

For discussion
on 2 February 2026

Legislative Council Panel on Financial Affairs

Directorate staffing proposals in the Financial Services Branch of the Financial Services and the Treasury Bureau and the Hong Kong Police Force

PURPOSE

This paper seeks Members' views on the following directorate staffing proposals in the Financial Services Branch ("FSB") of the Financial Services and the Treasury Bureau ("FSTB") and the Hong Kong Police Force ("HKPF") –

- (a) to create two time-limited supernumerary¹ directorate posts in FSB, including an Administrative Officer Staff Grade B ("AOSGB") (D3) post, designated as Head, Event Coordination Team ("H(ECT)"), and a Senior Principal Executive Officer ("SPEO") (D2) post, designated as Deputy Head, Event Coordination Team ("DH(ECT)"), from 1 April 2026 or upon approval by the Finance Committee ("FC"), whichever is the later, until 30 November 2026, to take forward relevant planning and preparatory work for the Asia-Pacific Economic Cooperation ("APEC") Finance Ministers' Meeting ("FMM") 2026 to be held in Hong Kong in October 2026; and
- (b) to make permanent one time-limited directorate post of Chief Superintendent of Police ("CSP") at Police Pay Scale ("PPS") 55 or D1-equivalent, in HKPF's Financial Intelligence and Investigation Bureau ("FIIB") for sustaining the Government's efforts in combating money laundering and terrorist financing.

PROPOSALS AND JUSTIFICATIONS

(I) Proposed Creation of Time-limited Directorate Posts of an AOSGB (D3) and an SPEO (D2) in FSB for FMM 2026

¹ The civil service establishment includes posts on the permanent establishment and those on the non-permanent establishment (i.e. time-limited posts). Time-limited directorate posts are referred to as "supernumerary directorate posts", which are time-limited posts on the non-permanent establishment. It does not mean they are not counted towards the establishment.

Background

2. APEC is an important regional economic forum established in 1989 to support and promote sustainable economic development and prosperity in the Asia-Pacific region. Joining as a member in November 1991 and participating under the name “Hong Kong, China” after July 1997, Hong Kong has been participating in APEC actively in different aspects of its work, including the Finance Ministers’ process to promote regional macroeconomic, real economy and financial market development. APEC Finance Ministers meet annually in different locations. Last year, FMM was held in October 2025 in Incheon, Republic of Korea (“RoK”) when the RoK was host to APEC 2025.

3. Being the host economy of APEC 2026, China is responsible for preparing for and chairing the APEC Economic Leaders’ Meeting, as well as a series of ministerial and other meetings on different policy areas. The Hong Kong Special Administrative Region (“HKSAR”) Government is honoured that the Central People’s Government has announced to hold the FMM in Hong Kong in October 2026. The FMM will be hosted by the Ministry of Finance, and be arranged and organised by the HKSAR Government.

4. The FMM will provide a platform for APEC Finance Ministers to exchange views on regional and global economic outlook, and to discuss relevant topical issues to promote sustainable development, financial stability and greater economic cooperation in the APEC region. It will also provide a valuable opportunity for Hong Kong to promote the latest development of our financial sector and our economic cooperation with APEC member economies, thereby reinforcing and enhancing Hong Kong’s role as an international financial centre, as well as showcasing our reputation as Asia’s world city and a premier destination for MICE (i.e. meetings, incentives, conferences and exhibitions) tourism.

5. The FMM is usually attended by finance ministers and senior finance officials of the 21 APEC member economies, participants of observing international organisations (such as the World Bank, the International Monetary Fund, and the Asian Development Bank). The programme normally includes meetings on drafting of joint statement and topical issues, retreat, seminars and other side programmes etc. We expect that around 500 visitors (including accompanying persons of delegates and visiting international journalists) will come to Hong Kong for a series of meetings lasting three days tentatively in October 2026.

Latest Work Progress

6. Hong Kong will take charge of all the organisational arrangements for the FMM 2026, including meeting venues, security and media arrangements, accreditation of attendees, office supplies and equipment, information technology and telecommunications facilities, hotel accommodation, and appropriate protocol and

hospitality arrangement, as well as transport facilities. These will include organising a welcoming dinner, as well as the official meetings and other social programmes for delegates and their accompanying persons, etc.

7. A high-level Steering Committee, chaired by the Secretary for Financial Services and the Treasury (“SFST”), was set up in January 2026 to facilitate effective collaboration between government bureaux, departments and concerned organisations, and oversee the progress of the preparatory work for FMM 2026. Early preparatory work has already been kick-started, which include planning finance and human resources, drafting meeting programme, sourcing venues for meetings and welcoming dinner, and selecting hotel accommodations, etc. Initially, a three-day programme has been proposed and the appropriate venues for meetings have been earmarked. The Government will continue to maintain close communication with the ministries concerned in the Central People’s Government regarding relevant issues related to FMM 2026.

Justifications for Creation of Time-limited Directorate Posts

8. An event of this scale and importance requires considerable and detailed planning and effective execution. Therefore, a dedicated time-limited Event Coordination Team (“ECT”) headed by directorate officers, is required to handle the tasks, including to maintain close liaison with the Ministry of Finance, APEC Secretariat and other APEC member economies, in working out the relevant arrangements, with a view to ensuring that the FMM runs smoothly and in accordance with the APEC requirements.

9. We propose that the ECT be headed by an AOSGB (D3) and underpinned by an SPEO (D2) to provide the high-level guidance and oversee the process. The proposed AOSGB (i.e. H(ECT)), reporting to the Permanent Secretary for Financial Services and the Treasury (Financial Services), will develop and implement strategies and plans to facilitate the organisation of the FMM. He/she will support SFST in chairing the high-level Steering Committee mentioned above, and will lead a number of inter-departmental taskforces, to coordinate the efforts of Government departments and organisations on different planning aspects. He/she will also be the senior-level contact point for relevant ministries in the Central People’s Government, the finance ministries of other APEC member economies and their local representatives (i.e. Heads of the relevant consular or representative offices), the APEC Secretariat and relevant international organisations on all related arrangements. H(ECT) will be the commander-in-chief on the ground during the holding of the FMM, and will need to respond spontaneously to requests from all delegations regarding the running of the meetings. Having considered the scale and complexity of the tasks, a dedicated directorate officer pitched at the rank of AOSGB is essential to provide steer and lead all the preparatory work of the FMM.

10. The proposed SPEO (i.e. DH(ECT)), will assist H(ECT) to plan and oversee the preparatory work for the FMM and the running of the FMM. DH(ECT)

will play a key role in ensuring the smooth execution of the logistical arrangement for the FMM (including security, protocol, hospitality, media, international/local publicity, information technology, telecommunications, and other supporting functions), and in formulating and monitoring the detailed deployment plans for staff and other resources. In addition, he/she will be responsible for supervising the non-directorate officers in the team to liaise with all relevant parties within and outside the Government relating to the organisation of the FMM.

11. The proposed job descriptions for H(ECT) and DH(ECT) are at **Annex A**.

Non-directorate Support

12. The ECT will be supported by other non-directorate officers in performing its functions in planning and executing the organisational aspects of the FMM. In addition, HKPF will also set up a Special Duties Team to assist the ECT in planning and implementing the security arrangements of the FMM.

(II) Proposed Making Permanent a Time-limited CSP Post in HKPF

13. As an international financial centre, Hong Kong has been implementing a robust anti-money laundering and countering financing of terrorism (“AML/CFT”) regime in accordance with the recommendations of the Financial Action Task Force (“FATF”), an inter-governmental body which sets international standards (known as the “FATF standards”) for combatting money laundering and terrorism financing (“ML/TF”). The FATF conducts peer reviews of member jurisdictions regularly to assess their compliance with the international AML/CFT standards under a mutual evaluation (“ME”) process. It has 40 members, including the major economies. Hong Kong participates in the FATF as “Hong Kong, China”, and underwent the last round (i.e. the 4th round) of ME in 2018-19. In the ME report published in September 2019, the FATF recommended the establishment of a specialist AML/CFT unit within HKPF.

14. Taking into account the FATF’s recommendation as well as the growing volume, diversity and complexity of financial crimes, and with support from the Central Co-ordinating Committee for AML/CFT chaired by the Financial Secretary, resources were secured to establish FIIB. With the approval of the FC, a time-limited CSP post, designated as CSP (Financial Intelligence and Investigation Bureau) (“CSP FIIB”), was created on 21 May 2021 for five years to head FIIB, which commenced operation in June 2021.

Strategic Initiatives and Achievements

15. FIIB is responsible for collecting, collating and analysing suspicious transaction reports, disseminating them to relevant local and overseas law

enforcement agencies, carrying out strategic analysis on prevalent crime trends, conducting complex and sensitive ML and TF investigation in relation to a variety of predicate offences, such as proceeds of fraud, drug trafficking and organised crimes. Under the steer of CSP FIIB over the past four years and a half, HKPF has implemented a comprehensive strategy encompassing (i) strategic collaboration; (ii) enforcement efforts; (iii) capacity building; (iv) workflow digitalisation; (v) public education; and (vi) international cooperation, to uphold Hong Kong’s AML/CFT efforts to the highest standards that align with the FATF’s standards and are commensurate with Hong Kong’s status as an international financial centre. Details of the strategic initiatives and achievements are at **Annex B**.

Evolving Landscape and Challenges

16. The ML/TF crime landscape has continued to evolve internationally, and Hong Kong is no exception –

- (a) Deception has emerged as the most prevalent crime type, jumping from 19 249 cases in 2021 to 44 480 cases in 2024, accounting for nearly 50% of all reported crime and reaching 39 490 cases in 2025 (up to November). This has led to a significant increase in the number of ML cases, from 865 cases in 2021 to 6 672 cases in 2024, and 8 560 cases in 2025 (up to November).
- (b) With technological advancement, the global payment landscape has been developing rapidly. These new payment products and services have increased linkages to bank accounts, providing criminals with new means for ML.
- (c) Criminal syndicates increasingly exploit vulnerable groups as “stooges”. By offering monetary reward, criminal groups lure foreign domestic helpers, unemployed people, new migrants, low-income people and students in Hong Kong to sell or rent their accounts to launder money.

17. Amid this evolving landscape, despite the significant achievements since 2021, it is expected that FIIB will have to continue to strengthen its capabilities under strong leadership in order to address emerging challenges, including the continued digitalisation of ML/TF activities, growing reliance on digital assets, increasing need for multi-agency and public-private collaboration in combating ML/TF, rising cross-border crime, and greater complexity and sensitivity of ML/TF investigations.

Necessity to Make Permanent the CSP Post as Commander of FIIB

18. The CSP FIIB post, initially established as a time-limited post for five

years and due to lapse on 21 May 2026, is critical to sustaining Hong Kong’s AML/CFT efforts and effectiveness. In addition, given the upcoming challenges mentioned in paragraphs 16 – 17, it is essential to make permanent the time-limited CSP FIIB post to –

- (a) demonstrate high-level commitment to combat ML/TF, which is a core element of the FATF standards as the next ME on Hong Kong is due in 2029-30;
- (b) oversee the integration of advanced technologies and data analytics into AML/CFT efforts, ensuring that FIIB (and HKPF as a whole) remains at the forefront of digital developments and can proactively identify and respond to emerging threats;
- (c) address the increasing need for multi-agency collaboration and public-private partnerships;
- (d) navigate the complexities of international regulations and foster cooperation with foreign jurisdictions, including representing HKPF and Hong Kong in international events, and coordinating local and external joint operations; and
- (e) provide strategic oversight and decision-making on cases involving intricate and sensitive data, ensuring that investigations are conducted with the necessary management considerations, while offering the leadership needed to manage high-stakes cases that require careful coordination among various stakeholders.

19. The job description of the CSP FIIB post is at Annex C. The proposed organisation chart of HKPF is at Annex D.

Non-directorate Support

20. FIIB has 224 existing non-directorate posts (including 216 disciplined services posts and eight civilian posts).

ALTERNATIVES CONSIDERED

(I) The posts of H(ECT) and DH(ECT) in FSB

21. We have evaluated critically whether the duties of the two proposed directorate posts could be absorbed by existing Deputy Secretaries (“DSes”) and Principal Assistant Secretaries (“PAses”) within FSB and concluded that it will not

be viable to deploy these existing directorate officers to take up the organisation of FMM (which will require strong leadership, firm direction and close attention at directorate level on a day-to-day basis in the run-up to and during FMM) without prejudicing the delivery of policy initiatives and legislative exercises under their respective heavy portfolios. The major duties and responsibilities of existing DSEs and PAses are at Annex E and Annex F respectively and the proposed organisation chart after the creation of the two posts is at Annex G.

22. Given the tight deadline for organising the FMM, an SPEO has been temporarily redeployed within the Administration to commence the preparation work for the FMM as mentioned in paragraph 7. This temporary arrangement will lapse upon creation of the proposed time-limited AOSGB and SPEO posts from 1 April 2026 or upon the approval by the FC, whichever is the later.

(II) The post of CSP in FIIB

23. At present, HKPF has a total of 50 CSP posts established under its five departments; the duties and existing work priorities of the 50 CSP posts are at Annex H. HKPF has critically examined whether this strategic role could be assumed by other CSPs within HKPF. However, AML/CFT represents a highly specialised field that encompasses a broad range of strategic and operational work, requiring substantial depth of skills and knowledge. Currently, other CSP posts are already fully stretched with their own responsibilities, and re-allocating these duties would adversely impact their existing functions while hindering FIIB's competencies. Additionally, such a shift would undermine Hong Kong's commitment to this crucial area. Therefore, the only viable option is to make permanent this time-limited CSP FIIB post dedicated to overseeing AML/CFT efforts of HKPF. In fact, at the time when FIIB was established, in view of the continuous nature of FIIB's work, LegCo Establishment Subcommittee already raised the need for the permanent set-up of the CSP FIIB post.

FINANCIAL AND ESTABLISHMENT IMPLICATIONS

24. The directorate staffing proposals will bring about an additional notional annual salary cost at mid-point (“NAMS”) of \$7,514,220. The additional full annual average staff cost, including salaries and staff on-cost, is about \$10,179,000. At present, the staff cost of the time-limited CSP FIIB post has been provided for in HKPF's budget provision. Making this post permanent represents a continuation of the existing provision. A breakdown is set out below -

B/D	Directorate posts	No. of Posts	NAMS (\$)	Full annual average staff cost (\$)
FSTB (FSB)	AOSGB (D3)	1	2,878,620	3,752,000
	SPEO (D2)	1	2,480,040	3,371,000
	Sub-total:	2	5,358,660	7,123,000
HKPF	CSP (PPS 55 or D1-equivalent)	1	2,155,560	3,056,000
	Total:	3	7,514,220	10,179,000

25. We will include sufficient provision in the draft Estimates of the relevant years to meet the required staff cost of the proposals.

26. Regarding FMM, the funding requirement for related expenditure other than the staff costs of the ECT, such as renting venue and equipment/facilities for the meetings, providing appropriate accommodation, transport services and social programmes etc, will be borne by the Government. In this regard, FSB will also set aside sufficient provision in the 2026-27 draft Estimates to cover the relevant cost to be incurred.

27. The Government has implemented the zero-growth policy in the civil service establishment since 2021-22 with the overall establishment controlled at a level not exceeding that as at end-March 2021. To further utilise manpower resources and the control public expenditure, we will reduce the civil service establishment by 2% each in 2026-27 and 2027-28 basing on the establishment of the preceding financial year. By 1 April 2027, the civil service establishment is expected to be reduced by about 10 000 posts within this term of Government. The impact brought by the proposed addition of two posts and making permanent of one post in this paper on the civil service establishment will be negligible.

ADVICE SOUGHT

28. Members are invited to comment on the above proposals. Subject to Members' views, we will seek the endorsement of the Establishment Subcommittee and approval of FC accordingly.

**Financial Services Branch
Financial Services and the Treasury Bureau
February 2026**

Annex A

Proposed Job Descriptions Head, Event Coordination Team

Rank : Administrative Officer Staff Grade B (D3)

Responsible to : Permanent Secretary for Financial Services and the Treasury (Financial Services)

Main Duties and Responsibilities –

1. To head the Event Coordination Team (ECT) to develop and implement strategies and plans to facilitate the organisation of the FMM;
2. To represent HKSAR Government to liaise with the Ministry of Finance of the Central People's Government and APEC Secretariat on the organisation of the FMM;
3. To chair relevant inter-departmental taskforces to coordinate Government's efforts on different planning aspects, e.g. security, protocol, hospitality, media, international/local publicity, information technology, telecommunications and other arrangements for the FMM;
4. To work with the subject team in FSTB(FSB) to monitor the on-going discussions of the APEC in respect of its finance-related agenda in the run-up to the FMM; and
5. To manage and control the approved budget, and oversee the smooth and efficient running of the FMM as a commander-in-chief when it takes place.

Proposed Job Descriptions
Deputy Head, Event Coordination Team

Rank : Senior Principal Executive Officer (D2)

Responsible to : Head, Event Coordination Team

Main Duties and Responsibilities –

1. To formulate and oversee the implementation of staff and other resource deployment plans to meet the demands arising from organising the FMM;
2. To serve as a principal contact point of the HKSAR Government with the Ministry of Finance of other APEC economies regarding the participation and all the arrangements for the attendance of their Finance Ministers and delegations in the FMM;
3. To assist in the discussions and liaison with the Ministry of Finance of the Central People's Government and the APEC Secretariat on the organisation of the FMM;
4. To liaise with bureaux and departments on various planning and execution aspects and co-ordinate all planning and logistical work for the FMM (including security, protocol, hospitality, media, international/local publicity, information technology, telecommunications, and other supporting functions);
5. To serve as second in command on the ground, and assist in overseeing the smooth and efficient running of the FMM when it takes place; and
6. To serve as the secretary to the Steering Committee for the FMM, to be chaired by SFST.

Annex B

Strategic Initiatives and Achievements

The Financial Intelligence and Investigation Bureau (“FIIB”) of the Hong Kong Police Force (“HKPF”) has implemented a comprehensive strategy encompassing (i) strategic collaboration; (ii) enforcement efforts; (iii) capacity building; (iv) workflow digitization; (v) public education; and (vi) international cooperation, to uphold Hong Kong’s anti-money laundering and countering financing of terrorism (“AML/CFT”) efforts to the highest standards that align with the Financial Action Task Force’s (“FATF”) standards and are commensurate with Hong Kong’s status as an international financial centre. Details are listed as below.

(i) Strategic collaboration

2. Under the leadership of the CSP FIIB, FIIB works closely with Financial Services Branch (“FSB”) of FSTB, the Hong Kong Monetary Authority (“HKMA”) and the private sector to enhance Hong Kong’s AML/CFT framework and awareness. This is evidenced by the enhancement in suspicious transaction reports (“STRs”) received by the Joint Financial Intelligence Unit (“JFIU”), a unit under the FIIB and jointly run by officers of the HKPF and the Customs and Excise Department (“C&ED”). The JFIU is the sole agency in Hong Kong to collect, collate and analyse STRs and to disseminate them to the appropriate local or overseas law enforcement agencies or Financial Intelligence Units (“FIUs”). STRs have recorded significant increases since the establishment of the FIIB in 2021, rising from 56 913 in 2021 to 147 660 in 2024, with further growth in 2025. In addition to the increased quantity, STR submissions of higher complexity were also noted owing to the increasing sophistication of criminal network, and the enhanced monitoring and detection efforts of reporting entities. These reflected the efforts of collaboration between FIIB and other relevant AML/CFT stakeholders.

Year	2021	2022	2023	2024	2025 (up to November)
No. of STRs received by JFIU	56 913	68 538	97 577	147 660	173 733
YOY % Change	/	+ 20.4%	+ 42.4%	+ 51.3%	/

3. FIIB also works closely with FSB of FSTB, HKMA and the private sector to enhance Hong Kong’s AML/CFT framework. A key initiative was the launch of the Financial Intelligence Evaluation Sharing Tool (“FINEST”) in 2023, enabling secure data sharing among banks and with the FIIB, which has strengthened detection and prevention of financial crime. The implementation of Banking (Amendment) Ordinance 2025 in November 2025 further established a voluntary mechanism for banks to share with each other information of individual accounts under a safe harbour via the FINEST.

(ii) Enforcement efforts

4. Since the FIIB’s establishment, the HKPF’s efforts to combat money laundering (“ML”) have been coordinated in a more strategic and focused manner through territory-wide operations on an on-going basis. The effectiveness is reflected in the statistics below, which indicates a significant increase in the number of persons arrested for ML –

Year	2021	2022	2023	2024	2025 (up to November)
Number of persons arrested for ML	972	1 152	5 977	8 607	4 650

Note: Figures represent HKPF-wide figures

5. In view of the increasingly cross-border nature of ML activities, the FIIB proactively collaborates with law enforcement agencies (“LEAs”) in other jurisdictions to conduct joint operation to fight against cross-border or cross-boundary ML syndicates. Since 2021, under the steer and coordination of CSP FIIB, a number of joint arrest operations had been conducted by the FIIB with authorities of the Chinese Mainland, Macao, China, Australia, Singapore, etc. The FIIB has also worked closely with the Department of Justice to streamline the workflow for prosecuting ML cases. As a result, the number of persons prosecuted has significantly increased –

Year	2021	2022	2023	2024	2025 (up to November)
Number of persons prosecuted for ML	125	337	454	1 484	1 675

Note: Figures represent HKPF-wide figures

6. Since 2021, the HKPF has put in substantial efforts to trace and confiscate the proceeds of criminal syndicates, as well as freeze and confiscate substantial amounts of criminal property. With the efforts of the FIIB, between 2021 and 2025 (up to the end of November), the HKPF restrained over HK\$ 1.35 billion asset and confiscated over HK\$ 430 million of criminal property.

(iii) Capacity building

7. In addition to strategic coordination, FIIB is committed to providing training for both internal staff and international counterparts. From 2023 to 2025 (up to November), almost 100 officers of different agencies from 23 jurisdictions participated in the FIIB's annual International Financial Investigation Course (English and Putonghua class respectively), gaining first-hand knowledge of the latest AML/CFT trends and techniques while sharing best practices.

8. The Money Laundering Expert Cadre ("MLEC") was established in October 2022 to provide expert support in investigations, prosecutions and sentencing. MLEC members have provided expert evidence in complex ML cases, with courts recognising them as expert witnesses. Besides, amid the emerging use of digital assets in ML processes, the FIIB has proactively included digital asset ("DA") related elements in financial investigation trainings to frontline officers so as to strengthen the HKPF's professionalism and capability in combatting DA-related financial crimes.

9. Since 2021, the FIIB has held large-scale forums on a regular basis to enhance collaboration with key stakeholders. Thousands of representatives from law enforcement agencies, financial regulators and private sectors have attended such forums, sharing insights and international and industry best practices on addressing the emerging challenges in the ever-evolving landscape of ML/TF.

(iv) Workflow digitalisation

10. To address increasing STR volumes and complexity, the FIIB secured funding in 2021 to develop the Financial Data Analytic Platform ("FDAP"). Key components include the FINEST (detailed in paragraph 3 above), the Transactions Analytic System ("TAS")¹ launched in January 2025, and phased development of

¹ TAS is a highly automated analytical tool which facilitates the conduct of fund flow and network analysis on substantial amounts of bank records.

AI-assisted investigation tools, enhanced STR platforms and integrated data systems.

(v) Public education

11. The FIIB has also been paying continuous effort in publicity and outreaching services to raise AML awareness, through activities such as seminars, workshops and carnivals. New initiatives over the past years have included a series of target-specific publicity campaigns, education movies, comics, etc. focusing on specific community groups, including foreign domestic helpers, students and low-income class which are vulnerable to criminal exploitation.

(vi) International cooperation

12. Under the strategic leadership of CSP FIIB, the FIIB plays an active role in international AML/CFT cooperation. The JFIU engages in intelligence exchanges with overseas LEAs and FIUs, including the Egmont Group, the China Anti-Money Laundering Monitoring and Analysis Center (“CAMLMAC”), Macau FIU, and International Criminal Police Organization (“INTERPOL”). In 2024 and 2025 (up to November), JFIU made 1 960 and 1 646 requests for intelligence exchange with FIUs worldwide respectively.

13. Also, to support Hong Kong, China’s participation in the FATF, FIIB has co-led major FATF projects, served as a reviewer under the International Cooperation Review Group, contributed assessors to the 5th round of Mutual Evaluations, and shared Hong Kong’s experience at international forums.

Annex C

Job Description of Chief Superintendent of Police Financial Intelligence and Investigation Bureau Hong Kong Police Force (HKPF)

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

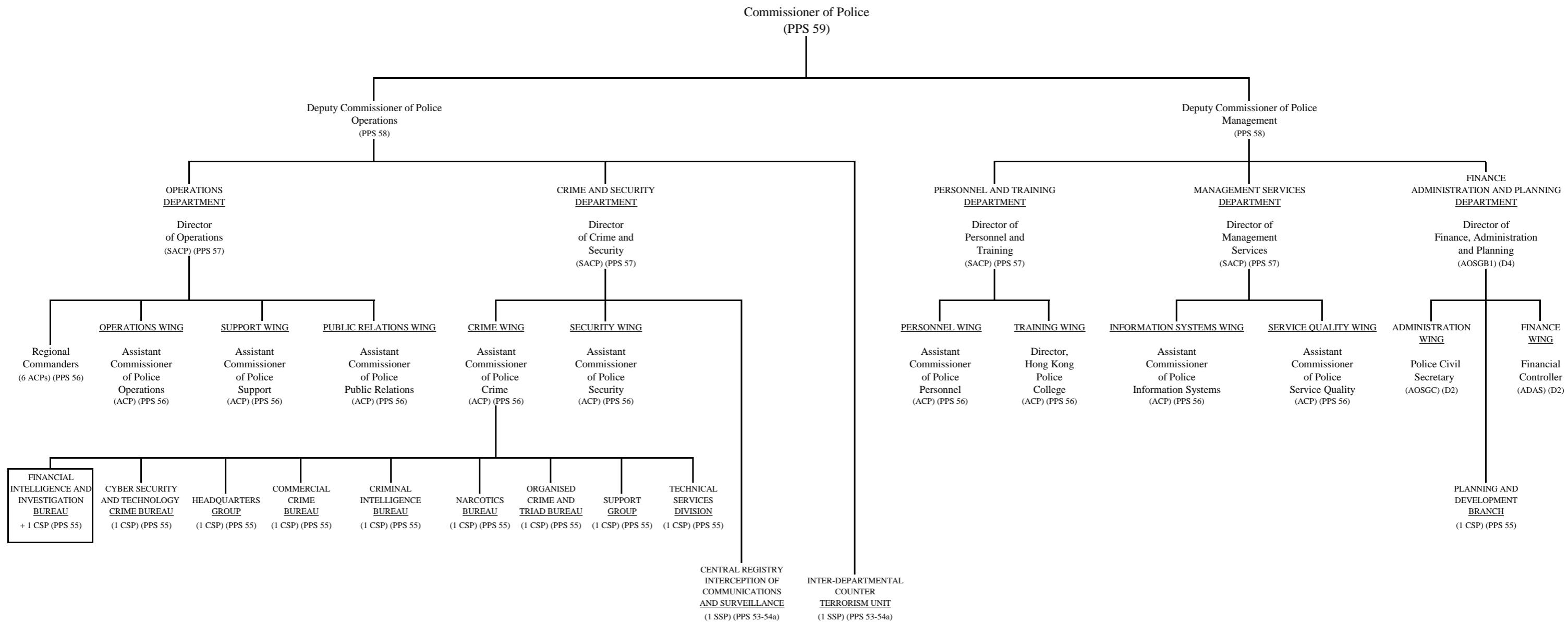
Responsible to : Assistant Commissioner of Police, Crime Wing

Main duties and responsibilities –

- (a) To command the operation and development of HKPF's financial intelligence and investigation capabilities;
- (b) To ensure a high standard of duty performance and discipline from personnel under his/her command;
- (c) To devise strategies in line with HKPF's Strategic Directions and Commissioner of Police's Operational Priorities to ensure effective deployment of resources to meet policing requirements for combating money laundering and terrorist financing (ML/TF) activities;
- (d) To represent HKPF in the effective collaboration and co-ordination among various local and international stakeholders in addressing ML/TF issues;
- (e) To ensure officers are well trained to combat ML/TF through effective and efficient financial intelligence gathering and investigation;
- (f) To monitor risk and assess ML/TF trends and developments as well as identify relevant typologies both within and outside Hong Kong which may have an impact on policing priorities and activities;
- (g) To oversee the investigation of ML/TF related offences, enforcement of court orders, the trace, restraint and confiscation of crime proceeds;
- (h) To supervise the manning of the Joint Financial Intelligence Unit, in conjunction with the Customs and Excise Department;
- (i) To exercise personnel management and disciplinary functions as delegated by the Police Headquarters;

- (j) To review objectives, policies and implementation plan with other stakeholders for aligning responses in addressing the threats of ML/TF; and
- (k) To oversee the reassignment and consolidation of cases ownership of money laundering cases in the territory in order to enhance the efficiency of money laundering investigations and align with the totality principle of court proceeding.

Proposed Organisation Chart of Hong Kong Police Force



Legend

ACP	- Assistant Commissioner of Police
ADAS	- Assistant Director of Accounting Services
AOSGB1	- Administrative Officer Staff Grade B1
AOSGC	- Administrative Officer Staff Grade C
CSP	- Chief Superintendent of Police
PPS	- Police Pay Scale
SACP	- Senior Assistant Commissioner of Police
SSP	- Senior Superintendent of Police
	- One time limited CSP post proposed to be made permanent as CSP Financial Intelligence and Investigation Bureau

Annex E

Major Duties and Responsibilities of the Existing Deputy Secretaries (Financial Services) (“DS(FS)”)

DS(FS)1 is mainly responsible for policy matters and legislation relating to securities and futures, asset and wealth management, banking and monetary matters, commodities trading, financial market development (including co-operation with the Mainland), financial infrastructure, and anti-money laundering and counter terrorist financing in respect of the financial sectors. Within these policy areas, there are a number of key initiatives which are being pursued and will require active follow-up within the next few years. These include the further development of offshore Renminbi business in Hong Kong, mutual market access of the capital market in the Mainland and in Hong Kong, asset and wealth management industry in Hong Kong; continuous enhancement of the stock market; promotion of the development of the fixed income and currency market; building an international gold trading market and promoting financial trading of other commodities; promoting the development of digital assets and green and sustainable finance; implementation of relevant regulatory reforms to enhance investor protection and market quality; development of financial infrastructure; formulation of legislative proposals for implementing enhancement measures on financial stability and the regulatory regime on the banking industry as promulgated by international forums including G20 and standard-setting bodies including the Basel Committee on Banking Supervision; and implementation of the evolving standards laid down by the Financial Action Task Force in respect of anti-money laundering and counter-financing of terrorism (AML/CFT), and preparation for the next FATF mutual evaluation on Hong Kong’s AML/CFT regime.

2. DS(FS)2 is mainly responsible for policy matters and legislation relating to the insurance sector, Mandatory Provident Fund (MPF) schemes and other retirement schemes. There are a number of key initiatives currently underway, notably reviewing and enhancing the Risk-based Capital Regime, formulating policies to promote the sustainable development of the insurance industry, striving for market development opportunities for the insurance industry (including provision of after-sales service by Hong Kong insurance industry in Mainland cities of the Greater Bay Area) and improving the MPF system (including the operation of the eMPF Platform, the implementation of MPF “Full

Portability” and the review of the regulatory regime of trustees). DS(FS)2 is also responsible for the housekeeping of the Census and Statistics Department.

3. DS(FS)3 is mainly responsible for policy matters and legislation relating to companies, money lenders, trusts, corporate insolvency and individual bankruptcy, accounting sector, fintech, as well as Hong Kong, China’s participation in the Asian Infrastructure Investment Bank (AIIB) and the Asian Development Bank. Within these policy areas, there are a number of key initiatives which are being pursued and will require active follow-up within the next few years, including the promotion of the company re-domiciliation mechanism to attract overseas enterprises to Hong Kong, continuous implementation of the new regulatory regime of the accounting profession, enhanced regulation of licensed money lenders, and rendering support to the AIIB in setting up its office in Hong Kong. DS(FS)3 is also responsible for liaison with the Accounting and Financial Reporting Council and the Hong Kong Institute of Certified Public Accountants, as well as the housekeeping of the Companies Registry and the Official Receiver’s Office.

Annex F

Major Duties and Responsibilities of the Existing Principal Assistant Secretaries (Financial Services) (“PAS(FS)”)

PAS(FS)1 is responsible for formulating policy and initiatives relating to the regulation of the securities and futures markets, asset and wealth management, investor protection and education, and co-ordination among the financial regulators on risk management matters. PAS(FS)1 also handles housekeeping matters of the Securities and Futures Commission (SFC), coordinates the operation of the Market Misconduct Tribunal and the Securities and Futures Appeals Tribunal, and provides secretariat support for the Process Review Panel for SFC.

2. PAS(FS)2 is responsible for formulating policy and initiatives relating to development of the markets operated by Hong Kong Exchanges and Clearing Limited (HKEX), including Shanghai-Hong Kong Stock Connect and Shenzhen-Hong Kong Stock Connect, as well as policy and legislation relating to the regulation of markets operated by and infrastructure development of HKEX, the over-the-counter derivatives market, and financial trading of gold and other commodities. PAS(FS)2 is also responsible for liaison with HKEX.

3. PAS(FS)3 is responsible for formulating policy and initiatives relating to financial cooperation with the Mainland, promoting offshore Renminbi business in Hong Kong, formulating policy and legislation relating to the resolution regime for financial institutions in Hong Kong, and matters relating to the development of green and sustainable finance (including green/sustainable bonds).

4. PAS(FS)4 is responsible for formulating policy and legislation relating to the accountancy sector, corporate insolvency and individual bankruptcy, and liaison with the Accounting and Financial Reporting Council (AFRC) and the Hong Kong Institute of Certified Public Accountants. PAS(FS)4 is also responsible for handling housekeeping matters of the Official Receiver’s Office and providing secretariat support for the Accounting and Financial Reporting Review Tribunal and the Process Review Panel for AFRC.

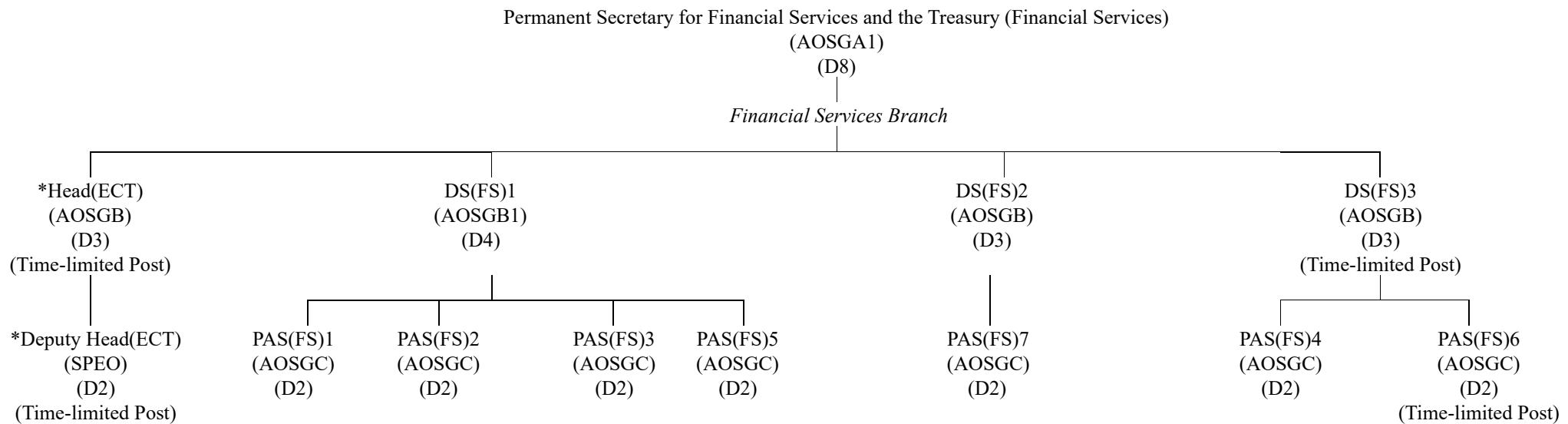
5. PAS(FS)5 is responsible for formulating policy and legislation relating to banking (including implementation of Basel III), digital asset development, bond market development, anti-money laundering and counter-financing of terrorism, corporate treasury centres, as well as liaison with the Hong Kong Monetary Authority on banking, monetary and other related issues. PAS(FS)5 also oversees policy matters relating to the Deposit Protection Scheme and payment systems.

6. PAS(FS)6 is responsible for formulating policy and legislation relating to companies, money lenders, trusts, fintech, as well as Hong Kong, China's participation in the Asian Infrastructure Investment Bank and the Asian Development Bank. PAS(FS)6 is also responsible for handling housekeeping matters of the Companies Registry.

7. PAS(FS)7 is responsible for formulating policy and legislation relating to the regulation and market development of the insurance industry including the review of the Risk-based Capital Regime, striving for market development opportunities for the insurance industry (such as provision of after-sales service by Hong Kong insurance industry in the Greater Bay Area), liaison with the Insurance Authority (IA), as well as providing secretariat support for the Insurance Appeals Tribunal and the Process Review Panel for IA. PAS(FS)7 is also responsible for formulating policy and legislation relating to the reform of the Mandatory Provident Fund (MPF) System, in particular, the eMPF Platform, MPF "Full Portability", the regulatory regime of trustees, the Default Investment Strategy, review on the Annual Registration Fee and the Occupational Retirement Schemes; housekeeping matters in respect of and liaison with the Mandatory Provident Fund Schemes Authority and the Census and Statistics Department; policy and legislation relating to the 2026 Population Census and providing secretariat support for the Process Review Panel for the Mandatory Provident Fund Schemes Authority.

Annex G

Proposed Organisation Chart of the Financial Services Branch of the Financial Services and the Treasury Bureau



Legend

- * – Two time-limited supernumerary directorate posts proposed to be created
- AOSGA1 – Administrative Officer Staff Grade A1
- AOSGB1 – Administrative Officer Staff Grade B1
- AOSGB – Administrative Officer Staff Grade B
- AOSGC – Administrative Officer Staff Grade C
- SPEO – Senior Principal Executive Officer
- DS(FS) – Deputy Secretary for Financial Services and the Treasury (Financial Services)
- PAS(FS) – Principal Assistant Secretary for Financial Services and the Treasury (Financial Services)

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

At present, there are 76 permanent directorate posts and one time-limited supernumerary directorate post in HKPF¹. Among them, 50 are CSP posts established under the five departments of HKPF, viz. Operations, Crime and Security, Personnel and Training, Management Services, and Finance, Administration and Planning. For day-to-day policing, HKPF is organised into six Police Regions, viz. Hong Kong Island, Kowloon East, Kowloon West, New Territories North, New Territories South and Marine Regions under the charter of the Operations Department. The distribution and the major responsibilities of the CSP posts are as follows –

(A) Operations Department

(i) *Regional Headquarters (six CSPs)*

Six CSP posts, one for each Regional Headquarters, are established as Deputy Regional Commanders to assist the Regional Commanders (RCs) at Assistant Commissioner of Police (ACP) rank in overseeing all operational, administrative and financial matters within the Region, giving policy directions and command in the Region in the absence of the RC.

(ii) *District Headquarters (19 CSPs)*

19 CSP posts, one for each of the 19 major Police Districts, viz. Central, Eastern, Wan Chai, Western, Kwun Tong, Sau Mau Ping, Tseung Kwan O, Wong Tai Sin, Kowloon City, Mong Kok, Sham Shui Po, Yau Tsim, Border, Tai Po, Tuen Mun, Yuen Long, Kwai Tsing, Sha Tin and Tsuen Wan Police Districts, under the command of the respective RCs are established as District Commanders. Each District Commander is responsible for the effective enforcement of law and order and the prevention and detection of crimes in his/her District.

¹ The time-limited directorate post is CSP Financial Intelligence and Investigation Bureau (Police Pay Scale 55 or D1-equivalent) which is proposed to be made permanent.

(iii) *Support Wing (two CSPs)*

Two CSP posts are established in the Support Wing under the command of ACP Support, with each responsible for the unique schedule of duties of the two branches of the Support Wing, viz. Support Branch and Traffic Branch Headquarters. 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.

(iv) *Public Relations Wing (one CSP)*

One CSP post is established in the Public Relations (PR) Wing to assist ACP PR in formulating strategies in relation to media relations and community engagement, leveraging technologies and social media platform to expand the communication network, handling PR crisis, strengthening youth engagement, and promoting HKPF's public image.

(v) *Operations Wing (two CSPs)*

Two CSP posts are established in the Operations Wing under the command of ACP Operations. One CSP post is responsible for the administration and strategic development of the Police Tactical Unit and the Special Duties Unit including the management and provision of adequate and effective training to ensure the best possible readiness for any threats to public order and internal security, emergencies, anti-crime and counter-terrorism operations. Another CSP post is responsible for commanding the Operations Bureau, the Explosive Ordnance Disposal Bureau and the Major Incidents Bureau. 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.

(B) Crime and Security Department

(i) *Crime Wing (nine CSPs)*

Nine CSP posts, one of each of the nine formations of 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, Crime Support Group, Technical Services Division and the Cyber Security and Technology Crime Bureau, are established under the command of ACP Crime. Each formation deals with specific areas and supports frontline crime units.

(ii) *Security Wing (one CSP)*

One CSP post is established in the Security Wing to assist ACP Security in handling a range of security-related matters including VIP Protection, counter-terrorism, security co-ordination, internal security and immediate response to any matters or incidents of security interest in accordance with the Government Intelligence Requirements.

(C) Personnel and Training Department

(i) *Personnel Wing (three CSPs)*

Three CSP posts, one of each of the three branches of Personnel Wing, viz. the Conditions of Service and Discipline Branch, the Human Resources Branch and the Personnel Services and Staff Relations Branch, are established under the command of ACP Personnel and are responsible for a wide range of human resources management functions relating to recruitment, promotion, manpower and succession planning, career development, posting, performance management, discipline, conditions of service, staff relations and welfare matters.

(ii) *Training Wing (two CSPs)*

Two CSP posts are established in the Training Wing to underpin the Director of the Hong Kong Police College in providing formal structured training aimed at vocational, professional and executive development geared to the needs of officers at different stages of their career. They include basic training for new recruits, firearms and tactics training for serving officers, local and mainland as well as overseas training

programmes in police leadership and management, professional courses on application of information technology in policing, training on criminal investigation and intelligence management, policing driving and traffic training, knowledge management, quality assurance and academic accreditation of police training courses.

(D) Management Services Department

(i) Service Quality Wing (three CSPs)

Three CSP posts are established in the Service Quality (SQ) Wing under the command of ACP SQ, with each being responsible for the unique schedule of duties of the three branches of the SQ Wing, viz. the Performance Review Branch, the Research and Inspections Branch and the Complaints and Internal Investigations Branch. The Performance Review Branch is responsible for promoting improvements in value-for-money practices and enhancing awareness and pursuance of issues related to service quality. The Research and Inspections Branch is responsible for developing inspection guidelines, and conducting due diligence inspections on frontline Districts and Policy Wing formations, as well as ad hoc thematic inspections or special audits on specific issues of Force-wide concern. The Complaints and Internal Investigation Branch includes the Complaints Against Police Office and the Internal Investigations Office, and is responsible for investigating complaints against police officers and serious disciplinary matters as well as promoting the Integrated Integrity Management Framework to reinforce HKPF's values of integrity and honesty.

(ii) Information Systems Wing (one CSP)

One CSP post is established in the Information Systems (IS) Wing under the command of ACP IS to formulate strategies, action plans and oversee their execution for building a sustainable innovation and technology (I&T) ecosystem in HKPF, formulate, align and integrate policies with a view to accelerating I&T adoption in HKPF, engage internal and external stakeholder to identify service gaps and optimal technical solutions, review and re-engineer business process of policing, develop strategic partnership with research institutions and technology companies to strengthen I&T research and development capability of HKPF and ensure effective deployment of resources to support I&T adoption in HKPF.

(E) Finance, Administration and Planning Department

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

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