



# 人事及訓練

*Personnel  
and Training*





## 推動關懷文化 Promoting a Caring Culture

警隊認同需要維持一支訓練有素、高度自發且專業幹練的警務人員隊伍，盡忠職守服務市民和應付未來眾多挑戰。

二零零九年，警隊不但舉辦各類型的招聘活動，招募高質素的人才，並繼續提升員工專業技能和知識、提倡健康生活模式及推動關懷文化，以確保警隊及其人員能以公正包容的態度有效提供服務，符合市民對警隊的要求和期望。

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.

### 人力資源

員工是警隊最寶貴的資產。警隊繼續採取積極的招募策略，吸引高質素的人才投身警隊。年內，警隊通過警隊學長計劃和輔警大學生計劃，加強與本地十間大學及專上學院之間的夥伴關係，以及致力聯繫少數族群，為他們舉辦招聘講座及參觀等活動。

為增加各級人員的專業知識和提升他們的效能，149名初級警務人員、125名督察級人員和71名警司及以上職級的人員，於年內到海外及內地參加各項課程及訓練交流。

警隊並正提升現有的人事資訊通用系統，增加各種先進的功能，以「才能為本」作為人力資源管理的方向，以支援警隊策略性的規劃。

### 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.

捐衣助人運動所收集的衣服數量再破紀錄。  
The quantity of used clothing collected sets a new record.



警隊在教育及職業博覽中展出有關多元化的警務工作及招募的資訊。  
The multi-faceted aspects of Police work and information on recruitment were showcased at the Police booth at the Education and Careers Expo.



人員出訪文萊，與當地警隊高層人員就刑事調查、有組織罪案及社區警政交流經驗。  
Force members share with senior officers of the Brunei Police their expertise in criminal investigation, organised crime and community policing.



人員前往澳洲柏斯考察訪問，了解西澳洲警隊的工作。  
Force members pay a study visit to the Western Australia Police in Perth, Australia.

福利、服務條件及職員關係

警隊成員一向積極參與義務工作，服務兒童、青年、長者、病患者以至肢體傷殘人士及智障人士。香港警察義工服務隊現有48隊，隊員達2 500人。年內，義工隊參與了68項活動，造福社群。警隊在二零零九年舉行一連串募捐活動，其中包括為香港特殊奧運和香港公益金籌募款項。警隊成員亦繼續支持捐衣助人運動，又透過救世軍到人員家中收集

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



警察龍舟會成員參與慈善比賽。  
Members of the Police Dragon Boat Club participate in a charity race.



人員參加世界警察及消防大賽的籃球比賽。  
Force members take part in a basketball match at the World Police and Fire Games.



處長鄧竟成授旗予副處長(行動)任達榮，預祝人員出戰「世界警察及消防大賽2009」凱旋而歸。  
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.



總督察鍾煉冰(右)及陳健國分別在第三屆香港傑出義工獎頒獎禮上獲頒香港傑出義工獎及優異獎。  
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.

捐贈的大量書籍、玩具、電腦和家庭電器等，轉贈社會上有需要人士。

警隊一直透過關心員工、關懷社群及愛護環境，推動企業社會責任，年內更連續第四度獲香港社會服務聯會頒發「同心展關懷」標誌。

福利服務課為警務人員及家屬提供福利輔導服務。年內，福利服務課曾進行3 570次與福利事宜相關的面談，及3 450次醫院探訪或家訪。

警隊二零零七年開始採用體能與健康管理綜合策略。現時，33個警察體育會及18個藝術屬會向現職人員推廣體育和文化活動及健康生活，鼓勵他們鍛鍊體能以配合警務工作的需要。年內，警隊參加了多項體育賽事，包括在加拿大舉行的「世界警察及消防大賽2009」，並贏得破紀錄的佳績，共奪得151面獎牌。

心理服務課為人員提供專業輔導和危急事件心理支援服務。該課在東亞運動會舉行前，特別為人員製作了一套短片，確保他們在該類大型活動執行職務前有充足的心理準備。

職員關係課繼續與各職方協會保持有效溝通，並統籌警察評議會職方、高級諮議委員會和初級諮議委員會的定期會議，各職方協會和警隊管理層均會派員出席。為加強與各職方協會的內部溝通，該課在九月舉辦為期兩天的課程，供員佐級協會的區和組別代表參加，讓他們的工作更為有效。

服務條件及紀律科繼續與各職方協會和有關當局緊密合作，力求薪酬水平和服務條件公平合理，以吸引、挽留及鼓勵具備合適才能的人員，以及為市民提供效率和成效兼備的優質警察服務。

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.

學警為結業會操排練。  
New recruits practice for their passing-out parade.



### 香港警察學院

二零零九年是香港警察學院值得紀念的一年。三月，警察學院慶祝警隊黃竹坑培訓基地成立六十周年，標誌著警察培訓踏進了新紀元。警隊憑藉人員群策群力、共同建立全面的知識管理系統，分別榮膺香港和亞洲最受推崇知識型企業大獎。

首屆警隊研究獎勵計劃於九月圓滿結束，為警政理論研究系統化展開新的一頁。警察學院出版的《香港社區警政》論文，鞏固前線警務人員對現行推動社群參與措施的認識。此外，學院亦全力參與各類社區項目，包括提供領袖和紀律訓練，以至為東亞運動會擔任儀仗隊。

### 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.

## 警察樂隊

警察樂隊積極參與多項大型活動，包括東亞運動會升旗儀式、中華人民共和國成立六十周年慶典、七月一日回歸紀念匯操，以及慶祝警隊黃竹坑培訓基地六十周年等。此外，樂隊亦前往內地及日本作多次表演，並會參與「中國2010上海世界博覽會」的活動。

## 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.

警察學院為香港特別行政區成立十二周年升旗儀式擔任儀仗隊。  
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.



警察樂隊在黃竹坑培訓基地六十周年慶祝活動中演出。  
Police Band performs at the 60th Anniversary of Police Training in Wong Chuk Hang.