

**Meeting of the Independent Police Complaints Council (IPCC)
with the Complaints & Internal Investigations Branch (C&IIB) (Open Part) held
at the IPCC Secretariat Office at 1528 hours on Tuesday, 20th March 2018**

Present :

Mr Larry KWOK Lam-kwong, SBS, JP	(Chairman)
Hon CHAN Kin-por, GBS, JP	(Vice-chairman)
Hon Chris CHEUNG Wah-fung, SBS, JP	(Vice-chairman)
Hon Tony TSE Wai-chuen, BBS	(Vice-chairman)
Miss Lisa LAU Man-man, BBS, MH, JP	
Mr Herman HUI Chung-shing, SBS, MH, JP	
Ir Edgar KWAN Chi-ping, JP	
Mr Arthur LUK Yee-shun, BBS, SC	
Mr Clement TAO Kwok-lau, BBS, JP	
Dr Eugene CHAN Kin-keung, BBS, JP	
Ir Prof Vincent HO	
Ms Ann SO Lai-chun, MH, JP	
Dr Eric CHENG Kam-chung, BBS, MH, OStJ, JP	
Mr Richard HO Kam-wing	
Mr Barry CHIN Chi-yung	
Mr Clement CHAN Kam-wing	
Mr Wilson KWONG Wing-tsuen	
Ms Ann AU Chor-kwan	
Mr Alex CHU Wing-yiu	
Miss Sylvia LEE Hiu-wah	
Dr David LEE Ka-yan, BBS, MH, JP	
Ms Melissa Kaye PANG, MH, JP	
Ms Shalini Shivan SUJANANI	
Prof Martin WONG Chi-sang	
Mr Johnny YU Wah-yung, JP	
Mr Richard YU, CDSM, CMSM, SG	
Mr Daniel MUI, DSG (OPS)	
Ms Rebecca LUK, DSG (MGT)	(Joint Secretary)
Ms Cherry CHAN, LA	
Mr CHUNG Sze-pong, DMS (Temp)	
Ms MAK Wai-man Tammy, CSP C&IIB	
Mr WONG Kwok-yin, SSP CAPO	
Mr WONG Shun-shing, SP CAPO HQ	(Joint Secretary)

Absent with
apologies : Mr KWOK Yam-shu, DMS
Mr John YAN Mang-ye, SC
Mr Douglas LAM Tak-yip, SC
Mr José -Antonio MAURELLET, SC

In Attendance : Ms YU Yuen-yan, SP CAPO HKI (Temp)
Mr WONG Siu-keung, SP CAPO K (Temp)
Ms FONG Shuk-yi, SP CAPO NT (Temp)
Mr WOO Kin-chung, CIP HQ (1) CAPO
Mr CHAN Tak-wai, CIP HQ (2) CAPO
Mr CHAN Hok-lun, SIP IPCC CAPO
Mr TSANG Chun-pong, SP (1) LS SSL
Mr LEUNG Ho-ming, CIP (2) DTC SSL

PART B OPEN MEETING

Opening Address

The Chairman welcomed all to the meeting, particularly Ms MAK Wai-man Tammy who had taken up the post of CSP C&IIB. He thanked Mr CHEUNG Kin-kwong, ex-CSP C&IIB, for his contribution prior to his retirement.

I. Confirmation of Minutes of the Meeting held on 19th December 2017 (Open Part)

2. The minutes of the last meeting (Open Part) were confirmed without amendment.

II. Force Accreditation of Training Programme

3. CSP C&IIB briefed the meeting that a number of training courses within the Force had been accredited with qualifications. The accreditations had enhanced the quality of the Force training and encouraged lifelong learning for police officers in order to uplift the quality services of the Force. To facilitate IPCC Members' understanding on the accreditation of training courses run by the

Force, CIP LEUNG Ho-ming, Louis from Police College was invited to present the topic.

4. CIP LEUNG briefed the meeting that the Hong Kong Qualifications Framework (HKQF) was a seven-level hierarchy for qualification of vocational education and academic qualifications. The Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) was the authority to conduct accreditation. For accreditation of Force training programmes, HKCAAVQ conveyed a panel comprising scholars in the discipline of policing and former officers of foreign law enforcement agencies to conduct the evaluation.

5. Following an introduction of the milestone of accreditations for Force training programmes, CIP LEUNG highlighted that modules for social studies and policing psychology were incorporated in the foundation training programmes for Probationary Inspectors and Recruit Police Constables aiming at elevating their interpersonal skills and professional sensitivity. Such foundation training programmes were accredited in 2014. By the end of 2017, 438 Probationary Inspectors and 3,448 Recruit Police Constables had completed the accredited training programmes.

6. Standard Criminal Investigation Course (SCIC), a training programme for crime officers, was accredited in 2016. The course emphasised on the use of technology. Two computerized detective training systems known as “Detective Boulevard (證道)” and “Detective Tour (偵途)” were introduced. Besides, the Disaster Victim Identification Unit (DVIU) comprising SCIC candidates adopted the Radio Frequency Identification System (RFID) to identify and record casualties and their belongings. Candidates who completed the SCIC would be awarded a HKQF-recognised Certificate. Following a 9-month (for Detective Inspectors and Detective Sergeants) or 12-month (for Detective Police Constables) workplace attachment, they would be eligible for the “Advanced Diploma for Criminal Investigation” benchmarked at Level 4 (Sergeant and Constable) and Level 5 (Inspectorate officer) respectively under the HKQF. By the end of 2017, 251 Inspectors,

191 Sergeants and 741 Constables were awarded QF-recognised certificates.

7. CIP LEUNG highlighted that the ‘International Executive Development in Policing Programme’ co-organised by the Police College and the Canadian Police College was accredited in 2017 at HKQF Level 6, a qualification equivalent to Master Degree. The Force was the first government department which achieved the HKQF Level 6.

8. CIP LEUNG rounded up his presentation by highlighting the achievement of international awards including the winning of the ‘2018 Training Top 125 Award’ hosted by the Training Magazine and the golden award in ‘2017 Brandon Hall Group Excellence in Technology Award Program’.

9. Mr Clement CHAN asked whether officers attending the accredited training programmes would have advantage on their career development and whether there were any incentives for officers to attend such trainings. In response, SSP CAPO stated that stringent selection was in place to select officers with high calibres and potential to enrol the ‘International Executive Development in Policing Programme’. Candidates were on official duty to attend this training programme which was fully subsidised. Besides, candidates would broaden their horizon.

10. Ms Ann AU praised the Force for the achievement in obtaining international awards. She supported the Force to promote lifelong learning and encouraged the Force to continue its effort. Since the achievement projected a positive image on the Force, she advised the Force to enhance its publicity for such accomplishment. SP TSANG supplemented that the accreditation of Force training programmes mainly fell on foundation training and SCIC. Nearly 5,000 officers had received training under HKQF so far. In the long run, most of the Force members would receive training under HKQF. The Force would continue its effort to identify suitable training programmes for accreditation.

11. Ir Prof Vincent HO stated that he was a committee member of the HKCAAVQ. He emphasized that the evaluation on the training programmes conducted by HKCAAVQ was very stringent to ensure the credibility of its accreditation. He also recommended the Force to allocate more resources for the training staff. In response, SP TSANG stated that the Force placed great importance to the development of officers and was committed to enhancing the quality of training.

12. Ms Melissa PANG praised the accreditation for Force training programmes. She enquired whether it was mandatory or optional to enrol the accredited training programmes. She also asked for information on officers' career mapping and the development of their strategic thinking and global awareness. SP TSANG replied that the foundation training programmes was mandatory for all officers and the SCIC was mandatory for crime officers, whilst the 'International Executive Development in Policing Programme' was voluntary. Regarding career development, training programmes were designed for officers at different stages of their career to meet the needs and expectations of both the Force and the public. Besides, the Force encouraged officers to pursue continuous education. The Police College had recently launched a new round of Force Research Award Scheme with a view to enhancing officers' strategic thinking.

13. DMS (Temp) thanked Members for their comments and suggestions. He reiterated that the purpose of the presentation of accreditation was to enable IPCC Members to appreciate the effort of the Force in enhancing the quality of the Force training and encouraging lifelong learning in order to uplift the quality services of the Force. Training programmes for officers at different stages of their career were provided to map out their career development. The Force also recruited experienced officers from various frontline formations to take up training role in Police College to enhance the quality of the training.

14. The Chairman asked if there was any training on complaint prevention. SP TSANG replied that service quality was embedded in the curriculum of foundation training programmes for both Recruit Police Constables and Probationary Inspectors.

Besides, CAPO officers would regularly deliver complaint prevention briefings to trainees at the Police College. Practical exercises simulating real life events were also included in the training.

15. SG thanked CAPO for arranging the presentation on accreditation of Force training programmes. The topic was closely related to complaints prevention, particularly the modules for social studies and policing psychology in the foundation training programmes. He suggested introducing these modules in other training programmes for officers at different stages of their career in order to strengthen the effort in complaints prevention. SSP CAPO replied that besides the complaints prevention curriculum during the foundation training programmes, CAPO also conducted outreach programme to frontline formations to update officers on prevailing complaints trend and enhance their awareness on complaints prevention.

16. Hon Chris CHEUNG enquired whether there was any specific training for officers to handle provocative and confrontational situation. SP TSANG replied that Training Day Packages were devised on topics with Force-wide implications including handling of provocative and confrontational situation. He added that Training Day comprised briefing, discussion, role play exercises, etc. Training Day Package was also uploaded onto the Police Intranet for future reference.

17. Prof Martin WONG raised that the memory on knowledge and skill acquired from training would be diminished or outdated when time elapsed. He enquired whether there was any plan or incentive for continuous education. SP TSANG replied that besides foundation trainings for new recruits, serving officers would receive on the job training ran by the School of Professional Development to cater for officers' need on their career development. Besides, officers would be arranged to attend promotion courses and command courses upon promotion. SSP CAPO supplemented that, on top of training programmes, the Force for instance organized regular exercises for major events in order to refresh officers' knowledge and maintain their readiness to handle different situations. On the other hand, Training Day packages covered a

wide variety of policing topics to equip officers with the necessary knowledge and skills, ranging from emotional fitness, professional and social sensitivity, to handling of mentally incapacitated persons, etc.

18. Ir Edgar KWAN enquired on the coverage of the training programmes accredited at QF Level 5 and QF Level 6, i.e. the 36-week Probationary Inspector Training and the International Executive Development in Policing Programme, with respect to the equivalent academic qualifications. As for the SCIC, he enquired why the qualification for Sergeant and Constable was benchmarked at QF Level 4 but QF Level 5 for Inspector. He also asked if the Force would consider joint issuance of academic degree with tertiary institutions. SP TSANG explained that the accreditation for the said training programmes was vocational qualification rather than academic qualification. SSP CAPO added that Police College, unlike an university, was a vocational training institution rather than a tertiary educational institution.

19. CIP LEUNG explained that the SCIC for Inspector, Sergeant and Constable were three different courses and their course contents were different. SSP CAPO supplemented that the training focus was based on their respective roles in criminal investigation. For instance, training for Inspectors would focus on case management.

20. Regarding the suggestion on joint issuance of academic degree with tertiary institutions, SP TSANG replied that some training modules of the foundation training were conducted by Open University but Member's suggestion would be worth considering. Ir Edgar KWAN reiterated that academic degree for vocational training with recognised qualifications in various professions including Police would bring positive influence to the youth.

III. Matters of Information

(a) CAPO's Monthly Statistics

21. Relevant figures had been provided to IPCC Members for

their reference prior to the meeting. CSP C&IIB highlighted that the complaint trend remained steady in January and February 2018 with 212 RCs registered, representing a decrease of 54 cases (-20.3%) when compared with the same period of 2017. There were 128 cases resolved by EDM, representing a decrease of 48 cases when compared with the same period of 2017.

22. The projected RC figure for 2018 was estimated at 1,272, representing a projected decrease of 236 cases (-15.6%) when compared with the figure in 2017 (1,508 cases). The projection was subject to further adjustment taking into account of the public holidays in February. Minor complaints constituted the majority of the complaints (84.9%). For 'Neglect of Duty', the figure in the first two months of 2018 was recorded at 126, representing a decrease of 15 cases (-10.6%) when compared with the same period of 2017. For serious complaints, figures for allegations of 'Assault', 'Threat' and 'Unnecessary Use of Authority' recorded a decrease when compared with the same period of 2017. For the allegation of 'Fabrication of evidence' in the same period, a slight increase of 1 case from 3 to 4 cases was recorded.

23. Ms Melissa PANG noted the complaints figures in the past three years and enquired on the complaints trend. In response, SSP CAPO stated that the complaint figures peaked in 2008 and 2009 with over 4,000 cases of RC. Since then, a steady reduction in complaints was noted and the figures were maintained at around 1,500 for the past three years. He reiterated that the Force would keep up its effort on complaints prevention and enhancement of service quality. The correlation between crime rate and the complaints trend was raised for discussion. Complaints trend hinged on a number of factors including crime rate, service quality of the Force, expectation from the public, numbers of encounter between members of public and Police officers, etc. SSP CAPO highlighted that CAPO would continue to work closely with IPCC and maintain its effort in monitoring the complaints trend and enhancing service quality of the Force.

24. Mr Herman HUI raised that 'Neglect of Duty' was the most prevalent allegation. He asked CAPO to elaborate further on

the nature of these allegations. SSP CAPO explained that most of these allegations involved the dissatisfaction over investigation where the results might have fallen short of expectation from the concerned parties. He emphasized that officers were encouraged to strengthen communications when dealing with members of the public.

(b) CAPO's Criminal and Disciplinary Checklist

25. Nothing was raised in this part.

IV. Any Other Business

26. Nothing was raised in this part.

27. There being no other business, the meeting concluded at 1645 hours.

(WONG Shun-shing)
Joint Secretary
Complaints and Internal
Investigations Branch

(Rebecca LUK)
Joint Secretary
Independent Police
Complaints Council