

## **6) Police Training Institutions**

Since its establishment in 1844, the Hong Kong Police Force has evolved from a small sized law enforcement unit to a modern and forward-looking organisation comprising some 38,000 regular police, auxiliary police and civilian officers. Despite the numerous trials and tribulations over the years, the Force has withstood the test of time and has been providing professional services to the Hong Kong community – thanks to its sophisticated and comprehensive training and development programmes provided to its officers.

Like the history of the Force, and against an ever-changing and challenging landscape, police training has also undergone considerable changes to address the different policing needs in different eras, as witnessed by the establishment of different police training institutions.

### **(1) Police Training School / Hong Kong Police College**

A school for Hong Kong police officers was started on 1 October 1869. Back then, an evening school was run for European, Indian and Chinese members of the Police Force and Gaol Staff. Attendance was voluntary, but by 1872 it became compulsory for all members of the Force stationed in Central District, or near Central Barracks where the School was held.

In view of the lack of a permanent campus, the School from 1869 till 1920 utilised accommodation in a number of different places including the court rooms in the Police Magistracy, Police Library in Central Police Station, No. 8 Police Station (at Hospital Road) and the Queen's College.

On 1 March 1920, a new Police Training School was opened in Central Police Station, replacing the Police School which had been in operation since 1869. During its first ten months of operation, the School trained 326 officers. Recruits and serving police officers were trained on a full syllabus of police subjects including criminal law, police regulations, drill and musketry and physical training.<sup>1</sup>

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<sup>1</sup> Crisswell, C. and Watson, M., *The Royal Hong Kong Police, 1841-1945*, (Hong Kong: Macmillan, 1982), p. 115.

In February 1923, the Police Training School (PTS) moved from Central Police Station to Harbour View, but by 1928, it moved again, this time to Kowloon-side at the junction of Prince Edward Road and Nathan Road. The PTS remained there until the Japanese invasion during World War II.

After the return of British rule, a temporary training school was established in Kennedy Road. Staffed by ex-Royal Air Force officers, it churned out the urgently needed nucleus of a police force. By 1946, the School had moved to St. Stephen's Primary School in Stanley and, in 1947, to the Chinese Young Men's Christian Association in Waterloo Road. A permanent site was secured at Aberdeen for the new School and a plan prepared in 1946 for the creation of a more permanent training school which the Force badly needed.

The PTS moved into its present home at Wong Chuk Hang in February 1948. The accommodation comprised a number of pre-war rice go-downs spreading across the 18-hectare site. Other than the main parade square, the PTS has since altered almost beyond recognition. The square is now bounded by the Peter Moor Building (Band Block), opened in 1983, the six-storey New Teaching Block opened in 1989, by sports fields where paddy fields previously existed and by the Tactics Training Complex which became operational in 2001.

A major milestone in the development of police training took place in 2006 with the reorganisation of the Force training. The Hong Kong Police College ('Police College') was established, replacing what was previously known as Training Wing, to develop police training in a strategic manner, with a view to advancing into a leading center of excellence in police training and development in the international arena. Following the above change, the Police Training School, which formed part of the Police College, became the Foundation Training Centre (FTC).

Since April 2015, the Police College has put in place an enhanced structure to strengthen its functional governance. Under this new structure, the Police College now comprises three schools, namely the School of Foundation Training, the School of Professional Development and the School of Specialised Learning. The Police College is committed to developing officers into police professionals with the highest ability and integrity to serve the community. In addition to foundation training for recruits, the Police College

also delivers many other training and learning programmes relating to different areas, such as criminal investigation, use of force, traffic enforcement, police driving, media handling, management and leadership. The Police College also continues to strengthen its collaboration with external training partners, including local and overseas tertiary institutions, research institutes, and Mainland and overseas police training organisations.<sup>2</sup>



Overview of the Police Training School, Wong Chuk Hang in 1970s

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<sup>2</sup> Hong Kong SAR Government, *Hong Kong: The Facts – The Police*, Information Services Department, 2015, accessible via: <http://www.gov.hk/en/about/abouthk/factsheets/docs/police.pdf>



Passing Out Parade in 1950s (Marine)



Passing Out Parade in 1960s





Passing Out Parade in 1970s



Passing Out Parade in 1980s



Passing Out Parade in 1990s



Passing Out Parade in modern time

## (2) Police Tactical Unit (PTU)

A few years after police officers graduated from the Police College, and as they had consolidated their basic policing skills, they were arranged to receive advanced training in crowd management and operational tactics at the Police Tactical Unit.

It was as a result of the "Double Tenth" riots in 1956 that the government began a rigorous investigation into the causes of the disturbances with a view to developing a system to ensure the long-term stability of the Territory.

The government investigation revealed that there was not a definitive system in place to cope with cases of civil disorder, nor was there a professional organisation to deal with such public unrest. Having reduced the police establishment following an extended period of calm in the 1950s, it was evident that the government needed a unit that could act within a stringently established protocol to respond to unanticipated and serious incidents.

The following year in 1957 a small group of Hong Kong police officers, all with previous military experience, was established to completely re-evaluate all aspects of internal security. Inspectors John Lees and Leslie Guyatt formed the basis of this team.

The team's recommendations not only included a complete re-design of how an internal security (IS) unit should be structured, but also how it should be armed and equipped. Improvements to communications and mobility were also recommended. The concept, that there should be facilities dedicated to specialised internal security training and that all officers should attend this as a routine part of their in-service training at different times during their service, still exists today. This would ensure that IS response would be identical whichever unit was deployed. In addition, the founders convinced the Force Management that the new IS unit should also be a territory-wide reserve force, so that it would be available at any time when needed.

In their conception of the new IS unit for Hong Kong, Lees and Guyatt determined that it should be able to cope with serious and unpredictable situations of civil unrest. In order to achieve this, officers would undergo an extended period of intense training. This rigorous approach would make the trainees both tactically aware as well as capable of utilising the most up-to-date riot control equipment available.

By March 1958 the new unit, composed of volunteers, was established as the first formal IS unit of the Hong Kong Police Force and was called the Police Training Contingent (PTC). It was initially made up of two companies; Alpha and Bravo. Lees and Guyatt were to be its first Commandant and Chief Inspector respectively. In 1968, the PTC was renamed as Police Tactical Unit (PTU) but the original concepts they outlined still continue to this day and form the basis of the current training.

Nowadays, there are always five regional PTU companies and one training company in the Force. It provides an immediate manpower reserve for use in any emergency. PTU companies are attached to all land Regions and are available for internal security, crowd safety and public event management, anti-crime operations and disaster response duties throughout Hong Kong. The PTU also provides up-to-date instruction and training in internal security, crowd safety and public event management techniques for a wide cross-section of the Force.<sup>3</sup>

Professional and dedicated to maintaining the safety and security of the Territory, PTU would go on to earn a reputation as one of the finest professional tactical units in the world.

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<sup>3</sup> Hong Kong SAR Government, *Hong Kong: The Facts – The Police*, Information Services Department, 2015, accessible via:  
<http://www.gov.hk/en/about/abouthk/factsheets/docs/police.pdf>





Inspection of PTU officers in 1970s



PTU officers receiving internal security training

### (3) Marine Police Training School

Marine policing requires specialised knowledge and expertise, and thus specialised training. Marine police recruits received training independent from the other land police recruits. Such separate training arrangements ceased in 1963 and both Marine and land police recruits received the same basic training. After finishing their basic training, Marine police officers received additional maritime training in the Marine Police Training School (MPTS).<sup>4</sup>

The Marine Police Training School (MPTS) was established in mid-1960s. In 1980, the MPTS was moved to the Old Aberdeen Police Station where it stayed for two years before moving to a rented accommodation in the Aberdeen Centre.<sup>5</sup>

While staying in the new location, the MPTS expanded the scope and quality of training. New courses included the subjects of radar observation and search and rescue. The system of in-house qualifications was introduced under delegated authority of the Director of Marine in 1980s. New qualifications included (a) 'Marine Police Efficiency Certificate (MPEC)' relating to multi-discipline engineering, seamanship and maritime law qualification; (b) 'Marine Police Navigation and Command Certificate (MPNCC)' and (c) 'Marine Police Technical Charge Certificate (MPTCC)'. Marine Police Force Training Officer Mr. Alan Cairns, a master mariner with previous service in the Royal Air Force Marine Branch, contributed significantly to the design and inception of the formal training.<sup>6</sup>

In 1994, the MPTS moved to its present location in Sai Wan Ho, with more training facilities established, such as "engineering workshops, live and simulated radar and moorings for the training flotilla consisting of a 26 meter

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<sup>4</sup> Lawrence K. K. HO and Yiu Kong CHU, *Policing Hong Kong 1842-1969 Insiders' Stories*, (Hong Kong: City University of Hong Kong Press, 2012), p. 130-131.

<sup>5</sup> Iain Ward, *Mariners: The Hong Kong Marine Police 1948-1997*, (UK: IEW Publications, 1999), p. 239.

<sup>6</sup> Iain Ward, *Mariners: The Hong Kong Marine Police 1948-1997*, (UK: IEW Publications, 1999), p. 239-240.

Damen MK III launch and a range of rigid inflatables.”<sup>7</sup>

Current Marine police training is divided into two parts; (a) deck knowledge and skills, maritime law and radio communications and (b) vessel mechanical knowledge.<sup>8</sup> Upon joining the Sea-going Division, an officer will be enrolled to a four-week Induction Course of MPEC as soon as practicable. Every trainee working on-board must also receive Maritime basic safety training or instruction in accordance with the International Maritime Organization (IMO) Convention on Standards of Training, Certification and Watch-keeping for Seafarers, 1978 (STCW Convention) STCW Code. This training includes Personal Survival Techniques, First Aid at Sea and Fire Fighting Course.

After acquiring sufficient sea time experience for at least 12 months and satisfactory completion of on-the-job training, officers are eligible for final assessment in MPTS and award of MPEC. Thereafter they will be assigned to Deck stream or Engineering stream.

Nowadays, the Marine Region, with a fleet of 117 launches and crafts, patrols some 1,651 square kilometres of waters within Hong Kong including the busy Victoria Harbour and 261 outlying islands. This involves the control of approximately 16,200 local craft, pleasure boats and ferries and a maritime population of 1,188. Shore patrols are regularly mounted to maintain contact with the inhabitants of small islands and more isolated communities.<sup>9</sup>

Duties are often engaged in search and rescue operations both within and outside Hong Kong waters and in engaging with the community to ensure sea-safety, targeting the ever-expanding recreational sector and public service vessels.<sup>10</sup>

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<sup>7</sup> Iain Ward, *Mariners: The Hong Kong Marine Police 1948-1997*, (UK: IEW Publications, 1999), p. 240.

<sup>8</sup> Lawrence K. K. HO and Yiu Kong CHU, *Policing Hong Kong 1842-1969 Insiders' Stories*, (Hong Kong: City University of Hong Kong Press, 2012), p. 131.

<sup>9</sup> Hong Kong SAR Government, *Hong Kong: The Facts – The Police*, Information Services Department, 2015, accessible via:  
<http://www.gov.hk/en/about/abouthk/factsheets/docs/police.pdf>

<sup>10</sup> Hong Kong SAR Government, *Hong Kong: The Facts – The Police*, Information Services Department, 2015, accessible via:  
<http://www.gov.hk/en/about/abouthk/factsheets/docs/police.pdf>

The Marine Police fleet is also responsible for maintaining effective law and order within the Hong Kong waters and assists in countering illegal immigration and smuggling at sea.

Since the implementation of the International Ship and Port Facility Security Code (ISPS) in Hong Kong on 30 June, 2004, Marine Region has been assisting Director of Marine in conducting audits of the 35 ISPS facilities, as well as providing an enhanced response capability utilising the Versatile Maritime Policing Response (VMPR) strategy, which integrates a technologically advanced coastal surveillance system with an enhanced radar system.<sup>11</sup>



Marine Police Training School at Old Aberdeen Police Station (1980s)

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<sup>11</sup> Hong Kong SAR Government, *Hong Kong: The Facts – The Police*, Information Services Department, 2015, accessible via: <http://www.gov.hk/en/about/abouthk/factsheets/docs/police.pdf>

#### (4) Detective Training Centre (DTC)

Although there were detectives responsible for criminal investigation as early as late 19<sup>th</sup> Century, the Criminal Investigation Department (CID) was only formally established in 1923.<sup>12</sup>

Despite the establishment of CID in 1923, the first CID courses were not formally organised until 1960 and they were conducted on an ad-hoc basis up until 1969 with no permanent training premises. In April 1970, the Old Aberdeen Police Station was put into full-time use as the Detective Training School and it was then that Inspectorate officers were first introduced to courses on theory only and they received training as separated from the Junior Police Officers. In 1972, courses were extended to 12 weeks and divided into two distinct phases – five weeks of theory and law lectures and a seven-week practical phase with the whole student body divided into teams to investigate simulated crimes under as realistic conditions as possible.

The Detective Training School was renamed as “CID Training School” in 1974, and was relocated in 1980 to the Royal Air Force (RAF) Officers’ Quarters Compound, which included the RAF Officers Mess and an Annex Block, situated at No. 51 Kwun Tong Road, Kowloon Bay.<sup>13</sup>

In 1988, the CID Training School was renamed as “Detective Training School” (DTS). The DTS was moved to the then Police Training School in Aberdeen in 2001. The DTS was renamed as “Detective Training Division” in January 2004.

To optimise the use of technology for training, the Detective Training Division (DTD) of Police College launched a computer-based system in 2012. The system was named “Detective Tour” and it was a scenario-based desktop exercise tailored made for Standard Criminal Investigation Course (SCIC) and Advanced Criminal Investigation Course (ACIC). The “Detective Tour” was developed in-house to simulate crime cases. It overcame the limitations of setting up mock crime scenes and served to arouse learning interest of the

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<sup>12</sup> Lawrence K. K. HO and Yiu Kong CHU, Policing Hong Kong 1842-1969 Insiders’ Stories, (Hong Kong: City University of Hong Kong Press, 2012), p. 106.

<sup>13</sup> “Historical Building Appraisal Ex-Royal Air Force Station (Kai Tak) Nos. 50 & 51 Kwun Tong Road, Kowloon Bay, Kowloon”, accessible via official website of Antiquities Advisory Board: [http://www.aab.gov.hk/form/brief\\_information\\_grade2.pdf](http://www.aab.gov.hk/form/brief_information_grade2.pdf)



new generation of tech-savvy crime investigators.

The Detective Training Division was renamed as the Detective Training Centre in 2013. To strengthen organisational training and learning capability, and with a view to developing the Force's Detective Training Centre (DTC) into a world class facility, the DTC moved from the Aberdeen Campus to the former and newly refurbished Lei Muk Shue Operational Base (LMSOB) in September 2014, marking a major milestone for the development of criminal investigation training in Hong Kong.

The new DTC incorporated advanced infrastructure to support technology-driven training programmes. These included three-dimensional immersive and computerised interactive simulated scenarios for crime investigation training and the use of tablet computers and radio frequency identification technology in the training of Disaster Victims Identification Unit for a more systematic way of processing and identifying disaster victims.

In 2015, DTC came under the charge of the School of Specialised Learning in the Police College.



Detective Training School at the Royal Air Force (RAF) Officers' Quarters Compound, at No. 51 Kwun Tong Road, Kowloon Bay (1980-2001)

## (5) Police Driving and Traffic Training Centre

The Police Driving and Traffic Training Centre (PD&TTC) evolving from the former Police Driving School (PDS) was first set up at the Hung Hom Police Station in 1951. Since then, the PDS had been in different places before moving to the present site at Fan Gardens of Fanling in 1991.

Following the relocation of the Field Patrol Detachment to the Queen's Hill Camp in 1993, PDS also took over the NT Depot campsite.

The total area of the two campsites at Fan Gardens and NT Depot is 65,000 square meters. Facilities include a skid pan, a 600-metre-long circular course, three driving training grounds for motor vehicles and motorcycles and a motorcycle obstacle track.

The old Nissen-style barracks in the Fan Gardens serve as the administration office, classrooms and support rooms, while the four-storey concrete NT Depot building accommodates ancillary facilities such as changing rooms, multi-function room and canteen.

In February 1996, the PDS was detached from Transport Division, Support Wing and came under the then Training Wing. It was amalgamated with the Traffic Training Section of the former Police Training School, now known as the Hong Kong Police College. It was renamed as the Police Driving and Traffic Training Division (PD&TTD) in January 2004 and was renamed as Police Driving and Traffic Training Centre (PD&TTC) in January 2013. In 2015, the PD&TTC came under the charge of the School of Specialised Learning of the Hong Kong Police College.

Driving training is conducted by the Motorcar Driving Training Unit and the Motorcycle Riding Training Unit. These two Units provide effective and professional training to police officers and civilian staff for driving police vehicles and motorcycles.

Traffic Training is composed of the Traffic Competency Training Unit (TCTU) and the Traffic Equipment Training Unit (TETU). These two units provide effective and professional knowledge and skill for traffic officers to perform traffic enforcement duties.

The Driving Examination Unit consists of police officers authorised by Commissioner for Transport to examine government drivers, who are required to pass the basic driving skill test and road test before they are permitted to drive government vehicles.



Police vehicle fleet display at Police Driving School at Kai Tak in 1980s





Police vehicle fleet inspection in 2013



## (6) Police Cadet School

Apart from the Police College which churns out career police officers, there was in the Force history a school which helped offer secondary education in a highly disciplined setting – the Police Cadet School. In as early as 1959, the Force began to consider setting up a cadet school to provide a ready supply of recruits for police training but since there was no serious recruitment problem, the plan did not materialise. It was not until after the 1967 riots that the then Governor gave approval to the formation of cadet forces.

On 15 September 1973, Police Cadet School (the Cadet School) officially came into existence at a disused army camp with Nissen huts at the 9.75-acre Fan Gardens in Fanling.

A total of 146 young men aged between 15½ and 17 were selected from some 1,500 applicants to be the first intake of cadets to undergo boarding vocational training and secondary education for two years. The Cadet School's second camp at Dodwell's Ridge in Sheung Shui was opened on 31 January 1977 with cadets forming the intake of Course No. 5.

Cadets were divided into six geographically-named houses, i.e. Fanling House, Shatin House and Tai Po House in Fan Gardens and Yuen Long House, Sai Kung House and Tap Mun House in Dodwell's Ridge.

The Cadet School was set up with two aims, namely to provide well-educated recruits for disciplined services and to provide character training for a proportion of the youth of Hong Kong.

All police cadets were taught the school motto of "Wisdom, Bravery, Sincerity and Fortitude" through the demanding and unique training for two years.

In addition to some basic police knowledge, the cadets were to undergo Form 4 and Form 5 education that not only equipped them with necessary academic knowledge but also served to show them the key to wisdom. Some cadets were to take the Hong Kong Certificate of Education Examination as other students in ordinary schools.

The Police Cadet School was dedicated to providing stringent adventure and

physical training for the cadets that helped develop their bravery and fortitude. Most of the newly recruited cadets, who were just 15 years old, did not measure up to the robust image of a police officer. Therefore, the physical training programme for first-year cadets was designed to beef up their muscular power and build a strong body. The programme for the second year aimed at developing their talents in sports and instilling the concept of healthy lifestyle.

The value of 'sincerity' was fully embedded through the emphasis on integrity and discipline in their daily lives and Cadets were to perform community services regularly.

Unlike the regular or auxiliary police recruits in their passing-out parades, the graduating senior cadets were to perform "slow march" past the junior cadets during their passing-out parades. Their high level of foot drill and marching performance was evident of the success of training in character and discipline building.

Given policy changes in Senior Education System under which Government sponsored education up to Form 5, the Police Cadet School began to have problems in recruiting trainees.

The Cadet School had turned out a total of 4,302 cadets. Having fulfilled its glorious historical mission to pave the way for young people to join the Force, and to prepare the new generation to become responsible citizens to serve society in their different capacities, the Police Cadet School was closed in March 1990.



Parade at the Police Cadet School



Physical training at the Police Cadet School

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