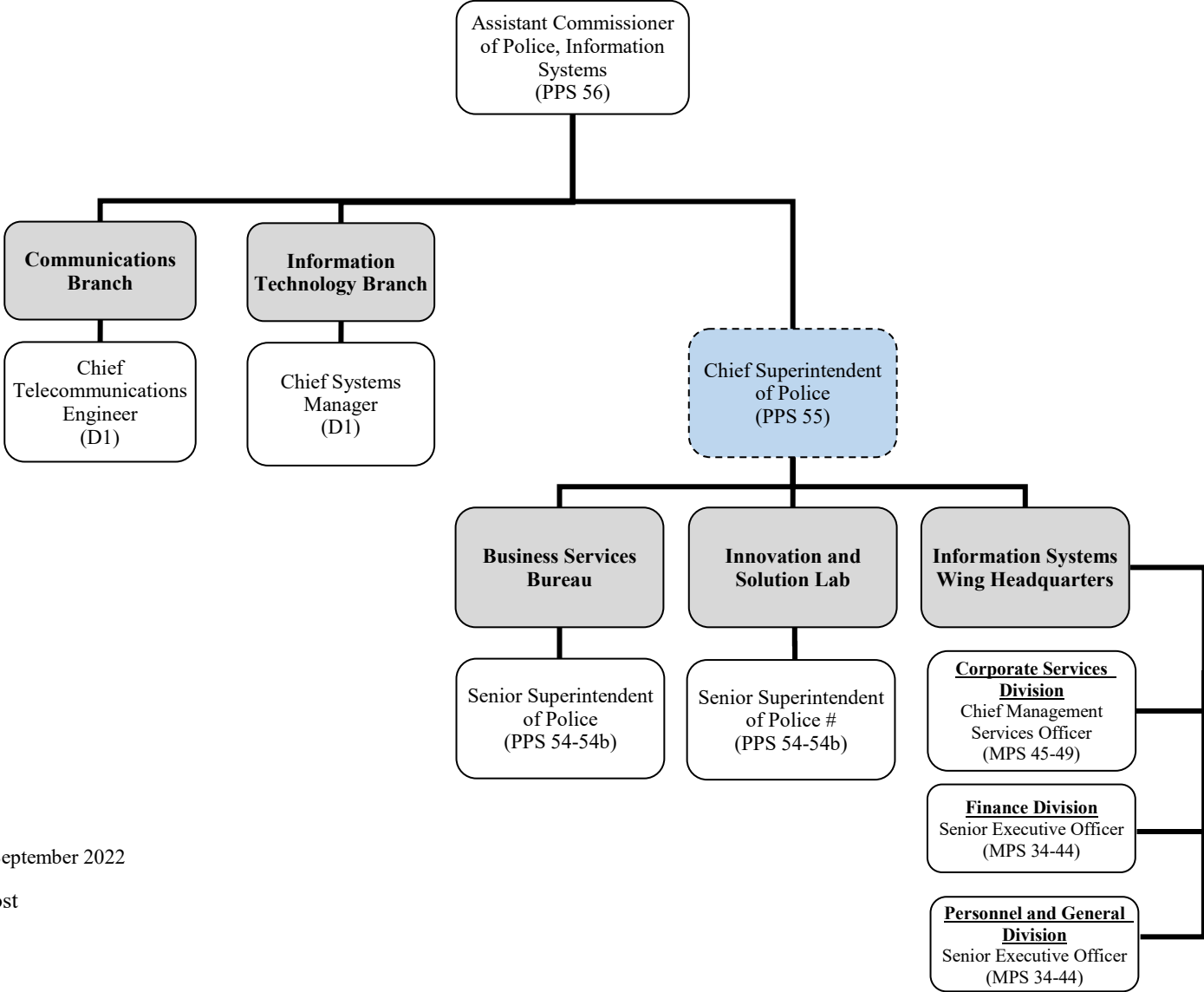
Legend

PPS = Police Pay Scale

Time-limited post due in December 2022

Proposed new post

Proposed Organisation Chart of the Information Systems Wing, Hong Kong Police Force



Legend
 PPS = Police Pay Scale
 D = Directorate Pay Scale
 MPS = Master Pay Scale
 # Time-limited post due in September 2022

 Proposed new post

**Existing Duties and Work Priorities of
Assistant Commissioner of Police (ACP)
and Chief Superintendent of Police (CSP) Posts
in the Hong Kong Police Force (HKPF)**

At present, there are 73 permanent and one supernumerary directorate posts¹ (of which 14 at the ACP rank and 48 at the CSP rank) are established under the five departments of the HKPF, viz. Operations; Crime and Security; Personnel and Training; Management Services; as well as 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 under the charter of the Operations Department. The distribution and the major responsibilities of the ACP and CSP posts are as follows –

(A) Operations Department

(i) Police Regions (six ACPs and six CSPs)

Six ACP posts are established as Regional Commanders (RCs) under the command of the Director of Operations. The six ACP posts are supported by six CSP posts as Deputy Regional Commanders to oversee all operational, administrative and financial matters and give policy directions and command in the six Police Regions.

(ii) Police Districts (19 CSPs)

19 CSPs 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. The 19 CSP posts are established as District Commanders and are under the command of the respective RCs. Each District Commander is responsible for the effective enforcement of law and order and the prevention and detection of crimes in his/her Police District.

¹ Including one CSP supernumerary post created for five years with the approval of the Finance Committee (vide FCR(2021-22)17).

(iii) Support Wing (one ACP and three CSPs)

One ACP post, supported by three CSP posts, is established in the Support Wing under the command of the Director of Operations. The ACP post is responsible for the overall command of the three branches of the Support Wing, viz. the Support Branch, the Traffic Branch Headquarters and the Police Public Relations Branch in devising and implementing relevant Strategic Action Plans under the Strategic Directions of the HKPF. 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 and leveraging public support for policing activities.

(iv) Operations Wing (one ACP and one CSP)

One ACP post is established in the Operations Wing under the command of the Director of Operations. The ACP post is responsible for the overall command of the four formations of the Operations Wing, viz. the Operations Bureau, the Explosive Ordnance Disposal Bureau, the Major Incidents Bureau, and the Police Tactical Unit for the coordination and implementation of the HKPF's operational policy and relevant Strategic Action Plans under the Strategic Directions of the HKPF. The Operations Bureau deals with the staffing and liaison of operational matters and the running of the Headquarters Command and Control Centre. The Explosive Ordnance Disposal Bureau deals with all illegal explosive objects including chemical, biological, radiological and nuclear weapons in Hong Kong. The Major Incidents Bureau oversees the overall strategy, policies and auditing of capabilities relating to the police response to major incidents, large-scale emergencies, significant public events and counter-terrorism situations.

Commanded by one CSP post established under the ACP post, the Police Tactical Unit provides training on internal security and ensures the HKPF's readiness to respond to any threat to public order or

internal security.

(B) Crime and Security Department

(i) Crime Wing (one ACP and nine CSPs)

One ACP post, supported by nine CSP posts, is established in the Crime Wing under the command of the Director of Crime and Security. The ACP post is responsible for the overall command of the nine formations of the Crime Wing, viz. the Crime Wing Headquarters Group, the Commercial Crime Bureau, the Criminal Intelligence Bureau, the Financial Intelligence and Investigation Bureau, the Narcotics Bureau, the Organised Crime and Triad Bureau, the Crime Support Group, the Technical Services Division and the Cyber Security and Technology Crime Bureau. Each of these formations deals with specific areas and supports frontline crime units.

(ii) Security Wing (one ACP and one CSP)

One ACP post, supported by one CSP post, is established in the Security Wing under the command of the Director of Crime and Security. The ACP post is responsible for handling a range of security-related matters including VIP protection, counter-terrorism, security coordination, 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 (one ACP and three CSPs)

One ACP post is established in the Personnel Wing under the command of the Director of Personnel and Training. The ACP post is responsible for overseeing a wide range of human resource management functions.

Three CSP posts are established under the ACP post to command three branches in the Personnel Wing, viz. the Conditions of Service and Discipline Branch, the Human Resources Branch and the Personnel Services and Staff Relations Branch. The Conditions of Service and Discipline Branch is responsible for handling discipline and conditions of service for disciplined officers, including leave and health management, quarters and retirement arrangement. The Human

Resources Branch is responsible for managing the recruitment, promotion, manpower and succession planning, career development, posting and extension of service of disciplined officers. The Personnel Services and Staff Relations Branch is responsible for providing catering, psychological, staff relations and welfare services to the HKPF, and maintaining close communication with the police staff associations.

(ii) *Training Wing (one ACP and two CSPs)*

One ACP post is established in the Training Wing as the Director of the Hong Kong Police College (HKPC) under the command of the Director of Personnel and Training. The ACP post is responsible for overseeing the police trainings with a vision to develop the HKPC as a centre of excellence in the respective field, so as to maintain and enhance the HKPF's organisational capacity.

Two CSP posts are established under the ACP post as Deputy Directors (DD1 and DD2) of the HKPC. DD1 is responsible for commanding the School of Foundation Training and the School of Professional Development. The School of Foundation Training provides a wide range of training from basic recruit training to professional training including firearms and tactics, weapons and drill and musketry. The School of Professional Development organises local, Mainland and overseas training programmes in police leadership and management, and professional courses on application of information technology in policing. DD2 commands the School of Specialised Learning and two divisions, namely the Human Resources and Finance Division and the Administration and Support Division. They provide a wide range of specialised and generic competency training, such as detective training, police driving and traffic training, quality assurance and academic accreditation of police training courses, as well as various training support services to the HKPC.

(D) Management Services Department

(i) *Information Systems (IS) Wing (one ACP)*

One ACP post is established in the IS Wing under the command of the Director of Management Services. The ACP post is responsible for the command of the four formations of the IS Wing, viz. the Business Services Bureau, the Communications Branch, the Information Technology Branch, and the Innovation and Solution Lab. The

Business Services Bureau is responsible for building business strategies in support of the HKPF's strategic development through the application of information and communications technology. The Communications Branch is responsible for the supply and maintenance of all HKPF's communications equipment. The Information Technology Branch is responsible for planning, developing, implementing and maintaining the information systems of the HKPF. The Innovation and Solution Lab is responsible to explore new technologies that could be adopted in the HKPF setting to improve work efficiency.

(ii) *Service Quality (SQ) Wing (one ACP and three CSPs)*

One ACP post, supported by three CSP posts, is established in the SQ Wing under the command of the Director of Management Services. The ACP post is responsible for commanding 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 Police 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 Investigations Branch is responsible for investigating complaints against police officers and serious disciplinary matters and promoting the Integrated Integrity Management Framework to reinforce the HKPF's values of integrity and honesty.

(E) *Finance, Administration and Planning Department*

The Planning and Development Branch (one CSP)

One CSP post is established in the Planning and Development Branch under the command of the Director of Finance, Administration and Planning. The CSP 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 policies on matters relating to the department's properties to meet new policy requirements and operational needs.

Enclosure 16 to Annex 1

**The Changes in Establishment of Staff in
Disciplined Services Departments (DSDs)**

Correctional Services Department

	Number of posts			
Establishment (note)	Existing (as at 1 April 2022)	As at 1 April 2021	As at 1 April 2020	As at 1 April 2019
A	10	10	10	10
B	1 179	1 170	1 160	1 146
C	6 046	5 973	5 876	5 833
Total	7 235	7 153	7 046	6 989

Customs and Excise Department

	Number of posts			
Establishment (note)	Existing (as at 1 April 2022)	As at 1 April 2021	As at 1 April 2020	As at 1 April 2019
A	9	9	9+(1)	9+(1)
B	1 219	1 219	1 177	1 151
C	6 136	6 172	6 131	5 853
Total	7 364	7 400	7 317+(1)	7 013+(1)

Fire Services Department

	Number of posts			
Establishment (note)	Existing (as at 1 April 2022)	As at 1 April 2021	As at 1 April 2020	As at 1 April 2019
A	19+(1)	19	19	19
B	1 479	1 449	1 435	1 432
C	9 931	9 832	9 682	9 523
Total	11 429+(1)	11 300	11 136	10 974

Government Flying Service

	Number of posts			
Establishment (note)	Existing (as at 1 April 2022)	As at 1 April 2021	As at 1 April 2020	As at 1 April 2019
A	5	5	5	5
B	120	119	105	97
C	210	207	190	182
Total	335	331	300	284

Hong Kong Police Force

	Number of posts			
Establishment (note)	Existing (as at 1 April 2022)	As at 1 April 2021	As at 1 April 2020	As at 1 April 2019
A	73+(1)	73	73	73
B	3 379	3 358	3 185	3 139
C	34 391	34 240	32 526	32 229
Total	37 843+(1)	37 671	35 784	35 441

Immigration Department

	Number of posts			
Establishment (note)	Existing (as at 1 April 2022)	As at 1 April 2021	As at 1 April 2020	As at 1 April 2019
A	12	12+(1)	12+(1)	12
B	2 506	2 486	2 445	2 423
C	6 545	6 619	6 518	6 454
Total	9 063	9 117+(1)	8 975+(1)	8 889

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
- () — number of supernumerary directorate post, excluding supernumerary posts created under delegated authority

**Proposed Creation of a Supernumerary
Deputy Chief Fire Officer Post in the Fire Services Department**

PURPOSE

The Fire Services Department (“FSD”) proposes to create a supernumerary post of Deputy Chief Fire Officer (“DCFO”) (Disciplined Services (Commander) Pay Scale (“DS(C)”) 1 or Directorate Pay Scale (“D”) 1 equivalent), designated as Deputy Chief Fire Officer (Building Improvement) (“DCFO(BI)”), in its Fire Safety (“FS”) Command commencing on the date of approval of the Finance Committee (“FC”) of the Legislative Council (“LegCo”) until 31 March 2025. The post will supervise the work of amending the Fire Safety (Buildings) Ordinance (“FS(B)O”) (Cap. 572) and steer the implementation of measures related to policies on enhancing fire safety of old buildings (including commercial, composite and domestic, and industrial buildings)¹. Members are invited to comment on this proposal.

BACKGROUND

2. The fire safety provisions in old buildings, though meeting the safety standards at the time of construction, may not be sufficient under the present-day standards. The FS Command of the FSD has been striving to upgrade the fire safety of old buildings (including commercial, composite and domestic, and industrial buildings), by proactively conducting fire safety inspection and monitoring follow-up action with a view to ensuring the effective implementation of relevant policies. The FSD’s workload of enhancing fire safety is very heavy and it is necessary to create a supernumerary post of DCFO. Relevant work of the FSD is set out in the ensuing paragraphs.

¹ Old buildings refer to buildings regulated by the Fire Safety (Commercial Premises) Ordinance (Cap. 502), the Fire Safety (Buildings) Ordinance (Cap. 572) and the Fire Safety (Industrial Buildings) Ordinance (Cap. 636), which were commercial, composite and domestic as well as industrial buildings constructed on or before 1 March 1987, or with the plans of the building works first submitted to the Building Authority for approval on or before that day.

Amending the FS(B)O

3. The FS(B)O came into operation in 2007 which stipulates that composite and domestic buildings which were constructed on or before 1 March 1987 (“target buildings”) must be enhanced to meet modern fire protection requirements. Under the FS(B)O, the enforcement authority (“EA”) in relation to fire service installations and equipment (“FSIs”) is the Director of Fire Services; while the EA in relation to planning, design and construction of buildings is the Director of Buildings. The FSD and the Buildings Department (“BD”) will issue Fire Safety Directions (“Directions”) to owners and/or occupiers with regard to fire safety measures of buildings under their respective purview and specify the required fire safety improvement works.

4. The FSD and the BD will deploy officers to conduct joint inspection of the target buildings. Directions will be issued to owners and/or occupiers in light of the actual condition of the buildings and in accordance with the FS(B)O, requiring them to provide appropriate FSIs and/or carry out works in relation to fire safety construction, with a view to enhancing the fire safety standards of their buildings. There are about 13 500 target buildings regulated under the FS(B)O.

5. Currently, there is no provision in the FS(B)O empowering the FSD and the BD to carry out works relating to improving fire safety measures for target buildings. Since undertaking fire safety improvement works involves various feasible proposals and works arrangements (such as locations of installing the equipment or consideration of installing various alternative equipment), and the scale of the works, associated costs as well as the impacts to individual building owners would vary rather significantly depending on the proposals to be adopted, it is therefore more appropriate for the owners of the buildings to discuss among themselves having regard to the building’s circumstances and reach a consensus. In addition, the installations and equipment installed during the works would also require subsequent maintenance.

6. Despite the fact that the Government has been proactively providing assistance to old buildings owners in different aspects (**Appendix I**), some of them, especially owners of “three-nil buildings”², may still have difficulties in complying with the requirements of the FS(B)O due to the lack of technical knowledge and/or coordination capability, etc. As of 31 January 2022, the FSD and the BD have

² “Three-nil buildings” refer to buildings which do not have owners’ corporations or any form of residents’ organisations, or do not engage property management companies.

inspected about 10 130 target buildings and issued in total over 310 000 Directions. Among the Directions issued, about 60% are yet to be complied with or require follow-up action. In this connection, the Government agrees it is necessary to take into account the BD's experience in the work of building safety and the similar mechanism under the Buildings Ordinance (Cap. 123), and amend the FS(B)O in order to empower the FSD and the BD to carry out fire safety improvement works for owners of old target buildings who are incapable of complying with the Directions ("default works"), and to recover the relevant costs incurred from such owners upon completion of the works.

7. We have to emphasise that it is the responsibility of owners to timely repair and properly maintain the private buildings, including carrying out the required fire safety improvement works to enhance the fire safety standards thereof according to the Directions. The Government should only, under very exceptional circumstances, carry out default works for buildings not being able to fulfil the requirements of the FS(B)O. In light of this principle and the policy objectives stated above, we need to study comprehensively and follow up the work in relation to amending the FS(B)O, as well as considering how to formulate a suitable mechanism and resolve the implementation issues, etc.

8. After listening to the views of the Panel on Security of the LegCo on the basic principles and key issues regarding the proposed amendments to the FS(B)O on 7 September 2021, the Government is sparing no efforts to resolve the legal and implementation issues involved with a view to launching a public consultation this year, then formulating a suitable mechanism and amending the legislation to empower the relevant departments to carry out the related work. The legislative amendments and associated work involve highly complex policy analysis and research as well as legislative work, which are broad in scope and are complicated and extremely technical. It will therefore be a very arduous task.

Measures of upgrading fire safety of old buildings

9. Other than regular enforcement action and inspections, the FSD also comprehensively and proactively deals with fire hazards at old buildings through fire safety education and community partnership. The FSD invites owners, occupants or management staff of buildings to serve as Building Fire Safety Envoys to closely monitor the fire safety of the buildings. Also, personnel of fire stations in the relevant operational divisions, the Fire Safety Ambassadors and their honorary presidents as well as members of the District Fire Safety Committees also promote fire

safety regularly.

10. The FSD has been striving to upgrade fire safety of other different types of old buildings. The Fire Safety (Commercial Premises) Ordinance (“FS(CP)O”) (Cap. 502) and the Fire Safety (Industrial Buildings) Ordinance (“FS(IB)O”) (Cap. 636) came into operation in 1997 and 2020 respectively. Same as the FS(B)O, the FSD and the BD are the EAs of the two ordinances. There are about 1 900 specified commercial buildings and about 1 100 industrial buildings regulated by the FS(CP)O and FS(IB)O respectively. Together with the FS(B)O, the three ordinances regulate about 16 500 old buildings.

11. On the front of implementing the FS(CP)O, as of 31 January 2022, the FSD and the BD have inspected about 2 750 prescribed commercial premises³ and about 1 750 specified commercial buildings⁴. For the about 107 000 Fire Safety Improvement Directions issued by the EAs, the compliance rate is about 97%. The FSD will offer various assistances to owners/occupiers based on their needs with a view to assisting them in complying with the statutory requirement.

12. On the front of implementing the FS(IB)O, the FSD and the BD have commenced the phase 1 inspection in late November 2020. As of 31 January 2022, about 70 target industrial buildings have been inspected. About 2 900 Directions have been issued to 50 of the inspected target industrial buildings. At present, it is the target to inspect 60 industrial buildings per annum.

13. As can be seen from the above, the number of ordinance for enhancing fire safety of old buildings as enforced by the FSD has increased from one at the beginning to three at present (i.e. the FS(CP)O, the FS(B)O and the FS(IB)O). The number of old buildings regulated under these ordinances has surged from about 1 000 in 1998 to about 16 500 at present. The number of inspections to relevant buildings conducted by the FSD each year has increased to more than double from about 32 000 in 2011 to about 67 000 in 2021. The number of Directions/Fire Safety Improvement Directions issued to owners and/or occupiers of relevant

³ Prescribed commercial premises refers to a premises with total floor area exceeding 230 square metres that is used for commercial activities such as banking (other than merchant banking), conduct of off-course betting, conduct of a jewelry or goldsmith business on premise that have a security area, supermarket, department store and shopping arcade, etc. The Government started to regulate prescribed commercial premises in May 1997.

⁴ Specified commercial building refers to commercial building which was constructed on or before 1 March 1987 or the plans of the building works of which were first submitted to the Building Authority for his approval on or before 1 March 1987. The Government started to regulate specified commercial building in June 1998.

buildings has also increased by about 80%, from about 18 500 in 2011 to about 33 600 in 2021. The substantial increase in the number of inspections and law enforcement work has led to more cases requiring individual follow-up actions. The FSD will adopt a flexible and pragmatic approach in handling each individual case. If owners and/or occupiers face real difficulties, such as structural, spatial or technical constraints, the EAs will also, on the premise that fire safety will not be compromised, accept alternative measures or offer assistance measures to owners and/or occupiers on other aspects (including technical, financial, coordination among owners, etc.).

JUSTIFICATIONS

The need to create a supernumerary DCFO post

14. While the above-mentioned ordinances have been implemented for some time, due to the ever-changing commercial activities or situations in old buildings, coupled with the rapid development of fire safety technologies, the proposed supernumerary DCFO post will have to work with other relevant government departments and bodies from time to time (e.g. the BD, the Home Affairs Department, the Urban Renewal Authority, etc.) to timely review and explore the feasibility of implementing other assistance measures and facilitation measures with a view to assisting owners and/or occupiers in complying with the relevant requirements. Taking the FS(B)O as an example, during the formulation of measures to assist owners in resolving technical issues, the FSD has to jointly tackle the technological and technical matters as well as legal requirements with government departments concerned, such as the Water Services Department and the BD, through high-level coordination (for example, when studying allowing fire services system to be fed directly from government mains so as to dispense with the need to install new water tank and fire pumps, there are complicated issues such as ensuring fresh water supply would not be contaminated). It is necessary for a directorate officer with extensive fire safety experience and high-level coordination skill to be responsible for the relevant steering work.

Challenges faced by the FS Command

15. At present, there are 10 units⁵ under the FS Command responsible

⁵ The 10 units under the FS Command are the Support Division, the New Projects Division, the Railway Development Strategy Division, the Airport Expansion Project Division, the Community Emergency Preparedness Division (“CEP”), the Building Improvement Strategy Office, the Loan

for (a) the formulation, implementation and review of fire safety policies; (b) ensuring the effective implementation of relevant policies and procedures, with a view to improving the fire safety of prescribed commercial premises, specified commercial buildings, composite and domestic buildings as well as industrial buildings; (c) formulating appropriate fire safety requirements for railway development, new building projects, infrastructure development, etc. for ensuring the development concerned can meet fire safety standards; (d) vetting applications for loans for fire safety improvement works⁶; (e) liaising with public and private organisations on fire prevention issues; and (f) disseminating fire safety messages to the general public.

16. To cope with the rapid increase in workload on fire safety and to meet expectation of members of the public, the non-directorate establishment of the FS Command has increased from about 200 since the establishment of the Command in 1999 to about 400 as of end March 2022. However, the FS Command has been headed by two directorate officers only, including one Chief Fire Officer (“CFO”) (DS(C)2 or D2 equivalent) (designated as CFO(FS)) and one DCFO (DS(C)1 or D1 equivalent) (designated as DCFO(FS)). The existing organisation chart of the FSD and the FS Command are at [Appendix II](#) and [Appendix III](#) respectively.

17. Apart from enhancing fire safety of old buildings, the directorate officers of the FS Command also need to formulate, implement and review fire safety policies for new buildings and major infrastructure development. The FS Command is responsible for vetting new and amended building plans. It also formulates suitable fire safety requirements according to the nature of and risks involved in individual projects. Amid the continuous development of society, a number of large-scale cross-boundary and inter-district infrastructures and mass transit systems have been completed, coupled with the increasingly complex structure of new infrastructures and buildings, the burden and challenges faced by the directorate officers in formulating, implementing and reviewing fire safety policies have increased significantly.

18. In 2021, the FS Command has vetted over 20 000 building plans for various new development projects, including new buildings,

Scheme Supporting Team (“LSST”) and three Building Improvement Divisions.

⁶ The LSST of the FS Command is responsible for coordinating loan applications for fire safety improvement works under the Building Safety Loan Scheme of the BD (“the Scheme”). The Scheme aims to provide loans to owners of all types of private buildings (including commercial, domestic and composite, and industrial buildings) or part thereof, who may wish to obtain financial assistance in carrying out works for improving the fire safety of their premises or buildings.

transitional housing, airport expansion project and the three-runway system, railway projects, etc., representing an increase of over 45% as compared with the about 14 000 building plans in 2011. The FS Command is also responsible for formulating fire safety requirements and vetting technical drawings of FSIs for railway infrastructure development⁷, as well as providing professional advice on fire safety requirements to policy bureaux and departments at the planning and design stage of those railway infrastructure projects. In addition, the FS Command also handles the alternation to and addition of FSIs in existing rail lines and major improvement works at existing stations. We anticipate that the workload in relation to new buildings and major infrastructure developments will substantially increase following the Northern Metropolis Development Strategy encompassing the planning of five new railway projects (among which three are cross-boundary projects) as well as large number of housing, information & technology and commercial developments in the area.

19. The design of major infrastructure projects and new buildings in Hong Kong has become increasingly complex, often involving large site coverage, enormous underground space and deep underground tunnels, coupled with the new policy on revitalisation of historic buildings. Apart from vetting building plans in accordance with requirements, the FS Command also has to make reference to the standards and relevant studies of other countries/regions from time to time when formulating and handling relevant fire safety requirements.

20. All the tasks mentioned above require high-level leadership and steer. To cope with the above-mentioned challenges, the two existing directorate officers (i.e. CFO(FS) and DCFO(FS)) are already overloaded by their current duties and ever-increasing workload.

Proposed creation of a supernumerary DCFO post

21. We consider it necessary to increase the manpower of directorate grade to provide dedicated support to and be responsible for tasks relevant to the amendments of the FS(B)O. These tasks involve highly complex policy analysis and research as well as legislative work, which are broad in scope and are complicated and extremely technical. Throughout the process, the FSD has to formulate policy and legislative proposals for the implementation mechanism of default works, liaise with government

⁷ Namely the East Kowloon Line, the North Island Line, the Hung Shui Kiu Station, the Northern Link, the Kwu Tung Station, the Tung Chung West Extension, the Tuen Mun South Extension, the South Island Line (West), the Siu Ho Wan Depot Redevelopment and the Siu Ho Wan Station.

departments concerned and different stakeholders, prepare relevant documents (including public consultation document, reports, etc.), assist the LegCo in scrutinising the legislative proposals and so on. Having considered the complexity and the responsibilities involved in the above-mentioned work, we propose to create one DCFO post (DS(C)1 or D1 equivalent), designated as DCFO(BI), in the FS Command. The post has to be set at the rank of DCFO since a DCFO is equipped with the required organisation capability, leadership, rich management experience and strategic thinking. He is also able to strategically utilise his extensive fire safety knowledge and experience to steer and plan for the above-mentioned legislative amendment work, formulate and implement the default works mechanism as well as to monitor the implementation of measures, with a view to upgrading the fire safety of composite and domestic buildings holistically.

22. Moreover, taking into account the policy intents of the above-mentioned three ordinances on enhancing fire safety of old buildings, the importance of their implementation, and the experience of implementing the three ordinances which is conducive to the Government's consideration on how to take forward the legislative amendment exercise and formulate a suitable mechanism, the proposed DCFO(BI) will at the same time supervise the implementation of the three ordinances with a view to more effectively monitoring the fire safety of old buildings in Hong Kong in an overall manner and to providing high-level supervision in respect of the assistance rendered to owners and/or occupiers of old buildings in complying with the requirements of the relevant ordinances when necessary. This proposed arrangement of having the above-mentioned three ordinances centralised and be administered by one DCFO is also in line with the current practice of the BD⁸.

23. In accordance with the above proposal, the proposed DCFO(BI) will oversee the Building Improvement Strategy Office, three Building Improvement Divisions and the LSST of the FS Command. The existing DCFO(FS) will focus on formulating, implementing and reviewing fire safety policies in relation to new buildings and major infrastructure developments, and will be responsible for overseeing the work of the Support Division, the New Projects Division, the Railway Development Strategy Division and the Airport Expansion Project Division⁹. The

⁸ Under the existing arrangement of the BD, the responsibility of enforcing the FS(IB)O, FS(CP)O and FS(B)O rests with its Fire Safety Section which is headed by a Chief Building Surveyor (D1).

⁹ After the creation of the proposed Deputy Director post in the FSD as mentioned in Annex I of the paper, the existing Headquarters ("HQ") Command will be re-named as the Corporate Strategy Command. The CEP of the FS Command will be placed under the Corporate Strategy Command and be re-named as the Public Safety and Communication Division.

organisation chart of the FS Command after the creation of the proposed supernumerary DCFO(BI) post is at **Appendix IV**. The job description of the proposed DCFO(BI) is at **Appendix V**. After creating the aforementioned post, the job description of DCFO(FS) is at **Appendix VI**.

24. We consider it necessary to set the duration of the proposed supernumerary DCFO post as three years, so as to ensure that he can take forward the relevant work continuously during the tenure, and maintaining sufficient continuity. We will in due course review whether it is necessary to continue to retain the proposed DCFO post.

Non-directorate Support

25. The proposed DCFO(BI) post will be responsible for overseeing five units of the FS Command, supported by about 180 non-directorate staff. The existing DCFO(FS) will be responsible for overseeing the remaining four units of the FS Command, supported by about 150 non-directorate staff.

ALTERNATIVES CONSIDERED

26. We have critically examined the possibility of redeploying the existing directorate officers of the FSD to take up the work of the proposed post. While there are currently eight DCFO posts¹⁰ in the FSD, all the existing DCFOs are now hard pressed by increasing workload requiring their long-term full commitment and follow-up as set out below –

- (a) There are two DCFO posts in the HQ Command¹¹, viz. DCFO(Headquarters) (“DCFO(HQ)”) and DCFO(Quality Assurance and Management) (“DCFO(QA&M)”). DCFO(HQ) is responsible for assisting in steering the planning and deployment of manpower and other resources of the FSD to cope with the rapid social development. Apart from managing the Fire Service Communications Centre to ensure that all firefighting and ambulance resources can be mobilised effectively to timely provide

¹⁰ The eight DCFO posts are deployed at the FS Command, the HQ Command, four operational Commands, as well as the Licensing and Certification Command respectively.

¹¹ After the creation of the proposed new Deputy Director post in the FSD as mentioned in Annex I of the paper, the existing HQ Command will be re-named as Corporate Strategy Command. The DCFO(HQ) post will be re-named as DCFO(Corporate Strategy). Moreover, the FSD will establish the Operational Support and Professional Development Command, to be headed by a DCFO, to take over some of the duties of the existing HQ Command. Such DCFO will be redeployed from the existing DCFO(Quality Assurance and Management) and re-named as DCFO(Operational Support and Professional Development).

fire and ambulance services to members of the public, he is also responsible for overseeing the development of the Fourth Generation Mobilising System, procurement and logistics, information technology, information dissemination, etc. DCFO(QA&M) is in charge of the Fire and Ambulance Services Academy for providing foundation training to recruits and professional training as well as frontline operational support in different aspects to members of the FSD, including overseeing the technical support rendered by different specialist teams at incidents;

- (b) There is one DCFO post in each of the four operational Commands (i.e. the Hong Kong Command, the Kowloon Command, the New Territories South Command and the New Territories North Command). They have to assist in planning, coordinating, managing, controlling and deploying command resources of manpower and appliances, and take personal command for fire services operations in serious incidents occurred within the areas served by the Commands. The operational duties and workload are already very onerous and daunting; and
- (c) There is one DCFO post in the Licensing and Certification (“LC”) Command who is responsible for formulating, vetting and examining the fire safety standards of new buildings, altered buildings, food premises and places of public entertainment, etc. The workload of the DCFO(LC) is ever-increasing.

27. In view of the above, it is operationally not feasible to have the duties of the proposed DCFO(BI) shouldered by them without adversely affecting the discharge of their own schedules of duties. As to the Deputy Chief Ambulance Officer (“DCAO”) (DS(C)1 or D1 equivalent) assisting in leading the Ambulance Command, he is currently responsible for the management and control of all ambulance resources to ensure an efficient and effective delivery of paramedic ambulance service to the community. More importantly, it is not feasible to have the duties of the proposed DCFO(BI) shouldered by DCAO since the work of fire safety policies is beyond his scope of professional knowledge and purview.

FINANCIAL IMPLICATIONS

28. The proposed creation of the supernumerary DCFO post will involve a 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 \$3,076,260. We have earmarked sufficient provision to meet the staff cost of the above proposal. The required provision has been reflected in the 2022-23 Estimates.

ESTABLISHMENT CHANGES

29. The establishment changes in the FSD for the past three years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 1 April 2022)	As at 1 April 2021	As at 1 April 2020	As at 1 April 2019
A	19+(1) [#]	19	19	19
B	1 479	1 449	1 435	1 432
C	9 931	9 832	9 682	9 523
Total	11 429+(1)	11 300	11 136	10 974

Note:

- A – ranks in the directorate pay scale or equivalent
- B – non-directorate ranks, the maximum pay point of which is above Master Pay Scale (“MPS”) Point 33 or equivalent
- C – non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent
- # – as at 1 April 2022, there was no unfilled directorate post in the FSD
- 0 – including one five-year supernumerary CFO post and excluding supernumerary posts created under delegated authority

WAY FORWARD

30. Subject to Members’ view, we will submit the proposal for approval by the Establishment Subcommittee and the FC.

The Government's assistance measures for needy building owners for assisting them to comply with the requirements of the Fire Safety (Building) Ordinance ("FS(B)O") as soon as possible

Financial aspect

The Government and the Urban Renewal Authority ("URA") have put in place various financial support schemes for owners in need, including the "Building Safety Loan Scheme", the "Building Maintenance Grant Scheme for Needy Owners", etc. Fire safety improvement works pertaining to the FS(B)O have been incorporated into the list of works eligible for subsidies or loans under these schemes. To further assist owners of old buildings, the Government, in partnership with the URA, implemented the \$2-billion Fire Safety Improvement Works Subsidy Scheme ("FSWS") since 2018 to subsidise owners of eligible old target composite buildings in carrying out the required fire safety improvement works in complying with the requirement of the FS(B)O. Subsequently, the Government has further injected \$3.5 billion to FSWS. It is anticipated that FSWS could benefit around 6 000 to 6 500 buildings.

Coordination among owners

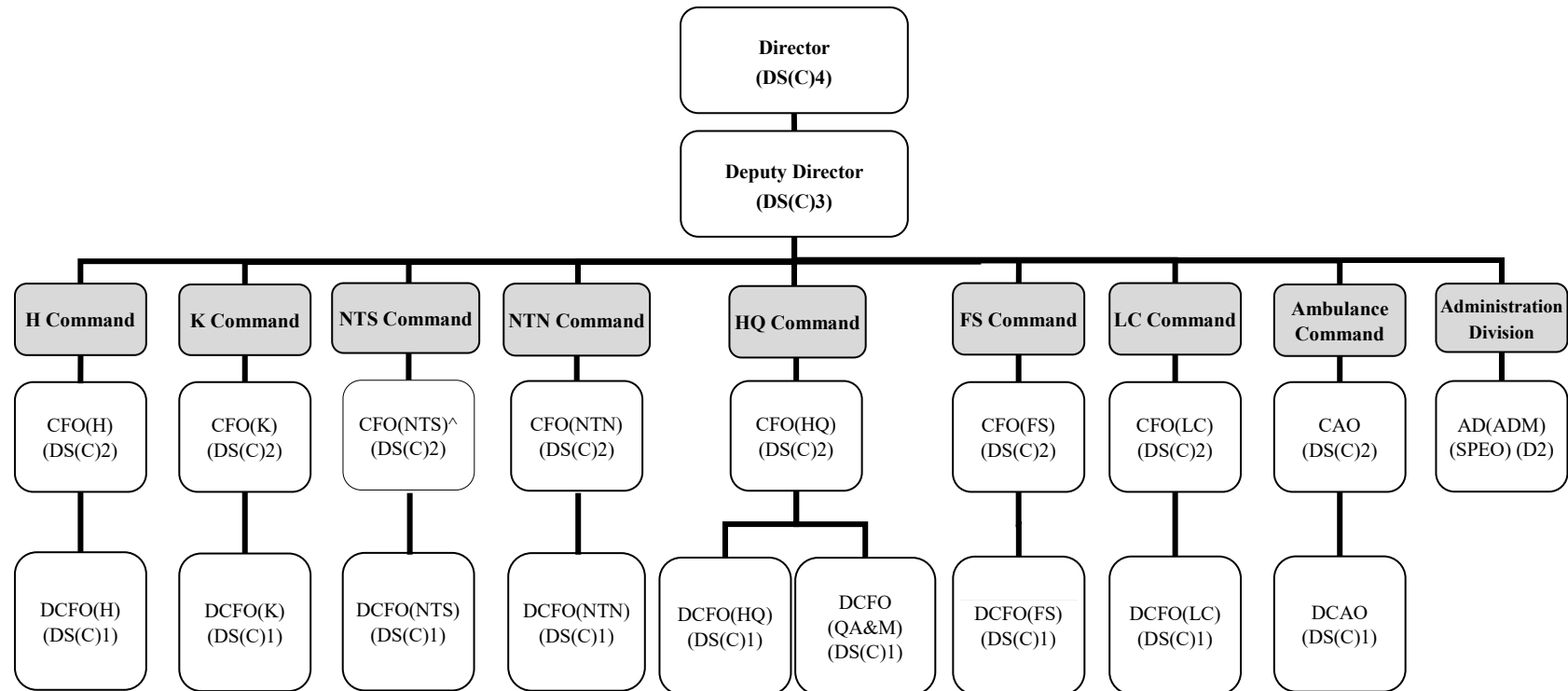
The Government understands that owners of old buildings (whether they are "three-nil buildings" or not) may encounter difficulties in coordinating fire safety improvement works. Therefore, the enforcement authorities will refer the list of target buildings without owners' corporations ("OCs") to the Home Affairs Department so that the latter can assist the owners of these buildings in forming OCs and advise them on building management matters. After issuing the Fire Safety Directions ("Directions"), the Fire Services Department ("FSD") will proactively promote and recruit Building Fire Safety Envoys and Fire Safety Ambassadors in "three-nil buildings" as a means to enhance the residents' awareness of fire prevention and facilitate coordination of future upgrading works of the fire service installations and equipment.

Technical aspect

The FSD understands that it may not be possible for individual old buildings to fully comply with the requirements of the Directions due to their structural or spatial constraints. As such, the FSD has been adopting a flexible and pragmatic approach in handling individual cases on the

premise that basic fire safety will not be compromised. In addition, the FSD has put in place an array of facilitation measures since 2016. For buildings of three storeys or less, the FSD allows owners to install “improvised hose reel systems” on the ground floor with direct water supply from government mains (commonly known as town mains). Besides, the capacity requirement for fire services water tanks of most four to six-storey buildings has been lowered from 2 000 litres to 500 litres whilst the capacity requirement for fire services water tanks of most buildings of seven storeys or more has been lowered from 9 000 litres to 4 500 litres, having regard to the structures and geographical locations of the buildings. The FSD is actively exploring more facilitation measures to help target buildings solve other technical difficulties.

Existing Organisation Chart of the Fire Services Department



Legend

DS(C) = Disciplined Services (Commander)

H = Hong Kong

K = Kowloon

NTS = New Territories South

NTN = New Territories North

HQ = Headquarters

FS = Fire Safety

LC = Licensing and Certification

CFO = Chief Fire Officer

CAO = Chief Ambulance Officer

DCFO = Deputy Chief Fire Officer

DCAO = Deputy Chief Ambulance Officer

QA&M = Quality Assurance and Management

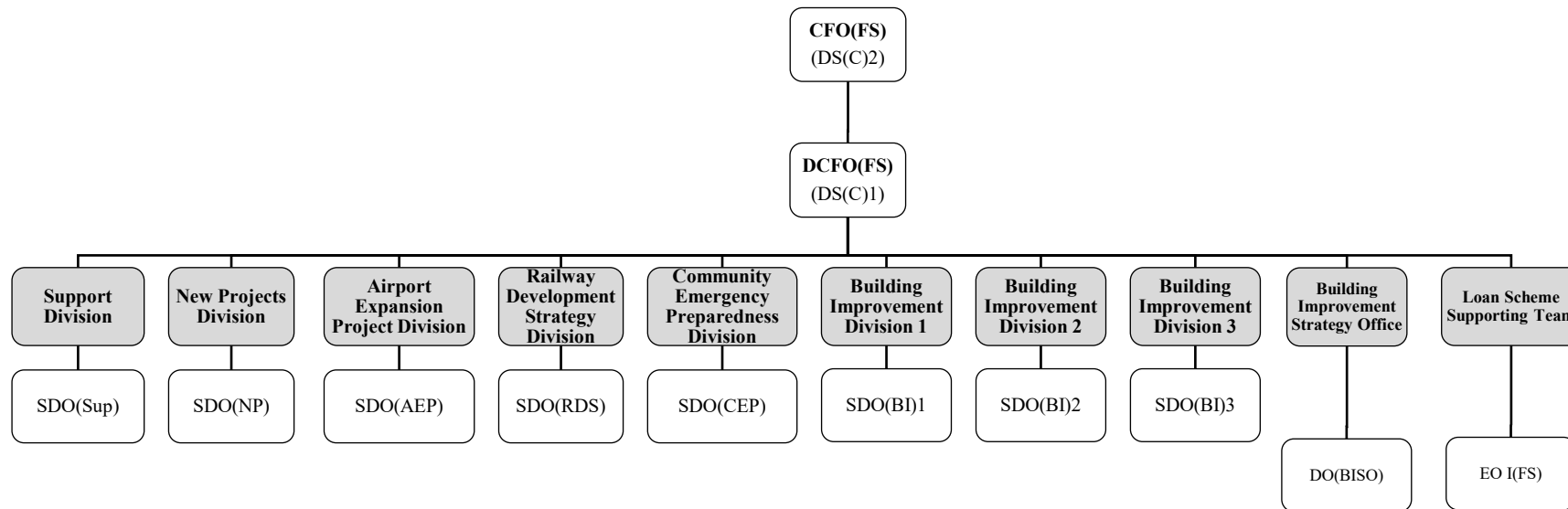
AD = Assistant Director

ADM = Administration Division

SPEO = Senior Principal Executive Officer

^ = supernumerary post until May 2026

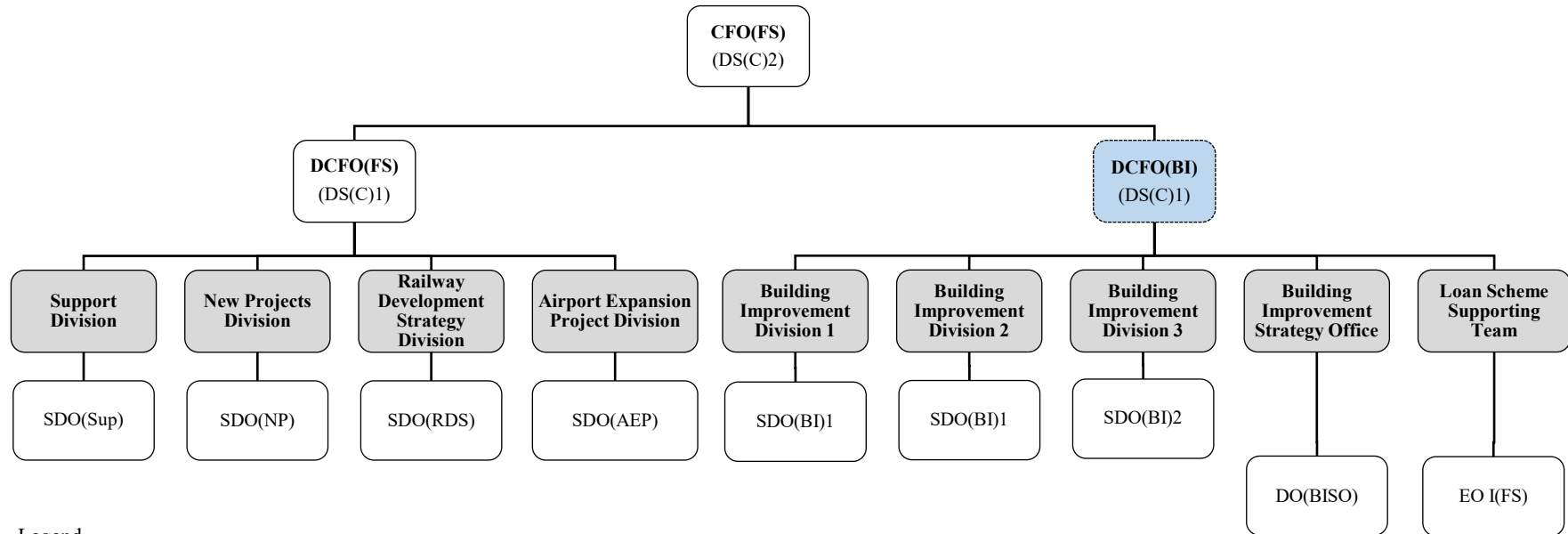
Existing Organisation Chart of the Fire Safety Command



Legend

- DS(C) = Disciplined Services (Commander)
- FS = Fire Safety
- CFO = Chief Fire Officer
- DCFO = Deputy Chief Fire Officer
- Sup = Support Division
- NP = New Projects Division
- AEP = Airport Expansion Project Division
- RDS = Railway Development Strategy Division
- CEP = Community Emergency Preparedness Division
- BI = Building Improvement
- BISO = Building Improvement Strategy Office
- SDO = Senior Divisional Officer
- DO = Divisional Officer
- EO = Executive Officer

Proposed Organisation Chart of the Fire Safety Command



Legend

DS(C) = Disciplined Services (Commander)

FS = Fire Safety

BI = Building Improvement

CFO = Chief Fire Officer

DCFO = Deputy Chief Fire Officer

Sup = Support Division

NP = New Projects Division

RDS = Railway Development Strategy Division


AEP = Airport Expansion Project Division

BISO = Building Improvement Strategy Office

SDO = Senior Divisional Officer

DO = Divisional Officer

EO = Executive Officer

 The proposed supernumerary DCFO post

**Job Description for
Proposed Post of Deputy Chief Fire Officer (Building Improvement)**

Rank : Deputy Chief Fire Officer (Disciplined Services (Commander) (“DS(C)”) 1 or D1 equivalent)

Responsible to : Chief Fire Officer (Fire Safety) (DS(C)2 or D2 equivalent)

Main Duties and Responsibilities –

- (i) To steer and supervise work in relation to amending the Fire Safety (Buildings) Ordinance (Cap. 572), as well as the formulation and implementation of the default works mechanism;
- (ii) To steer and supervise the operation of the default works mechanism;
- (iii) To steer and supervise the enforcement of the Fire Safety (Commercial Premises) Ordinance (Cap. 502), the Fire Safety (Buildings) Ordinance (Cap. 572) and the Fire Safety (Industrial Buildings) Ordinance (Cap. 636);
- (iv) To supervise the implementation of facilitation measures and to steer the formulation of new facilitation measures where necessary to address the technical difficulties encountered by owners of target buildings; and
- (v) To monitor applications for adopting alternative measures and applications for extending the time for complying with the requirements of the abovementioned ordinances from owners of target buildings, preventing abuse of the relevant mechanism by irresponsible owners.

Appendix VI to Annex 2

Job Description for Deputy Chief Fire Officer (Fire Safety)

Rank : Deputy Chief Fire Officer (Disciplined Services (Commander) (“DS(C)”) 1 or D1 equivalent)

Responsible to : Chief Fire Officer (Fire Safety) (DS(C)2 or D2 equivalent)

Main Duties and Responsibilities –

- (i) To formulate and review fire prevention/protection policies, instructions, codes of practice, legislation, etc.;
- (ii) To formulate and approve fire safety requirements for new buildings and alterations to buildings;
- (iii) To formulate fire safety requirements in accordance with the standards set out in the Code of Practice for Minimum Fire Service Installations and Equipment;
- (iv) To formulate fire safety requirements and provide professional recommendations regarding new railway projects and infrastructure developments, and to supervise the vetting of plans and fire engineering reports;
- (v) To formulate fire safety requirements for new buildings, and alteration and addition works to existing buildings under the Three-Runway System project of the airport, and supervise the acceptance of fire service installations and equipment of the project;
- (vi) To formulate promotional strategies on fire prevention/protection and public education;
- (vii) To steer investigation of building fire safety complaints (except complaints about licensed premises and dangerous goods); and
- (viii) To steer fire engineering researches in relation to fire prevention/protection work.