

**Replies to initial written questions raised by Finance Committee Members
In examining the Estimates of Expenditure 2017-18**

**Head : 121 Independent Police Complaints Council
Programme : Police Complaints Administration**

Reply Serial No.	Question Serial No.	Name of Member
SB255	0111	Hon CHAN Chun-ying
SB256	1515	Hon CHEUNG Wah-fung, Christopher
SB257	1519	Hon CHEUNG Wah-fung, Christopher
SB258	1520	Hon CHEUNG Wah-fung, Christopher
SB259	0468	Hon KWOK Wai-keung
SB260	2095	Hon NG Wing-ka, Jimmy
SB548	6799	Hon KWOK Wing-hang, Dennis
SB549	4038	Hon LAU Siu-lai
SB550	4039	Hon LAU Siu-lai
SB551	3365	Hon LEUNG Yiu-chung
SB552	3387	Hon LEUNG Yiu-chung
SB553	3966	Hon YEUNG Alvin
SB554	3967	Hon YEUNG Alvin
SB555	3968	Hon YEUNG Alvin

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0111)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): ()

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Provision for 2017-18 is 14.3% higher than the estimate for 2016-17. Please provide:

- 1) a breakdown of the above expenditure;
- 2) the corresponding expenditure and manpower involved.

Asked by: Hon CHAN Chun-ying (Member Question No. 10)

Reply:

1) Provision for 2017-18 is 14.3% higher than the revised estimate for 2016-17. The 11.8% increase in recurrent operational expenses amounting to \$7.533 million is mainly due to the increased provision for additional staff and rental charges arising from renewal of lease and additional office accommodation. The 470% increase in capital account amounting to 1.645 million is mainly due to the increased provision for the development of a secure email system.

2) The aforesaid recurrent operational expenses of \$71.398 million is inclusive of the expenditure arising from 54 posts.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1515)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): ()

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

A. Please list out the number of reportable complaints received by IPCC from the Complaints Against Police Office (CAPO) in the past 5 years.

B. A large number of complaints had arisen from the illegal Occupy Movement and Mongkok Riot. Please provide the respective number of complaints that had arisen from the incidents by reportable complaints and notifiable complaints received from the CAPO.

C. Was it necessary for IPCC to increase manpower to handle the complaints arising from the illegal Occupy Movement and Mongkok Riot? If yes, please give details as well as the expenditure arising from additional staff.

Asked by: CHEUNG Wah-fung, Christopher (Member Question No. 21)

Reply:

A. The number of reportable complaints received by IPCC from CAPO in the past 5 years is as follows:

	Number of reportable complaints received from CAPO
2012-13	2 427
2013-14	2 454
2014-15	2 159
2015-16	1 572
2016-17 (Up to 31 December 2016)	1 068

B. The number of complaints arising from the Occupy Movement and Mongkok Riot received by IPCC from CAPO is as follows:

	Number of reportable complaints	Number of notifiable complaints	Total
Occupy Movement	172	357	529
Mongkok Riot	29	5	34

C. In 2017-18, IPCC has not proposed to create dedicated posts for handling the reportable complaints that had arisen from the Occupy Movement and Mongkok Riot. However, IPCC will keep its manpower situation under continuous review and make appropriate arrangements in the light of overall workload and actual operational needs.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1519)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (000) Operational Expenses

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Provision for 2017-18 is \$9.2 million higher than the revised estimate for 2016-17 for IPCC. As mentioned in the Estimates, this is mainly due to the increased provision for additional staff, the development of a secure email system and the rental charges arising from renewal of lease and additional office accommodation. Please provide information on the expenditure and reasons for the additional staff and rental charges for additional office accommodation.

Asked by: Hon CHEUNG Wah-fung, Christopher (Member Question No. 22)

Reply:

The provision for 2017-18 is inclusive of \$3.637 million for recruiting additional staff and \$2.149 million for rental charges of additional office accommodation. The additional staff are required for setting up a vetting team to enhance IPCC's capacity in accomplishing its statutory functions, while the new office premises will provide accommodation for the additional staff and meet operational needs.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 1520)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): ()

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

What had IPCC done in 2016-17 to “enhance public awareness of the role of the IPCC”? What is the corresponding expenditure and effectiveness? What is the provision earmarked for publicity work in 2017-18? Will new publicity strategies be implemented in order to enhance public awareness of the role of the IPCC?

Asked by: Hon CHEUNG Wah-fung, Christopher (Member Question No. 23)

Reply:

IPCC enhances public awareness of its role mainly through publicity activities in engaging with stakeholders, media liaison as well as publications.

In 2016-17, apart from engaging with the Police, concern groups and overseas oversight bodies, IPCC also implemented the Pilot School Programme by visiting schools to introduce the work of IPCC and Hong Kong's two-tier police complaints system. During the year, IPCC has conducted visits to all the eighteen District Fight Crime Committees (DFCC) in Hong Kong, introducing the work of IPCC to the community stakeholders and exchanged views with them. As regards media liaison and publications, IPCC held press

conferences regularly for the launch of its Annual Report and Newsletters, arranged the attendance of the media and members of the public in quarterly Joint Meetings with the Complaints Against Police Office (CAPO) in order to enhance transparency. In addition, IPCC included a column in its official website on how IPCC reviewed the complaints investigation reports. The above initiatives are conducive to enhancing public understanding of the statutory functions of IPCC, credibility of IPCC as well as public confidence in the two-tier police complaints system.

The estimate for publicity expenditure in 2017-18 is \$1.4 million, which is the same as that for 2016-17. The provision will mainly be used in expanding the Pilot School Programme, further engaging with stakeholders in different sectors, especially young people and conducting the public opinion survey. Moreover, IPCC plans to produce a new corporate video in order to further enhance public understanding of its work.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 0468)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (000) Operational Expenses

Programme: Not specified

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

As mentioned in the Estimates, the increase of \$7.533 million (11.8%) over the revised estimate for 2016-17 is mainly due to the increased provision for additional staff and the rental charges arising from renewal of lease and additional office accommodation to enhance IPCC's capacity in accomplishing its statutory functions. Please list out the number of additional staff and their posts, as well as details of the rental charges for additional office accommodation.

Asked by: Hon KWOK Wai-keung (Member Question No. 6)

Reply:

The increase in recurrent operational expenses of \$7.533 million for 2017-18 is inclusive of \$2.149 million for the rental charges of additional office accommodation.

Besides, an additional vetting team, which comprises 1 Senior Vetting Officer, 2 Vetting Officers and 1 Corporate Services Officer, will be set up in 2017-18 to enhance IPCC's capacity in accomplishing its statutory functions.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 2095)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (000) Operational Expenses

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Provision for 2017-18 recurrent operational expenses is \$7.53 million (11.8%) higher than the revised estimate for 2016-17. Apart from the expenditure earmarked for additional staff, how much of the increased provision would be spent on rental charges for additional office accommodation? What are the plans and details of additional staff and additional office accommodation?

Asked by: Hon NG Wing-ka, Jimmy (Member Question No. 22)

Reply:

In 2017-18, the increase in recurrent operational expenses of \$7.53 million includes the estimated expenditure of \$3.637 million for recruiting additional staff to set up a vetting team in order to enhance IPCC's capacity in accomplishing its statutory functions, as well as \$2.149 million for the rental charges of additional office accommodation. The additional office premises will provide accommodation for the additional staff and meet operational needs.

CONTROLLING OFFICER'S REPLY

(Question Serial No. 6799)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): ()

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

One of the functions of IPCC is “to identify any faults or deficiencies in any practices or procedures adopted by the police force that have led to or might lead to reportable complaints, and to make recommendations, where appropriate, to the Commissioner and/or the Chief Executive (CE) in respect of such practices or procedures”. In this connection, please inform this Committee whether IPCC had made any such recommendations to the Commissioner and/or CE in 2015-16 and 2016-17. If yes, please provide details; if no, please provide the reasons.

Asked by: Hon KWOK Wing-hang, Dennis (Member Question No. 109)

Reply:

In 2015-16 and 2016-17 (up to 31 December), IPCC made a total of 18 recommendations for improving police practices and procedures, including the setting up of designated communication channels by Police with the organizer when handling large-scale public order events, enhancing the transparency in disseminating information relating to crowd management and traffic arrangements, etc. IPCC also made recommendations to the Police regarding

police notebooks, complaint-handling procedures of Complaints Against Police Office, identification parades involving minors, as well as enhancing the existing procedures for handling mentally incapacitated persons, etc.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 4038)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (000) Operational Expenses

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

IPCC has indicated that the increase in provision is mainly for “additional staff, the rental charges arising from renewal of lease and additional office accommodation”. In view of this, please inform this Committee:

1. the number of additional staff, their duties and remuneration;
2. the number of staff who left IPCC in the past year and their duties;
3. the amount of rental charges arising from renewal of lease and whether the amount had risen in the past 5 years;
4. whether the “additional office accommodation” is an expansion of existing office or additionally acquired premises. What are the intended use and rental charge of the additional office accommodation?

Asked by: Hon LAU Siu-lai (Member Question No. 3016)

Reply:

1. IPCC has earmarked a provision of \$3.637 million in 2017-18 for recruiting 1 Senior Vetting Officer, 2 Vetting Officers and 1 Corporate Services Officer to enhance its efficiency in handling “reportable complaints”.

2. The following staff left IPCC during the period from 1 April 2016 to 9 March 2017:

Rank of staff	Responsibilities
Secretary-General	As head of the IPCC Secretariat, leads the Secretariat to support the Council in discharging its statutory functions
2 Senior Managers	Public relations, finance and corporate services
1 Manager	Corporate services
3 Corporate Services Officers	Specialised support in various functions
3 Administrative Assistants	Administrative and general support

3. The annual rental charge upon the renewal of lease of the existing IPCC office is \$7.358 million, representing an increase of 9% as compared with the last lease (i.e. its first lease entered).

4. The “additional office accommodation” is a unit located on a different floor of the same building of the existing office. It will provide accommodation for the additional staff and meet its operational needs. The related rental charge is \$2.149 million per annum.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 4039)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (852) Independent Police Complaints Council - minor plant, vehicles and equipment (block vote)

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

IPCC has indicated an increase of provision for the “development of a secure email system”. Please inform this Committee:

- (1) What are the means of communication used by IPCC Members outside meetings? What are the shortcomings of such means of communication?
- (2) Is the system developed by IPCC or outsourced? If the latter, has IPCC started the tendering process? What is the estimated completion time for the development of the system?
- (3) Has IPCC considered transferring the increased provision under Subhead 852 to Subhead 000 so that it can increase its manpower to enhance the capacity in accomplishing its statutory function? Please explain why IPCC considers “the development of a secure email system” more important than the recruitment of “additional staff”.

Asked by: Hon LAU Siu-lai (Member Question No. 3024)

Reply:

(1) Currently, IPCC Members mainly use their personal email accounts to communicate electronically with the Secretariat. Since these personal email accounts may not be equipped with secure data encryption functions, they cannot be used for transmitting and receiving restricted information such as meeting documents and data related to complaint cases.

To enhance work efficiency and strengthen security, IPCC needs to develop a “secure email system” to improve the current practice of relying entirely on personal delivery of printed copies of restricted documents.

(2) IPCC has established a special task force to undertake the preparation work for developing the “secure email system”. According to the current plan, a professional institution will be engaged for designing and developing the system. The project is expected to be tendered in the second quarter of 2017 and completed in the first quarter of 2018.

(3) In 2017-18, apart from developing the “secure email system”, IPCC has also planned to recruit additional staff with the increased provision of operational expenses. Both aspects of work are conducive to enhancing IPCC’s capacity in discharging its statutory functions.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3365)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Regarding outsourcing of service in your department, please inform this Committee of the following in respect of the past 3 years:

1. the total number of outsourced service staff employed by your department and the percentage of outsourced service staff against the total number of staff with the same types of duties in your department;
2. the total expenditure on staff of your department; the total amount paid to outsourced service providers; and the percentage of amount paid to outsourced service providers against the total expenditure on staff of your department; and
3. the nature of your department's outsourced services and the duration of the relevant contracts.

In addition, according to the Government's guidelines for tendering of outsourced services revised last year, if the procured service relies heavily on the deployment of non-skilled workers, and a marking scheme for assessing the tenders is adopted, the procuring department, when assessing the tenders, should include in the assessment criteria the evaluation of tenderers' proposed wage rates and working hours for non-skilled workers. In this regard, please inform this Committee of the following:

4. the current number of outsourced service contracts involving a large number of non-skilled workers awarded by your department since the implementation of the guidelines;
5. the departments which have adjusted their assessment criteria in respect of wage rates and working hours for the outsourced service contracts involving a large number of non-skilled workers in the light of the new guidelines since their implementation; how your department has made adjustment; and if no relevant information is available, the reasons for it;
6. whether there have been any rises in the average wage rates for workers in the contracts of outsourced services that rely heavily on deployment of non-skilled workers since the implementation of the guidelines; if so, the number of contracts with rises in wage rates; if no relevant information is available, the reasons for it;
7. your department's measures to evaluate the effectiveness of the new tendering guidelines;
8. whether your department is required to adopt the existing mechanism of two-envelope assessment of the technical and price aspects when evaluating tenders for contracts of outsourced service; if not, the number of contracts awarded without adopting the existing mechanism of two-envelope assessment of the technical and price aspects in the past 3 years;
9. the annual numbers of cases of government service contractors breaching the service contracts, the Employment Ordinance or the Occupational Safety and Health Ordinance as revealed by the inspections conducted by your department, and the annual numbers of complaints lodged by the outsourced service staff;
10. the details of follow-up actions on the aforementioned non-compliance and complaint cases; and
11. the number and details of cases involving contractors being punished for non-compliance or sustained complaints.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 123)

Reply:

In the past 3 years, IPCC did not tender any outsourcing services. Nevertheless, pursuant to the tenancy agreement, IPCC was required to use the

daily office cleaning service of the contractor designated by the landlord. None of the IPCC staff perform the same type of duty.

In each of the past 3 years, 2 cleaning workers provided office cleaning services to IPCC. The expenditure for the aforesaid service were \$76,000, \$88,000 and \$73,000 for 2014-15, 2015-16 and 2016-17 (up to 28 February) respectively, representing 0.27%, 0.26% and 0.21% of the total expenditure on staff for the respective year.

In case IPCC needs to outsource services in future, the requirements on wage rates and working hours would be specified in the tender documents in accordance with the relevant legislation and guidelines.

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3387)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): ()

Programme: Not specified

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Does IPCC provide sign language interpretation service? If yes, please state the number of staff supporting this service and the corresponding expenditure. If not, please provide the reasons.

Asked by: Hon LEUNG Yiu-chung (Member Question No. 184)

Reply:

At present, IPCC does not provide sign language interpretation service. However, if there are such operational needs in future, IPCC will seek resources for providing the relevant services.

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3966)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (000) Operational Expenses

Programme: Not specified

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Regarding the matters requiring special attention in 2017-18, IPCC will seek to increase the overall efficiency in the examination and review of investigation reports and other submissions by Complaints Against Police Office (CAPO) as stipulated in the Ordinance. In this connection, please inform this Committee:

1. the average time taken by CAPO to submit investigation reports to IPCC as required under the Ordinance in the past 3 years
2. how IPCC plans to increase the overall efficiency in handling issues related to police complaints
3. the number of allegations, by nature, against police officers in the past 3 years
4. the number of "Normal cases", "Complicated cases" and "Review cases" in the past 3 years
5. the criteria for classifying cases into "Normal cases", "Complicated cases" and "Review cases"

Asked by: Hon YEUNG Alvin (Member Question No. 23)

Reply:

1. The average time for CAPO to submit investigation reports on reportable complaints to IPCC in the past 3 years is as follows:

Year	Average number of days (counting from the date of complaint)
2014-15	140 to 150 days
2015-16	170 to 180 days
2016-17 (Up to 31 December)	170 to 180 days

2. IPCC has all along been striving to reduce the time in examining the complaint investigation reports while maintaining a meticulous and thorough examination standard by enhancing its internal vetting procedures. Pursuant to Section 8(1)(c) of the Independent Police Complaints Council Ordinance, IPCC may identify any fault or deficiency in any practice or procedure adopted by the Police that has led to or might lead to reportable complaints, and to make recommendations to the Police. IPCC will continue to strive to discharge the concerned statutory functions with a view to further improving the work procedures of the Police and reducing complaints from members of the public against the Police.

3. The number of allegations, by nature, endorsed by IPCC in the past 3 years is as follows:

	2014-15	2015-16	2016-17 (Up to 31 December)
Assault	291	346	201
Misconduct/ Improper manner/ Offensive language	1 376	1 107	698
Neglect of duty	2 082	1 528	844
Unnecessary use of authority	123	149	78
Fabrication of evidence	76	55	41
Threat	126	157	88
Police procedures	9	9	2
Other offences	5	9	2
Total	4 088	3 360	1 954

4. The number of classifications of complaint cases endorsed by IPCC in the past 3 years is as follows:

	2014-15	2015-16	2016-17 (Up to 31 Dec)
Normal cases	1 603	1 109	711
Complicated cases	531	593	339
Review cases	107	82	28
Total	2 241	1 784	1 078

5. The classification standard for complaint cases is as follows:

Classification	Standard
Normal cases	Minor cases (such as impoliteness or neglect of duty) with no more than one round of query raised by the IPCC with CAPO
Complicated cases	All serious cases (such as assault or fabrication of evidence) and minor cases with more than 1 round of queries raised by the IPCC with CAPO
Review cases	Requests for reviewing the classification of reportable complaints

- End -

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3967)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (000) Operational Expenses

Programme: Not specified

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Regarding the matters requiring special attention in 2017-18, IPCC will seek to increase the overall efficiency in the examination and review of investigation reports and other submissions by Complaints Against Police Office (CAPO) as stipulated in the Ordinance. In this connection, please inform this Committee:

1. the resources to be deployed for the above work
2. the average time taken by CPAO to submit investigation reports to IPCC as required under the Ordinance in the past 3 years
3. how IPCC plans to increase the overall efficiency in handling issues related to police complaints
4. the number of allegations, by nature, against police officers in the past 3 years

Asked by: Hon YEUNG Alvin (Member Question No. 26)

Reply:

1. IPCC has always been striving to increase its efficiency in the examination of complaint investigation reports submitted by CAPO. To meet its operational needs, IPCC has planned to set up an additional vetting team comprising 1 Senior Vetting Officer, 2 Vetting Officers and 1 Corporate Services Officer in 2017-18.

2. The average time for CAPO to submit the investigation reports on reportable complaints to IPCC in the past 3 years is as follows:

Year	Average number of days (counting from the date of complaint)
2014-15	140 to 150 days
2015-16	170 to 180 days
2016-17 (Up to 31 December)	170 to 180 days

3. IPCC has all along been striving to reduce the time in examining the complaint investigation reports while maintaining a meticulous and thorough examination standard by enhancing its internal vetting procedures. Pursuant to Section 8(1)(c) of the Independent Police Complaints Council Ordinance, IPCC may identify any fault or deficiency in any practice or procedure adopted by the Police that has led to or might lead to reportable complaints, and to make recommendations to the Police. IPCC will continue to strive to discharge the concerned statutory functions with a view to further improving the work procedures of the Police and reducing complaints from members of the public against the Police.

4. The number of allegations, by nature, endorsed by IPCC in the past 3 years is as follows:

	2014-15	2015-16	2016-17 (Up to 31 Dec)
Assault	291	346	201
Misconduct/ Improper manner/ Offensive language	1 376	1 107	698
Neglect of duty	2 082	1 528	844
Unnecessary use of authority	123	149	78
Fabrication of evidence	76	55	41
Threat	126	157	88
Police procedures	9	9	2
Other offences	5	9	2
Total	4 088	3 360	1 954

- End -

SB555

CONTROLLING OFFICER'S REPLY

(Question Serial No. 3968)

Head: (121) Independent Police Complaints Council

Subhead (No. & title): (000) Operational Expenses

Programme: (1) Police Complaints Administration

Controlling Officer: Secretary-General, Independent Police Complaints Council (Richard YU)

Director of Bureau: Secretary for Security

Question:

Regarding IPCC's work and establishments, please provide a breakdown on:

1. the staffing structure, number of establishments and remuneration
2. the number of staff and related resources deployed in the area of "observe, monitor and review the handling and investigation of reportable complaints by the Commissioner of Police (Commissioner)"

Asked by: Hon YEUNG Alvin (Member Question No. 31)

Reply:

1. The staffing structure, remuneration and number of posts in the establishment of the IPCC Secretariat are as follows:

Rank of staff	Number of posts^{Note}	Annual salary and allowance
Secretary-General	1	\$2.47 million
Deputy Secretary-General	2	\$3.14 million
Legal Advisor	1	\$1.50 million

Rank of staff	Number of posts ^{Note}	Annual salary and allowance
Assistant Secretary-General	2	\$2.13 million
Senior Vetting Officer	7	\$7.48 million
Vetting Officer	12	\$8.99 million
Senior Research Officer	1	\$1.07 million
Research Officer	1	\$0.75 million
Senior Manager	3	\$3.11 million
Manager	4	\$2.99 million
Personal Secretary, Corporate Services Officer, Information Technology Officer, Public Relations Officer and Digital Communications Officer	7	\$2.95 million
Administrative and general support staff	13	\$3.31 million
Total	54	\$39.89 million

^{Note} Including the increase in the number of posts planned for 2017-18

2. One of the statutory functions of IPCC is to observe, monitor and review the handling and investigation of reportable complaints by the Commissioner of Police (Commissioner). When carrying out their day-to-day duties, the majority of IPCC staff are providing support to this area of work.

- End -