



警务处架构

Organisation





专业管理 有效运作

Administrative and Operational Efficiency

警务处处长就警队的管理及工作效率向香港特别行政区行政长官负责。警务处处长由两位副处长协助，一位主管行动，辖下有两个总部部门：行动处和刑事及保安处；另一位主管管理事宜，辖下分三个部门：人事及训练处、监管处和财务、政务及策划处。

The Commissioner of Police is responsible to the Chief Executive of the HKSAR for the administration and operational efficiency of the Force. He is assisted by two Deputy Commissioners, one of whom heads Operations, which is comprised of two headquarters departments: Operations and Crime and Security. The other heads Management comprising three departments: Personnel and Training, Management Services, and Finance, Administration and Planning.

行动处

下设行动部、支援部及六个警察总区，负责警队的日常行动。

行动部 行动科

下设行动组、反恐怖活动及内部保安组、重点及搜查组(包括搜查队及警犬队)。职责是制订及发布警队的行动政策及相关指令，包括边界保安政策、统辖总部指挥及控制中心的运作、调配警队的行动资源、与访港外国海军及解放军驻港部队联络。

Operations Department

The Department handles the day-to-day operations of the Police Force through six regional commands and its Operations and Support Wings.

Operations Wing Operations Bureau

The Bureau comprises the Operations Division, the Counter-Terrorism and Internal Security Division, and the Key Points and Search Division, which encompasses also the Force Search Unit and the Police Dog Unit. Duties include the formulation and dissemination of Force operational policy and relevant orders including boundary security, manning of Headquarters Command and Control Centre, deployment of operational resources, liaison with visiting foreign naval forces and the Hong Kong Garrison.



警察机动部队总部

负责警察机动部队各大队和特警队的训练工作，并定期检讨有关内部保安及人群管理的策略、武器和装备。

爆炸品处理课

除处理爆炸品工作外，亦为相关单位提供训练，并负责检查弹药及爆炸品的储存设施和销毁过期弹药及炸药。

支援部

支援科

支援课包括策划行动课、总务课、职业安全及健康课和运输课，以及警队资料及公开资料统筹组。该课负责在多个不同政策范畴制订政策、程序及命令，以及就跨部门事宜与其他政府部门联络。

辅警支援科就香港辅助警察队约 3 800 名辅警人员的行政、管理及训练事宜提供一站式的服务。

警察牌照课负责发出由警务处处长签发的牌照及许可证，以及协调涉及公众活动的政策事宜。

警察公共关系科

社区关系课与市民保持密切联系，透过传媒及社区活动宣传灭罪信息，以及推广警队及青少年活动。

Police Tactical Unit (PTU) Headquarters

In addition to overseeing the training of PTU Companies and the Special Duties Unit, PTU Headquarters also regularly reviews tactics, weapons and equipment to be used in internal security situation and crowd management operations.

Explosive Ordnance Disposal Bureau

Apart from its bomb disposal work, the Bureau provides training to relevant Police units and oversees storage and disposal of ammunition and explosives.

Support Wing

Support Branch

Support Bureau comprises Field, General, Occupational Safety and Health, and Transport Divisions, as well as the Force Data and Access to Information Coordination Unit. It is responsible for the formulation of policies, procedures and orders in a number of diverse policy areas as well as liaison with other Government departments on inter-departmental matters.

Auxiliary Support Bureau provides a one-stop service in respect of the administration, management and training of approximately 3 800 auxiliary members of the Hong Kong Auxiliary Police Force.

Police Licensing Office acts as the authority for the issue of licences and permits for which the Commissioner of Police is the issuing authority, and coordinates policy matters relating to Public Order Events.

Police Public Relations Branch

Community Relations Bureau maintains close ties with the public, organises anti-crime publicity through the media and community events, and promotes Police and youth activities.





新闻及宣传课24小时为传媒发放新闻及提供其他服务，以及推行警队宣传运动。

交通总部

负责制订及发布各项交通执法政策、处理交通违例传票和定额罚款通知书、监察交通法例的改变、发展和评估各项交通管理计划及统筹警队在道路安全方面的工作，亦负责管辖交通督导员。下设交通管理及违例检控科和行政科。

总区

日常警务工作由六个总区负责。每个总区由一位助理处长掌管，总区之下分为警区和分区，在数个分区下，再细分为警署。现时全港共有23个警区。

陆上总区

五个陆上总区各设一个总部，辖下分为冲锋队、警察机动部队总区大队、刑事调查单位和交通单位，并透过三个总区指挥及控制中心调派资源。

总区指挥及控制中心负责接听市民的999紧急求助电话，并即时作出回应。此外，亦是控制总区及警区资源调配的中枢，以及是与总部及其他机构互通行动信息的枢纽。

Information and Publicity Bureau provides a 24-hour newsroom and other services for the media, and runs Police publicity campaigns.

Traffic Branch Headquarters

The Traffic Branch Headquarters formulates and disseminates traffic enforcement policies, processes traffic summonses and fixed penalty tickets, monitors changes in legislation, develops and evaluates traffic management schemes, and coordinates the Force's road safety efforts. It also oversees Traffic Wardens. It comprises two bureaux: the Traffic Management and Prosecutions Bureau, and the Administration Bureau.

The Regions

Day-to-day policing is handled through six regional commands. An Assistant Commissioner heads each of the Regions, which are divided into Districts and Divisions and in a few cases, Sub-Divisions. Currently there are 23 Police Districts.

Land Regions

The five Land Regions are commanded through three Regional Command and Control Centres (RCCC). Each Region has a Headquarters with an Emergency Unit (EU), a company of the Police Tactical Unit, a crime formation and a traffic formation.

The Regional Command and Control Centre provides the public with an instant response to 999 emergency calls for help. It is the nerve centre that controls resources at both regional and district levels, and acts as the conduit for operational communications with Headquarters and other agencies.

冲锋队的主要职责是接报紧急情况，包括999电话召唤，迅速到场处理，同时亦负责在各警区执行警车巡逻任务，随时迅速支援街上巡逻的军装人员扑灭罪行。冲锋队设有一个总部和四个巡逻小队，每小队约有70名人员和12辆巡逻车，24小时当值。

警察机动部队总区大队是支援单位，随时出动协助执行人群管理和内部保安工作，并在遇有灾难时，提供支援。队员平日的工作是协助警区打击罪案。

刑事调查单位负责调查严重罪案和跨区罪行，同时亦负责搜集、整理和评估总区内罪犯和犯罪活动的情报，并提供防罪资讯。

交通单位负责管理交通、执行交通法例、调查交通意外及推广道路安全。

水警总区

水警的职责是维持香港特别行政区海上边界及水域的治安、在本港水域执行香港法例、防止海上走私及非法入境活动，并负责本港及邻近水域的搜索和拯救工作，以及运送死伤者。

The Emergency Unit provides a rapid response to emergency situations, including 999 calls, and a speedy additional presence of uniformed Police on the streets to combat crime through the operation of mobile patrols within their respective Regions. EU comprises a headquarters element and four platoons, each with about 70 officers operating 12 patrol cars on a 24-hour basis.

The Police Tactical Unit Company provides a ready reserve for dealing with crowd management duties, threats to internal security situations and natural disasters. It is routinely used on a daily basis to supplement District resources in tackling crime.

The Crime Formation investigates serious and inter-district crimes. It also collects, collates and evaluates intelligence on criminals and criminal activities and provides crime prevention services within the Region.

The Traffic Formation is responsible for traffic control and enforcement, the investigation of traffic accidents and the promotion of road safety within the Region.

Marine Region

The role of the Marine Police is to maintain the integrity of the sea boundaries and regional waters of the HKSAR. It is responsible for enforcing the laws of Hong Kong in regional waters, preventing smuggling and illegal immigration by sea, search and rescue in Hong Kong and adjacent waters, and casualty evacuation.



水警总区由总区总部及两个警区组成。水警船队共有 143 艘船艇，包括 71 艘水警轮和 72 艘小艇，执法范围覆盖 1 651 平方公里的香港水域及 261 个离岛。

行动科负责监督总区重案组调查罪案及海上非法入境和走私集团活动的工作。此外，该科亦监督总区指挥及控制中心、后勤组、总区枪房、总区运输组，以及小艇分区的日常工作。

行政科负责一般行政工作及总区财务、人事、编制和训练事宜。

支援科的职责包括水警轮的购置计划、水警人员在航海、驶船、轮机及安全方面的训练及评核，以及专业设备的选购事宜。

刑事及保安处

负责制订警队在刑事及保安方面的政策，以及有关事宜的整体指挥工作。

刑事部

有组织罪案及三合会调查科

负责调查复杂的有组织罪案及严重三合会罪行。

刑事情报科

负责为警队各单位提供优质、准确和适时的情报及支援服务，以防止及侦破有组织及严重罪行。该科专责收集、分析及发放情报，确保需要情报的人员适时获得可靠资料，并让警队掌握最新的治安情况及犯罪活动。

商业罪案调查科

负责调查严重及复杂的商业诈骗案、伪造钞票、伪造文件及科技罪行。

毒品调查科

负责搜集毒品入口、制造及分销的情报，并采取执法行动打击毒犯。该科与内地和海外执法机关紧密合作，遏止与香港有关连的集团在其他司法管辖区的

The Marine Region comprises a Regional Headquarters and two Districts. With a fleet of 143 vessels – 71 launches and 72 small craft – the Region polices 1 651 square kilometres of Hong Kong waters and 261 outlying islands.

Operations Bureau oversees the Regional Crime Units in investigating crimes and syndicated illegal immigration and smuggling activities by sea, the RCCC, Logistics Unit, Regional Armoury, Regional Motor Transport Office and the Small Boat Division.

Administration Bureau is responsible for general administration, and the management of regional finance, personnel, establishment and training matters.

Support Bureau is responsible for the management of launch acquisition programmes, training and assessment of Marine Police personnel in the areas of navigation, seamanship, engineering and safety, and the selection and acquisition of specialist equipment.

Crime and Security Department

The Department is responsible for Force policy and the overall direction of all matters pertaining to crime and security.

Crime Wing

Organized Crime and Triad Bureau

OCTB investigates complex organised crime and serious triad offences.

Criminal Intelligence Bureau

CIB provides high quality, accurate and timely intelligence as well as support services to other Force units to prevent and detect organised and serious crimes. The Bureau's intelligence gathering, analysis and dissemination capabilities ensure that reliable intelligence is made available in a timely fashion to units that need it, and that the Force is kept well informed of emerging issues and new forms of criminal activity.

Commercial Crime Bureau

CCB investigates serious and complex commercial fraud, counterfeiting, forgery and technology crime.

Narcotics Bureau

NB collects intelligence and takes enforcement action in relation to the import, manufacture and distribution of dangerous drugs. The Bureau works closely with Mainland and overseas agencies to

非法活动。此外，亦会调查清洗黑钱及恐怖分子融资活动。

防止罪案科

为政府部门和市民提供免费及独立的保安意见。此外，该科还与保安及护卫业管理委员会合作，透过审核保安公司牌照申请和定期到保安公司视察，规管香港的保安业。

联络事务科

负责协调各地执法单位及各国驻港领事馆对本港警务工作的查询，亦负责与各地执法单位的警务联系工作。

鉴证科

负责鉴证指纹、收集DNA样本及拍摄罪案现场照片，并设有电脑辅助掌纹及指纹鉴证系统。

contain the activities of Hong Kong-connected syndicates operating in other jurisdictions. It also investigates money laundering and terrorist financing.

Crime Prevention Bureau

CPB provides free and independent security advice for Government departments and the public at large. It also assists the Security and Guarding Services Industry Authority to regulate the security industry in Hong Kong by vetting all applications for security company licences and through regular inspections of these companies.

Liaison Bureau

LB is responsible for coordinating all police-related enquiries with and from other law enforcement agencies and local consulate officials. It acts as the Force's main contact point with other law enforcement agencies on police-related matters.

Identification Bureau

IB is responsible for the retrieval, analysis and identification of fingerprints, collection of DNA samples, taking crime-scene photographs, and maintaining a Computer Assisted Palmprint and Fingerprint Identification System.



军械法证科

除法证工作外，亦为警队评估枪械及弹药的性能及试验避弹装置。

刑事纪录科

整存有关被定罪犯人、通缉犯、失踪人士、未执行的拘捕令、报失及通缉车辆的资料库，以及因严重罪行被定罪犯人的DNA样本索引。

保护儿童政策组

负责制订与虐儿、家庭暴力、性暴力、虐老、青少年罪行及儿童色情物品有关的政策和其他事宜。

重大事件调查及灾难支援系统

掌管一套电脑管理系统，以协助调查严重及复杂罪案。此外，亦协助有关灾难事故中死伤者的身分确认及查询。

保护证人组

执行保护证人计划及就保护证人有关的事项，向负责案件的人员提供意见。

保安部

负责保护显要人物、领事联络及统筹保安工作，包括对付恐怖活动及提供相关训练。

人事及训练处

人事部

人力资源科

负责处理警务人员绩效管理、事业发展、调职安排、增薪、晋升、升级、人力策划和招募方面的事宜。

服务条件及纪律科

就健康管理、薪酬与津贴、宿舍和纪律方面为警队成员提供服务和意见。

人事服务及职员关系科

职员关系课建立职方协会与警队管理层间的联系，负责处理与士气有关的事宜、就如何确保职员关系融洽提供指引，以及在人员间推广审慎理财的文化。

Forensic Firearms Examination Bureau

FFEB evaluates arms and ammunition and tests bullet-resistant outfits in addition to its forensic duties.

Criminal Records Bureau

CRB maintains databases on convicted criminals, wanted persons, missing persons, outstanding arrest warrants, missing and wanted vehicles as well as an index of persons convicted of serious offences whose DNA samples are retained.

Child Protection Policy Unit

CPPU formulates policy and other matters pertaining to child abuse, domestic violence, sexual violence, abuse of the elderly, juvenile crime and child pornography.

Major Incident Investigation and Disaster Support System

MIIDSS is in charge of a computer system that assists in the management of the investigation process of serious and complex crimes, as well as victim and casualty identification in major disasters.

Witness Protection Unit

WPU runs the witness protection programme and advises case officers on all matters regarding the protection of witnesses.

Security Wing

The Wing provides VIP protection, consular liaison and security coordination, including counter-terrorism and related training.

Personnel and Training Department

Personnel Wing

Human Resources Branch

The Branch deals with performance management issues, career development, postings, increments, advancements, promotions, manpower planning and recruitment matters in relation to Police officers.

Conditions of Service and Discipline Branch

The Branch provides services and advice to Force members relating to health management, pay and allowances, quartering and discipline.

Personnel Services and Staff Relations Branch

Staff Relations Group forms a link between the staff associations and Force management, handles morale-related issues, provides guidance in respect of the best way to ensure amicable staff relations and promotes a culture of financial prudence by officers.



膳食、会所及体育课就膳食、会所、体育及康乐活动方面提供优质服务，并负责统筹警队内一切健康生活模式活动。

Catering, Clubs and Sports Group provides services in relation to catering, clubs, sports and recreational activities. The Group also coordinates all healthy lifestyle activities within the Force.

福利服务课为警队成员提供福利和就业辅导服务。

Welfare Services Group is responsible for welfare and resettlement services to members of the Force.

福利支援课提供各项的福利及支援服务，包括团体保险计划、警队礼品、员工特惠购物计划及度假设施，并协助管理警察福利基金和两个警察教育信托基金。

Welfare Support Group offers a variety of welfare and support services, including group insurance plans, Police souvenirs, staff purchase schemes and holiday facilities. It also assists in administering the Police Welfare Fund and the two Police Education Trusts.

心理服务课推广精神健康，为警队成员提供专业的心理辅导服务，以及鼓励各人员在工作与生活之间取得适当的平衡。

Psychological Services Group promotes mental health, provides professional counselling to members of the Force and encourages officers to adopt a correct work-life balance.

人事部总部

Personnel Wing Headquarters Group

除为人事部提供行政支援外，并督导警队纪律审裁组、处理授勋及嘉奖、奖章及勋扣、为特殊单位的人员安排体格检查，以及处理索取人事资讯等事宜。

The Group provides administrative support to the Wing, oversees the Force Discipline Adjudication Unit, honours and awards, medals and clasps, medical screening for special units within the Force and requests for access to personnel information.



香港警察学院

专责警队所有有关训练事宜，但不包括内部保安和高度专门的特训、辅警和水警训练。学院由五个中心组成。

基础训练中心

为所有警员及督察提供入职训练，以及为在职人员提供刑事调查、枪械和战术、警察驾驶和交通职务训练，并且签发和管理警队内的政府驾驶许可证。

此外，中心亦负责监督警察乐队的运作，以及为香港特区的所有官方典礼仪式提供仪仗及升旗队伍，包括国庆日的升旗仪式及法律年度开幕典礼。

专业发展学习中心

为人员举办有关警队领导和管理的本地及海外训练课程、提升个人效能和认识香港社会政治发展的研讨会，以及一系列有关把资讯科技应用于警务工作、刑事情报管理和高科技罪案调查的专业课程。此外，中心亦为内地的警务人员提供专设训练课程，以及为其他政府部门和海外执法机构提供管理课程。

Hong Kong Police College

The College is responsible for all matters relating to training within the Force except internal security, highly specialised training, and Auxiliary and Marine Police training. It comprises five centres.

Foundation Training Centre

The Centre provides basic training for recruit constables and inspectors, as well as criminal investigation, firearms and tactics, and Police driving and traffic training for serving officers. It is also responsible for issuing and maintaining Government Driving Permits in the Force.

In addition, the Centre oversees the operation of the Police Band and provides Guards of Honour, Contingents and Flag Parties for all HKSAR level ceremonial events such as the National Day Parade and the Opening of the Legal Year Parade.

Professional Development Learning Centre

The Centre offers local and overseas training programmes in Police leadership and management, seminars on personal effectiveness and awareness of socio-political developments in Hong Kong, as well as a range of professional courses on the application of information technology in policing, criminal intelligence management and hi-tech crime investigation. In addition, the Centre provides bespoke training programmes for Police officers from the Mainland as well as command courses for officers from other Government departments and overseas law enforcement agencies.



学习发展支援中心

为警队内部提供学习及发展支援服务，包括训练咨询、课程设计和检讨、培训质素保证、考试和评核、培训计划、培训科技支援等范畴的服务，并通过学术机构的认可和持续发展，推动警队终身学习的文化。

研究中心

致力提升和巩固警队的研究能力，以便继续向市民提供优质服务。中心还负责与专业研究机构建立联系，发展和加强策略伙伴及合作关系，以期进一步改善研究服务的质素与涵盖范围。此外，亦负责监督警队图书馆的运作。

学院行政中心

致力全面提供有效及高效率的行政支援服务，对学院内的人力和财务资源调配事宜进行整体规划及管理，并负责编制具效益的财政预算、控制开支及采购物料和服务。

Learning Development Support Centre

The Centre provides in-house learning and development support services for the Force, including training consultancy, curriculum design and review, training quality assurance, examinations and assessment, training projects, and learning technologies. It also promotes lifelong learning in the Force through accreditation and continuous development.

Research Centre

The Centre is dedicated to enhancing and consolidating the Force's research capabilities to support the delivery of high quality services to the community. It is also responsible for developing and enhancing strategic partnership and collaboration with professional research institutes to improve the quality and range of research services available to the Force. In addition, the Centre oversees the operation of the Force Library.

College Administration Centre

The Centre is dedicated to the effective and efficient delivery of overall administrative support to the College. It is responsible for the planning and administration of human and financial resources, effective budget planning, expenditure controls and goods and services procurement for the College.

监管处

资讯系统部

业务服务课

负责制定警队在资讯及通讯科技应用的有关策略，并透过与资讯应用科及通讯科紧密联络和合作，协助警队各单位设计、研发和推行资讯及通讯科技项目，以及改善有关服务。

通讯科

负责为警队策划、设计、发展、装设及维修保养各种通讯系统，并就有关移动通信、视象监察系统、造像系统、雷达、警用无线电话、海事电子技术、互动系统及微波传送等提供专业意见。此外，亦设立24小时运作的资讯及通讯网络管理中心，为警队人员提供资讯及通讯科技方面的支援。

资讯应用科

负责为警队筹划、发展、装设及维修保养各种资讯系统，提供各种电脑设施以配合使用者需要。

服务质素监察部

研究及监察科

两个监察组代表纲领负责人及处长检讨及监察警务工作。

工作表现检讨科

效率研究组进行研究，以便警队透过最具效率及成效的方式运用所有资源，达致其宗旨及目标。

服务标准组确保推行优质服务策略，透过员工参与及推广以服务市民为本的文化，提高效率和持续改善服务。

投诉及内部调查科

负责调查对警务人员及警队文职人员的投诉。

Management Services Department

Information Systems Wing

Business Services Bureau

The Bureau is responsible for building business strategies in support of the Force's strategic development through the application of information and communications technology. It works with client formations to improve performance and deliver change, and in collaboration with Information Technology Branch and Communications Branch to design, develop and implement information and communication technology solutions that focus on creating value for clients.

Communications Branch

The Branch is responsible for planning, designing, developing, implementing and maintaining communications systems for the Force. It serves as a total communications solution provider and gives sound advice to the Force to address challenging needs in regard to professional mobile communications, video surveillance systems, imaging systems, radar, Force Mobile Radio Telephone, marine electronics, specialised interactive systems and back-bone microwave transmission. It also runs the Information and Communications Network Management Centre, which provides 24-hour assistance to Force information and communication technology users.

Information Technology Branch

The Branch plans, develops, implements and maintains information systems within the Force and provides computer facilities as required.

Service Quality Wing

Research and Inspections Branch

The two Inspection Bureaux conduct reviews and inspections of Police activities on behalf of programme directors and the Commissioner.

Performance Review Branch

Efficiency Studies Bureau conducts studies in order to optimise the effectiveness and efficiency of all resources applied by the Force in pursuance of its aims and objectives.

Service Standards Bureau ensures implementation of the service quality strategy that aims to promote efficiency and continuous improvement through staff participation and development of a customer-oriented culture.

Complaints and Internal Investigations Branch

The Branch investigates complaints against Police officers and civilian staff working in the Force.

财务、政务及策划处

财务部

财务科

财务办事处负责管理和监控警队财政工作，并统筹每年资源分配工作。

法证会计师办事处负责为警队提供有关刑事调查及检控的法证会计及支援服务。

内部核数科

负责独立评估警队的财政工作，确保所有帐目均符合财务及会计程序。

物料统筹科

负责采购、供应、储存和分配制服、枪械、弹药、通讯设备和家具等。

政务部

人事及总务科

负责管理警队文职人员，包括品行及纪律、训练、聘任、晋升、员工评核及其他服务条件，亦负责分发总部通令及管理警察博物馆。

编制及文职人员关系科

负责处理开设或删除常额及编外职位的事宜，并按工作需要短暂安排职位重行调配，以及负责促进良好的文职人员关系。

策划及发展部

负责决定长期的人手及建设需求，以配合人口增长和基建发展，亦负责策划和监督警队所有新建设项目的发展。

Finance, Administration and Planning Department

Finance Wing

Finance Division

Finance Office manages and controls all financial matters and coordinates bids for Force resources.

Forensic Accountants' Office provides forensic accounting and support services to the Police in relation to crime investigation and prosecution.

Internal Audit Division

The Division provides independent appraisals of Force activities, and ensures financial and accounting procedures are properly followed.

Stores Management Division

The Division procures, supplies, stores and issues uniforms, arms, ammunition, communications equipment and office needs.

Administration Wing

Personnel and General Division

The Division looks after the Force's civilian staff, including conduct and discipline, training, appointments, promotions, appraisals and other conditions of service. It also distributes Headquarters Orders and manages the running of the Police Museum.

Establishment and Civilian Staff Relations Division

The Division manages the creation and deletion of permanent and supernumerary posts and temporary redeployment of posts for operational needs. In addition, it promotes good relations among civilian staff.

Planning and Development Branch

The Branch determines long-term manpower and new building requirements based on population growth and infrastructure development as well as planning and overseeing the development of all new Police buildings.