



人事及训练

*Personnel
and Training*





推动关怀文化 Promoting a Caring Culture

警队认同需要维持一支训练有素、高度自发且专业干练的警务人员队伍，尽忠职守服务市民和应付未来众多挑战。

二零零九年，警队不但举办各类型的招聘活动，招募高素质的人才，并继续提升员工专业技能和知识、提倡健康生活模式及推动关怀文化，以确保警队及其人员能以公正包容的态度有效提供服务，符合市民对警队的要求和期望。

The Force continues to acknowledge the need to be a well-trained, highly motivated and professional organisation whose officers are committed to serving the public and dealing with the numerous challenges that lie ahead.

During 2009, the Force not only mounted campaigns to recruit officers of the highest calibre, but also continued to recognise the importance of upgrading the professional skills and knowledge of its staff, promoting a healthy lifestyle and encouraging a caring culture in order to ensure that the Force and its officers are able to deal effectively, fairly and compassionately with the demands and expectations of the community.

人力资源

员工是警队最宝贵的资产。警队继续采取积极的招募策略，吸引高素质的人才投身警队。年内，警队通过警队学长计划和辅警大学生计划，加强与本地十间大学及专上学院之间的伙伴关系，以及致力联系少数族群，为他们举办招聘讲座及参观等活动。

为增加各级人员的专业知识和提升他们的效能，149名初级警务人员、125名督察级人员和71名警司及以上职级的人员，于年内到海外及内地参加各项课程及训练交流。

警队并正提升现有的人事资讯通用系统，增加各种先进的功能，以「才能为本」作为人力资源管理的方向，以支援警队策略性的规划。

Human Resources

The Force's most valuable asset is its staff. In order to attract high calibre candidates, the Force continues to adopt a proactive and robust recruitment strategy. During the year, the Force strengthened its partnership with 10 local universities and tertiary institutes through the Police Mentorship Programme and the Auxiliary Undergraduate Scheme as well as reaching out to the Non-ethnic Chinese communities through recruitment talks and visits.

In order to enhance the professional knowledge and effectiveness of officers at all levels, a total of 149 junior police officers, 125 inspectorate officers and 71 officers of the superintendent rank and above attended various overseas and Mainland courses and training exchanges during the year.

The Force is currently redeveloping its computerised Personnel and Information Communal System, which will incorporate a competency-based approach in addition to a variety of advanced functions to support its human resource management and strategic planning.

捐衣助人运动所收集的衣服数量再破纪录。
The quantity of used clothing collected sets a new record.



警队在教育及职业博览中展出有关多元化的警务工作及招募的资讯。
The multi-faceted aspects of Police work and information on recruitment were showcased at the Police booth at the Education and Careers Expo.



人员出访文莱，与当地警队高层人员就刑事调查、有组织罪案及社区警政交流经验。
Force members share with senior officers of the Brunei Police their expertise in criminal investigation, organised crime and community policing.

人员前往澳洲珀斯考察访问，了解西澳洲警队的工作。
Force members pay a study visit to the Western Australia Police in Perth, Australia.

福利、服务条件及职员关系

警队成员一向积极参与义务工作，服务儿童、青年、长者、病患者以至肢体伤残人士及智障人士。香港警察义工服务队现有48队，队员达2 500人。年内，义工队参与了68项活动，造福社群。警队在二零零九年举行一连串募捐活动，其中包括为香港特殊奥运和香港公益金筹募款项。警队成员亦继续支持捐衣助人运动，又透过救世军到人员家中收集

Welfare, Conditions of Service and Staff Relation

Officers within the Force have long been active in voluntary community service designed to help children, youths, the elderly, the sick, the physically disabled and the mentally handicapped. The 2 500 officer-strong Hong Kong Police Volunteer Service Corps currently has 48 teams, and in 2009 was engaged in 68 activities for the benefit of the community. The Force organised donation campaigns for the Hong Kong Special Olympics and the Community Chest of Hong Kong, among other activities. Force members also continued to show their support to the Used Clothing Collection



警察龙舟会成员参与慈善比赛。
Members of the Police Dragon Boat Club participate in a charity race.



人员参加世界警察及消防大赛的篮球比赛。
Force members take part in a basketball match at the World Police and Fire Games.



处长邓竟成授旗予副处长(行动)任达荣，预祝人员出战「世界警察及消防大赛2009」凯旋而归。
Commissioner, Mr Tang King-shing, presents the Force Flag to Deputy Commissioner (Operations), Mr Yam Tat-wing, for participation in the World Police and Fire Games 2009.



总督察锺炼泳(右)及陈健国分别在第三届香港杰出义工奖颁奖礼上获颁香港杰出义工奖及优异奖。
Chief Inspectors Chung Ling-wing (right) and Chan Kin-kwok receive the Hong Kong Volunteer Award and the Certificate of Recognition Award respectively at The Third Hong Kong Volunteer Award presentation ceremony.

捐赠的大量书籍、玩具、电脑和家庭电器等，转赠社会上有需要人士。

警队一直透过关心员工、关怀社群及爱护环境，推动企业社会责任，年内更连续第四度获香港社会服务联会颁发「同心展关怀」标志。

福利服务课为警务人员及家属提供福利辅导服务。年内，福利服务课曾进行3 570次与福利事宜相关的面谈，及3 450次医院探访或家访。

警队二零零七年开始采用体能与健康综合策略。现时，33个警察体育会及18个艺术属会向现职人员推广体育和文化活动及健康生活，鼓励他们锻炼体能以配合警务工作的需要。年内，警队参加了多项体育赛事，包括在加拿大举行的「世界警察及消防大赛2009」，并赢得破纪录的佳绩，共夺得151面奖牌。

心理服务课为人员提供专业辅导和危急事件心理支援服务。该课在东亚运动会举行前，特别为人员制作了一套短片，确保他们在该类大型活动执行职务前有充足的心理准备。

职员关系课继续与各职方协会保持有效沟通，并统筹警察评议会职方、高级谘议委员会和初级谘议委员会的定期会议，各职方协会和警队管理层均会派员出席。为加强与各职方协会的内部沟通，该课在九月举办为期两天的课程，供员佐级协会的区和组别代表参加，让他们的工作更为有效。

服务条件及纪律科继续与各职方协会和有关当局紧密合作，力求薪酬水平和服务条件公平合理，以吸引、挽留及鼓励具备合适才能的人员，以及为市民提供效率和成效兼备的优质警察服务。

Campaign and a collection service was introduced to enable the Salvation Army to pick up bulk donations of books, toys, computers and household electrical appliances from Police officers' homes for distribution to underprivileged members of society.

In 2009, the Force received its fourth consecutive annual award of the Caring Organisation Logo by the Hong Kong Council of Social Service in recognition of its continued efforts to promote corporate social responsibility through caring for its employees, the community and the environment.

The Welfare Services Group provides welfare-counselling services to Force members and their families. During 2009, the Group conducted 3 570 welfare interviews and conducted 3 450 hospital and home visits to Force members.

An integrated approach to physical fitness and health management was first launched in 2007. Currently, 33 Police Sports Clubs and 18 Arts Clubs promote sporting, cultural and healthy lifestyle activities among serving officers to encourage them to maintain a standard of physical fitness commensurate with their police duties. The Force participated in various sports events in 2009, including the World Police and Fire Games 2009 in Canada, where it won a record-breaking 151 medals.

The Psychological Services Group provides an in-house professional counselling and critical incident psychological support service to Force members. In this regard, the Group prepared a special video prior to the East Asian Games to ensure that officers were psychologically well prepared for duties associated with such large-scale events.

During the year, the Staff Relations Group continued to maintain effective communication with the Staff Associations and to coordinate meetings of the Police Force Council Staff Side, the Senior Consultative Committee and the Junior Consultative Committee, each held periodically and attended by various representatives from the Staff Associations and members of Force management. In order to boost internal communication with the Staff Associations, a two-day course was organised in September for the District and Unit representatives of the Junior Police Officers' Association to enable them to carry out their roles more effectively.

The Conditions of Service and Discipline Branch continues to work closely with the Staff Associations and the Administration to strive for a fair and reasonable level of pay and conditions of service to attract, retain and motivate staff of a suitable calibre, and to provide the public with an effective, efficient and high quality police service.

学警为结业会操排练。
New recruits practice for their passing-out parade.



香港警察学院

二零零九年是香港警察学院值得纪念的一年。三月，警察学院庆祝警队黄竹坑培训基地成立六十周年，标志著警察培训踏进了新纪元。警队凭借人员群策群力、共同建立全面的知识管理系统，分别荣膺香港和亚洲最受推崇知识型企业大奖。

首届警队研究奖励计划于九月圆满结束，为警政理论研究系统化展开新的一页。警察学院出版的《香港社区警政》论文，巩固前线警务人员对现行推动社群参与措施的认识。此外，学院亦全力参与各类社区项目，包括提供领袖和纪律训练，以至为东亚运动会担任仪仗队。

Hong Kong Police College

2009 was a memorable year for the Hong Kong Police College. Police training at the Wong Chuk Hang Campus entered a new era with the celebration of its 60th anniversary in March. The Force's efforts to develop a well-rounded knowledge management system were recognised when it won the Hong Kong and Asian Most Admired Knowledge Enterprise Awards.

The first-ever Force Research Award Scheme was successfully concluded in September, marking a new beginning in systematic research of policing. A research paper 'Community Policing in Hong Kong' was published to reinforce frontline officers' common understanding and knowledge of current practices in engaging the community. The College was also heavily involved in various community projects ranging from leadership and disciplinary training to providing a Guard of Honour at the East Asian Games.

警察乐队

警察乐队积极参与多项大型活动，包括东亚运动会升旗仪式、中华人民共和国成立六十周年庆典、七月一日回归纪念汇操，以及庆祝警队黄竹坑培训基地六十周年等。此外，乐队亦前往内地及日本作多次表演，并会参与「中国2010上海世界博览会」的活动。

Police Band

The Police Band played a major role in events such as the Flag Raising Ceremonies for the East Asian Games, celebrations marking the 60th Anniversary of the Founding of the People's Republic of China, the July 1st Reunification Parade and the 60th Anniversary of Police Training in Wong Chuk Hang. The Band also performed on several occasions both in China and Japan. In the coming year, the Police Band will participate in the World Exposition 2010 in Shanghai, China.

警察学院为香港特别行政区成立十二周年升旗仪式担任仪仗队。
The Police College provides a Guard of Honour at the flag raising ceremony for the 12th Anniversary of the Establishment of the Hong Kong Special Administrative Region.



警察乐队在黄竹坑培训基地六十周年庆祝活动中演出。
Police Band performs at the 60th Anniversary of Police Training in Wong Chuk Hang.