



HONG KONG
POLICE FORCE

香港警察



HONG KONG INTERNATIONAL ACADEMY OF POLICING

HALLMARK PROGRAMMES

COLLABORATIVE OPPORTUNITIES • CAPACITY BUILDING

Discovering China *Hong Kong*

From City to Hong Kong Police Force





CONTENTS

Introduction to the Hong Kong Police Force	4-5
Introduction to the Hong Kong Police College	6-7
Introduction to the Hong Kong International Academy of Policing	8

I. COLLABORATIVE OPPORTUNITIES

Converge Hong Kong	10-11
Policing Governance in Action	12-13
International Cyber Policing Events	14-15

II. CAPACITY BUILDING

Command and Leadership Development

• HKIAP01-01 Junior Command Course	18-19
• HKIAP01-02 Intermediate Command Course	20-21
• HKIAP01-03 Senior Command Course	22-23

Control Tactics Application

• HKIAP02-01 Advanced Tactics Application Course	24-25
--	-------

Counter-Terrorism and Crisis Management

• HKIAP03-01 Incident Command Course	26-27
• HKIAP03-02 Disaster Victim Identification Advanced Course	28-29

• HKIAP03-03 Crisis Negotiation Course	30-31
• HKIAP03-04 Security and Major Event Security Coordinator Course	32-33
• HKIAP03-05 Security and Major Event Security Coordinator Course cum INTERPOL Project Stadia Programme	34-35
• HKIAP03-06 Tactical Capacity Building Exchange Programme	36-37
• HKIAP03-07 Practical Homemade Explosive Investigator Course	38-39
• HKIAP03-08 Basic Improvised Explosive Devices Disposal Course	40-41
• HKIAP03-09 Advanced Improvised Explosive Devices Disposal Course	42-43
• HKIAP03-10 Post Blast Investigator Course	44-45

Crime Investigation and Intelligence

• HKIAP04-01 Commercial Crime Advanced Course	46-47
• HKIAP04-02 Cyber Command Course	48-49
• HKIAP04-03 Financial Investigation Course	50-51
• HKIAP04-04 Narcotics Command Course	52-53
• HKIAP04-05 Overseas Triad Course	54-55

Protection and Security

• HKIAP05-01 Critical Infrastructure Protection Course	56-57
• HKIAP05-02 Dignitary Protection Exchange Platform	58-59

Hong Kong Police Force

Serving Hong Kong with Honour, Duty and Loyalty

Hong Kong Police Force

Formed in 1844, the Hong Kong Police Force has evolved into a highly modernised service dedicated to safeguarding National Security, protecting life and property, and maintaining law and order. The Force comprises over 27,200 regular officers, 4,000 civilian staff and 3,400 auxiliary officers. The Force is commanded by the Commissioner of Police, supported by three Deputy Commissioners responsible for National Security, Operations and Management. For operational command, Hong Kong Special Administrative Region is organised into five Land Regions and the Marine Region.



National Security

The National Security Department undertakes intelligence work, coordinates enforcement operations and conducts necessary reviews to prevent and suppress acts endangering National Security, supported by a dedicated hotline to engage community participation.

Operations

The Operations Department leads counter-terrorism, internal security and the policing of major events. Core capabilities include the Police Tactical Unit for crowd management and emergency response, supported by the Support Wing, which formulates and implements policy on operational support, licensing, traffic management and the auxiliary force, and by the Public Relations Wing, which maintains a high level of public confidence by projecting a positive image of the Force through community and media relations.

Crime Investigation and Security

The Crime and Security Department is responsible for the prevention, detection and investigation of serious and complex crime. Its specialist bureaux include the Organised Crime and Triad Bureau; the Commercial Crime Bureau, which incorporates the Anti-Deception Coordination Centre; and the Cyber Security and Technology Crime Bureau, which supports the protection of essential public systems and networks. The Financial Intelligence and Investigation Bureau is tasked with addressing money laundering risks, while the Liaison Bureau oversees operational cooperation with law enforcement agencies in the Chinese Mainland and internationally, and serves as the Sub-Bureau of the INTERPOL National Central Bureau in the Chinese Mainland. Operational readiness is further reinforced by the Inter-departmental Counter Terrorism Unit, which facilitates intelligence sharing and coordinates inter-agency exercises across government departments.

Personnel and Professional Training

People are the Force's most valuable asset. The Personnel Wing leads recruitment and workforce development, including targeted university engagement and streamlined selection processes, and promotes a strong Environmental, Social and Governance culture. Central to this effort is the Hong Kong Police College (HKPC), which delivers internally accredited foundation, professional and specialised training through its three schools. The HKPC develops essential policing competencies, supports executive development, and advances strategic training partnerships with international law enforcement agencies and Belt and Road countries. Its modern facilities, including a new Integrated Training Centre in Kong Nga Po, are designed to deliver world-class preparation aligned with contemporary operational demands.

Management Services

Sustained organisational effectiveness is supported by the Management Services Department, which drives digital transformation through the Information Systems Wing, including the adoption of 5G and innovative digital policing solutions. The Service Quality Wing upholds standards of integrity and manages public complaints, while Finance and Administration Wings as well as Planning and Development Branch oversee resource management, civilian personnel and infrastructure development.



Hong Kong Police College

Overview and Strategic Vision

Formally established in January 2006 to replace the former Training Wing, the Hong Kong Police College (HKPC) aspires to be a leading international centre of excellence in police training and development. The HKPC develops law enforcement professionals through its "ASK" vision, that is Attitude, Skill and Knowledge to ensure officers serve Hong Kong with Honour, Duty and Loyalty. Training is guided by the Force Strategic Directions, a four pillar framework focusing on National Security, digital technology, community policing and future workforce readiness, supported by four developmental priorities: capacity building, mindset shaping, partnership development and reputation enhancement.



Organisational Structure

Headed by an Assistant Commissioner of Police, the HKPC comprises three principal schools: the School of Foundation Training, the School of Professional Development and the School of Specialised Learning. Together, they oversee 11 Divisions, four specialised Centres and the Police Band, delivering training through modern, practice-oriented learning environments.

Accreditation and Training Delivery

The HKPC is a recognised pioneer in professional education, as the first non-tertiary government institution awarded Programme Area Accreditation at Level 5 under the Hong Kong Qualifications Framework. The HKPC trains tens of thousands of individuals annually, covering foundation trainings as well as specialist courses in driving, detective training and professional development. To modernise delivery and broaden its impact, the HKPC has launched extensive e-learning offerings and delivers Chinese Mainland and international programmes for thousands of officers.

Partnerships and Youth Engagement

The HKPC advances continuous learning through academic partnerships, including an Executive Master of Public Administration programme with Tsinghua University and a “Badge to Bachelor” degree pathway with The Chinese University of Hong Kong. It also supports youth engagement through a Diploma of Applied Education for pre-employment cadet training and outreach initiatives such as “Music Touch” and Police Band visits. The revitalised Police Museum further strengthens public engagement through enhanced interactive exhibits, including a themed National Security exhibition.

International Recognition

HKPC’s commitment to world-class training quality has built a strong international profile, reinforced by recognition through prestigious accolades including the Global Most Innovative Knowledge Enterprise (MIKE) Awards, the Asia-Pacific Quality Network Best/Model Internal Quality Assurance Award, awards in the Brandon Hall Group Excellence in Technology Award Programme, and Astrid Awards.



Hong Kong International Academy of Policing

Hong Kong International Academy of Policing (HKIAP)

The Hong Kong International Academy of Policing (HKIAP), under the Hong Kong Police College (HKPC), serves as the flagship platform to showcase our leading centre of excellence and enhance our collaboration with international law enforcement agencies. The Force offers a distinguished portfolio of Hallmark Programmes, encompassing **Collaborative Opportunities** and **Capacity Building** across key areas such as Command and Leadership, Counter-Terrorism, Crime Investigation and Intelligence, Cyber Policing, Ethics, and Protection and Security. By uniting leading law enforcement agencies worldwide under this platform, HKIAP fosters awareness of multilateralism and strengthens international cooperation in addressing the challenges of transnational crime.

A key strategic priority is to deepen collaboration with agencies around the globe. Through official delegations and partnership agreements with overseas institutions, HKPC has actively promoted professional exchange and knowledge-sharing in leadership development and training technology.





COLLABORATIVE OPPORTUNITIES



Policing Leadership Forum Converge Hong Kong
EMERGING CHALLENGES AND THREATS

Converge Hong Kong

Converge Hong Kong (the Forum) is an annual three-day policing leadership forum that will convene senior police leaders from different countries. The Forum is designed to address the future challenges of policing and bridge the gaps between major global policing conferences by providing a focused platform for sustained high-level dialogue.

The Forum aims to facilitate professional exchange and encourage participants to explore innovative approaches to complex and evolving policing challenges, such as transnational crime, technology-enabled threats, crisis response, community engagement, and cross-border cooperation.

Drawing on established international practices, the Forum promotes structured dialogue, collaborative problem-solving, and forward-looking thinking, with a view to developing practical insights and strengthening collective responses to an increasingly complex security environment.





**Ethics Governance:
Emerging Challenges and Approach on
Financial Prudence in INTERPOL**

Hosted by INTERPOL
Ethics Governance Roundtable

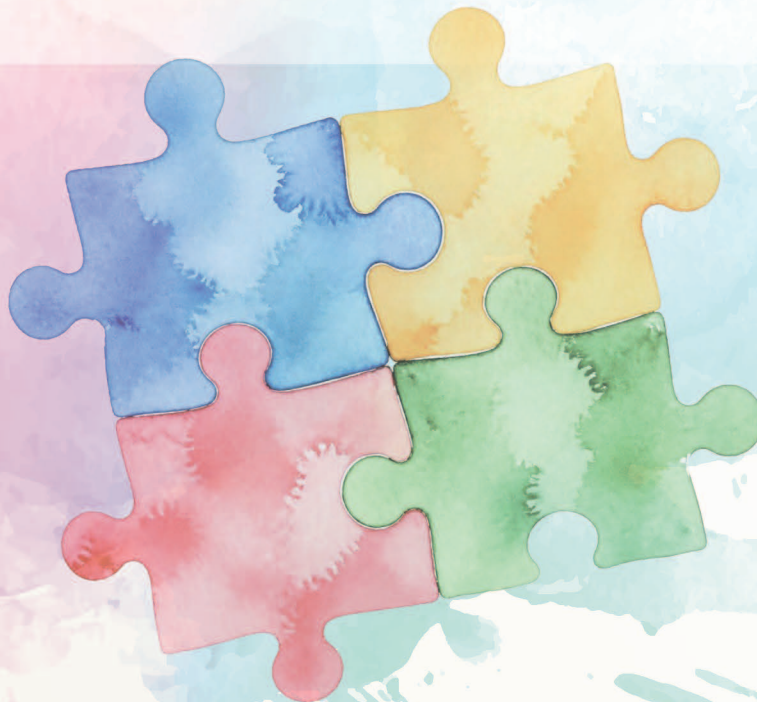
**Ethics Governance:
Emerging Challenges and Approach on
Financial Prudence in INTERPOL**

Hosted by INTERPOL
Ethics Governance Roundtable

Policing Governance in Action

Convened by the Hong Kong Police Force, the Conference brings together senior leaders and professionals from around the world to advance ethics governance and institutional leadership in policing. Through keynote addresses, expert panels, facilitated dialogues, and structured learning sessions, the Conference promotes strategic exchange and professional development.

Participants will share practical experiences, engage in peer learning and capacity-building, and identify opportunities for sustained international collaboration.





International Cyber Policing Events

The Hong Kong Police Force actively promotes international cooperation to combat cybercrime by fostering global partnerships and has taken the lead in hosting and co-organizing a series of cybercrime policing events in Hong Kong.

These international events bring together law enforcement agencies, cybercrime experts, digital forensic practitioners, cybersecurity professionals, and academia from around the globe for experience sharing, intelligence exchange, joint enforcement actions, and exploration of innovative technologies in policing. By fostering international networking and coordinated action, these events enhance global capacity to detect and disrupt cross-border cybercrime syndicates, and mitigate the threat of industrialization of cybercrimes.

Key international cybercrime policing events hosted or co-organized by the Force include (i) International Symposium on Cyber Policing, (ii) International Digital Forensics Challenge, (iii) INTERPOL Cybercrime Directors Workshop and (iv) INTERPOL Cybercrime Expert Group Annual Meeting.





CAPACITY BUILDING

Command and Leadership Development

Junior Command Course



Programme Name	Junior Command Course
Programme Code	HKIAP01-01
Duration	8 Days
Description	The course aims to develop the vocational competence of junior Inspectors, with emphasis on operational leadership and team management skills. Adopting a functional competence perspective, the course addresses the core knowledge, skills and professional attributes essential for effective performance at inspectorate level. Upon completion, participants will be equipped to lead operational teams with confidence, apply practical approaches to smart policing and public trust-building, and develop a sound understanding of contemporary policing challenges. The course positions participants to excel in their current roles whilst laying the foundation for broader leadership responsibilities. External visits and workshops may be arranged to broaden participants' exposure to diversity policing or empathetic training practices.
Objectives	• Understand personal leadership style and its impact on team dynamics; apply foundational leadership principles to operational settings. • Apply effective team management techniques and demonstrate a working knowledge of organisational structures, resource allocation and performance management. • Identify key contemporary policing issues and their implications for frontline operations; apply smart policing approaches to enhance operational outcomes. • Build effective working relationships with internal and external stakeholders; engage constructively with community partners to strengthen public trust.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Twice every year
Target Audience with Specific Requirement	Inspectors / Senior Inspectors or equivalent
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	A two-day visit to a Greater Bay city in the Chinese Mainland for participants to understand the policing services by the Public Security Bureau, learn about Chinese culture and the latest developments in the Chinese Mainland.



Command and Leadership Development

Intermediate Command Course



Programme Name	Intermediate Command Course
Programme Code	HKIAP01-02
Duration	10 Days
Description	The course aims to develop the managerial capabilities and professional values of Chief Inspectors, with a central focus on authentic leadership, coaching skills and effective people management. The course equips participants to lead with integrity, leverage the strengths of a multi-generational workforce, and reflect critically on complex and emerging policing challenges. Upon completion, participants will demonstrate a comprehensive appreciation of policing dynamics and the capacity to formulate policing plans, mobilise resources, build public trust and manage organisational change. They will expand their ability to lead diverse teams through coaching and mentoring, support staff development, and implement the "One Force" concept. External visits to major corporations or public sector organisations may be arranged to broaden participants' exposure to diverse leadership practices beyond policing.
Objectives	• Reflect critically on personal leadership philosophy; apply authentic leadership and coaching skills to inspire trust and nurture talent within teams. • Formulate and implement policing plans aligned with organisational priorities; foster a culture of accountability, innovation and continuous improvement. • Analyse complex and emerging policing challenges; evaluate the implications of societal, technological and political developments for policing practice. • Cultivate strategic relationships with internal and external stakeholders; enhance trust with the community and partner agencies to advance organisational goals.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Twice every year
Target Audience with Specific Requirement	Chief Inspectors or equivalent
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	A two-day visit to Fujian Province in the Chinese Mainland for participants to understand the policing services by the Public Security Bureau, learn about Chinese culture and the latest developments in the Chinese Mainland.



Command and Leadership Development

Senior Command Course



Programme Name	Senior Command Course
Programme Code	HKIAP01-03
Duration	10 Days
Description	The course aims to develop participants' capacity for change management, high-level decision-making, and the formulation of organisational vision and direction. Upon completion, participants will be equipped to lead large-scale organisational change, drive digital transformation, and exercise sound judgement within an increasingly complex policing environment. The course prepares participants to operate with confidence at the interface of policing, governance and public policy. External visits to major corporations, government bodies or international organisations may be arranged to broaden participants' exposure to strategic leadership across complex organisations.
Objectives	• Articulate a personal leadership philosophy grounded in strategic self-awareness; exercise influential and adaptive leadership to drive organisational vision and cultural change. • Lead strategic planning, change management and digital transformation initiatives; shape organisational structures to enhance agility, resilience and operational excellence. • Evaluate critically the political, social, technological and security landscape; anticipate future trends and contribute thought leadership to policing policy and practice. • Build and sustain high-level strategic partnerships with government, international counterparts and cross-sector stakeholders; represent the organisation with authority in public and policy forums.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Twice every year
Target Audience with Specific Requirement	Superintendents or equivalent
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	A two-day visit to Hunan Province in the Chinese Mainland for participants to understand the policing services by the Public Security Bureau, learn about Chinese culture and the latest developments in the Chinese Mainland.



Control Tactics Application

Advanced Tactics Application Course



Programme Name	Advanced Tactics Application Course
Programme Code	HKIAP02-01
Duration	5 Days
Description	The course bridges theoretical tactics training with the unpredictable reality of street-level encounters. It moves beyond basic qualification standards to examine the “why” and “how” of use of force through a multidisciplinary lens, enabling participants to analyse training methodologies from legal and expert-witness perspectives, ensuring defensible practices aligned with judicial expectations.
Objectives	• Analyse use of force training design from the perspective of both subject matter experts and the courts. • Master immediate tactical responses to counter ad hoc hard violence situations. • Study and apply sports psychology principles to enhance performance and decision-making in use of force events. • Develop an in-depth understanding of weaponry via tours of firearm and ammunition production factories. • Analyse real-world use of force incidents through detailed case studies to refine judgment and tactics.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Law enforcement officers or instructors with use of force background
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will incorporate a two-day visit to arms and ammunition factories in the Chinese Mainland.

Counter-Terrorism and Crisis Management

Incident Command Course



Programme Name	Incident Command Course
Programme Code	HKIAP03-01
Duration	5 Days
Description	The course is designed for strengthening officers' command capability and decision making proficiency in handling terrorist incidents, major emergencies, and public crises. Built on a practical and experience driven curriculum, the course blends theoretical lectures with hands on application. Participants receive structured training in incident command, operational coordination, and crisis leadership, followed by a series of progressive exercises - including tabletop simulations, tactical scenarios, and full scale live drills.
Objectives	• Lead and coordinate effective, multi-agency responses to major incidents, terrorist attacks, and large-scale public disorder. • Apply structured decision-making frameworks to manage complex crisis and emergency situations under pressure. • Implement best practices in disaster preparedness, emergency response, and recovery management. • Translate operational insights and lessons learned from Hong Kong's incident management experience to enhance command capability within their own jurisdictions.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Law enforcement officers holding a rank equivalent to Superintendent to Chief Superintendent. Priority will be given to officers in operational-related postings, particularly those serving as frontline or tactical unit commanders with experience in handling terrorist or major incidents.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include a comprehensive curriculum of five core modules (i.e. Command & Control, Specialised Incident Response, Chemical, Biological, Radiological and Nuclear & Explosive Management, Hostage & Crisis Negotiation and Public Disorder & Crowd Management) that combines theoretical learning and practical application with table-top exercises, tactical simulations, and full-scale live exercises to enhance decision-making, operational coordination, and command confidence under pressure. It will also include guided visits to elite police units and critical sites.



Counter-Terrorism and Crisis Management

Disaster Victim Identification Advanced Course



Programme Name	Disaster Victim Identification Advanced Course
Programme Code	HKIAP03-02
Duration	3.5 Days
Description	The course is designed to strengthen officers' planning and command capabilities when handling major incidents in an urban environment - particularly those involving a high proportion of mass fatalities, which demand a structured and coordinated approach to overcome complex operational challenges. Centred on real-world case experience sharing, the course offers law enforcement and forensics professionals advanced training in coordinating a result-oriented Disaster Victim Identification (DVI) operation from a bird's-eye view, with equal emphasis on accuracy and efficiency. To consolidate these insights, the course concludes with a table-top simulation exercise that allows participants to internalise key learning points through practical application.
Objectives	• Lead and coordinate a multi-agency DVI operation from scene to mortuary. • Develop a deeper understanding of victim identification through the combined use of forensic technology and data screening. • Foster multi-agency collaboration and lead DVI teams in overcoming operational challenges. • Translate good practices learned from case studies into enhanced planning capability within their own jurisdictions.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Law enforcement / public officers involved in DVI operations or with DVI relevant experience, with priority to those leading or commanding DVI teams.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include classroom lectures, sharing by experts, a table-top exercise and a visit to a mortuary.



Counter-Terrorism and Crisis Management

Crisis Negotiation Course



香港警察談判組成立50周年發展研討會暨展覽會
The Hong Kong PNC 50th Anniversary Commemorative Symposium and Exhibition

專題研討 (I) Panel Discussion (I)

《《《《 危機談判領域的國際合作 》》》》 International Partnerships in Crisis Management

主持人 Facilitator

廖珈奇先生
Mr. Stephen LIAUW

演講嘉賓 Guest Speakers

Mr. Angga Nur RIZKIWAN

Dr. Gilbert WONG

Mr. Sultan ALMAZROUEI

Mr. Eugene WANG

Mr. Matthias HERTER



Programme Name	Crisis Negotiation Course
Programme Code	HKIAP03-03
Duration	5.5 Days <i>(including an evening session on the Sunday at the start of the week, and simulated exercises in the evenings during the course)</i>
Description	The course is designed for officers preparing for the uniquely challenging role of Police Negotiator. The course provides comprehensive theoretical sharing and practical training on negotiation techniques applicable to a wide range of incidents, including suicide, criminal and domestic siege, public events, and terrorism.
Objectives	• Master and apply active listening skills to de-escalate emotional intensity and build trust with individuals in crisis. • Utilise the Behavioural Change Descending Stairway Model to move a subject person from emotional crisis toward rational compliance and peaceful surrender. • Function effectively within a unified command structure by coordinating negotiation strategies with tactical teams and incident commanders. • Apply core negotiation skills across different high-risk scenarios.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every two years
Target Audience with Specific Requirement	Law enforcement officers with field experience and training need of handling crisis situation. Applicants should also possess the following personal qualities: • quick and positive thinking; • mature and level-headed; • calm and even-tempered; • good initiative and motivation; • perseverance and patience; and • as a good team player.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	Marking its 50th Anniversary Commemorative Symposium and Exhibition in 2026, the Hong Kong Police Negotiation Cadre (PNC) is a renowned crisis management unit dedicated to saving lives through active listening and teamwork. Alongside elite global and Chinese Mainland experts, the PNC continues to drive innovation and experience sharing to shape the future of negotiation. Drawing from real-world expertise and strategic dialogue, the course features immersive simulated exercises designed to prepare officers for the uniquely challenging role of a Police Negotiator.

Counter-Terrorism and Crisis Management

Security and Major Event Security Coordinator Course



Programme Name	Security and Major Event Security Coordinator Course
Programme Code	HKIAP03-04
Duration	5 Days
Description	The course is designed for law enforcement officers from local and overseas jurisdictions. The course equips participants with the knowledge, skills and insights required to plan, manage and execute effective policing strategies for major events.
Objectives	• Share experiences from the major international sporting and other high-profile events. • Prepare the participants with international best practices, risk mitigation strategies, and collaborative approaches to ensure comprehensive safety and security in complex, large-scale scenarios.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Commanders from law enforcement agencies, preferably commanding unit handling major events in their own country / department.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	Classroom presentation by course facilitators with extensive expertise in safety and security issues, including National Security, threat assessment, counter terrorism and crowd dynamics. The course will also include a site visit to the venue of Hong Kong Sevens, which is one of the international-known sports events of Hong Kong.

Counter-Terrorism and Crisis Management

Security and Major Event Security Coordinator Course cum INTERPOL Project Stadia Programme



Programme Name	Security and Major Event Security Coordinator Course cum INTERPOL Project Stadia Programme
Programme Code	HKIAP03-05
Duration	5-6 Days
Description	The course is designed for law enforcement officers from local and overseas jurisdictions. The course equips participants with the knowledge, skills and insights required to plan, manage and execute effective policing strategies for major events. Delivered by INTERPOL instructors under Project Stadia, the programme draws on the Project's global expert network, offering international best practices and proven operational models.
Objectives	• Share experiences from the major international sporting and other high-profile events. • Prepare the participants with international best practices, risk mitigation strategies, and collaborative approaches to ensure comprehensive safety and security in complex, large-scale scenarios. • Leverage Project Stadia's knowledge management systems and international expert networks to build lasting capacity for future major event hosting.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Commanders from law enforcement agencies, preferably commanding unit handling major events in their own country / department.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	Classroom presentation by course facilitators with extensive expertise in safety and security issues, including National Security, threat assessment, counter terrorism and crowd dynamics. Participants will gain exposure to Project Stadia's international network and its knowledge-sharing platform. The course may include a site visit to a premier international sporting venue or an observation of on-ground operation and exercise.



Counter-Terrorism and Crisis Management

Tactical Capacity Building Exchange Programme



Programme Name	Tactical Capacity Building Exchange Programme
Programme Code	HKIAP03-06
Duration	14 Days
Description	The programme brings together five-member teams from peer tactical units worldwide to train alongside one another in five theme areas, including:- • High-angle deployment • Maritime tactical operation (combat diving / visit, board, search and seizure (VBSS)) • Drone • Medics • Marksmanship and close-quarter battle Through practical exercises, case-sharing and scenario-based planning, the programme strengthens not only technical capability but also long-term trust and operational networks among participating units.
Objectives	• Promote the development of long-term knowledge, mutual trust, operational networks, and the capacity among participating units to support one another's growth. • Emphasise peer-to-peer learning among units with comparable capabilities, unlike commercial courses. • Address the gap between informal liaison and formal training by offering a structured platform for tactical innovation.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Twice every year
Target Audience with Specific Requirement	• Active members of tactical units (police or military) • Proficient in at least one of the five theme areas <i>* Preferably a five-member (including group leader) delegation to facilitate small group tactical drill.</i>
Scope Offer	The programme is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	Distinct from one-off training initiatives, the programme enables units to benchmark procedures, exchange operational experience and address shared challenges collaboratively.

Counter-Terrorism and Crisis Management

Practical Homemade Explosive Investigator Course



Programme Name	Practical Homemade Explosive Investigator Course
Programme Code	HKIAP03-07
Duration	5 Days
Description	The course is designed to provide officers with the basic investigation knowledge on cases involving homemade explosive.
Objectives	• Understand explosive theory fundamentals. • Analyse improvised explosive device theory. • Execute safe handling of live explosives. • Identify homemade explosives prevalent in Hong Kong. • Conduct Explosive Ordnance Disposal laboratory procedures. • Apply crime scene handling and investigation techniques.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Law enforcement officers with basic knowledge in the Explosive Ordnance Disposal field.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include the use of military and commercial explosive and Explosive Ordnance Disposal equipment in realistic simulated exercises.

Counter-Terrorism and Crisis Management

Basic Improvised Explosive Devices Disposal (IEDD) Course



Programme Name	Basic Improvised Explosive Devices Disposal (IEDD) Course
Programme Code	HKIAP03-08
Duration	5 Days
Description	The course is designed for officers with limited to no knowledge in IEDD. The course provides theoretical and practical training on the render safe procedure used by the Hong Kong Explosive Ordnance Disposal on IEDD in a permissive environment. By the end of the course, participants will be able to perform the role of IEDD Operator using Explosive Ordnance Disposal weapons and equipment.
Objectives	• Master explosive theory. • Understand improvised explosive device theory and practical skills. • Study Class 1 Dangerous Goods transportation regulations in Hong Kong. • Understand basic explosive engineering. • Attend Explosive Ordnance Disposal robotic training and practice. • Familiarise Explosive Ordnance Disposal equipment adoption.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Law enforcement officers with an interest in the Explosive Ordnance Disposal field.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include the use of military and commercial explosive and Explosive Ordnance Disposal equipment in realistic simulated exercises.



Counter-Terrorism and Crisis Management

Advanced Improvised Explosive Devices Disposal (IEDD) Course



Programme Name	Advanced Improvised Explosive Devices Disposal (IEDD) Course
Programme Code	HKIAP03-09
Duration	6 Days
Description	The course is designed for officers with basic knowledge in IEDD. The course provides in-depth theoretical sharing and advanced practical training on the render safe procedure used by the Hong Kong Explosive Ordnance Disposal on IEDD in a permissive environment. Also, there will be sharing of related legislation and experience as expert witness in Hong Kong.
Objectives	• Master advanced improvised explosive device theory and practical skills. • Perform practical X-ray image interpretation. • Conduct advanced Explosive Ordnance Disposal robotic training and practice. • Study convention munition disposal in theory. • Conduct Explosive Ordnance Disposal laboratory practice. • Train as an expert witness.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Law enforcement officers with basic knowledge in the Explosive Ordnance Disposal field.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include the use of military and commercial explosive and Explosive Ordnance Disposal equipment in realistic simulated exercises.



Counter-Terrorism and Crisis Management

Post Blast Investigator Course



Programme Name	Post Blast Investigator Course
Programme Code	HKIAP03-10
Duration	6 Days
Description	The course is designed for officers to learn about explosive related explosion and the systematic investigation from the post blast scenario. The course provides practical training in identification of improvised explosive device, explosive trace and other applications by experiencing actual explosive explosion. It also involves comprehensive classroom lectures on theoretical understanding.
Objectives	• Master explosive theory. • Analyse effects of explosions. • Design improvised explosive device. • Use post blast forensic equipment and 3D scanner. • Present evidence in court. • Study homemade explosive theory. • Handle practical post blast investigation.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Frontline law enforcement officer and investigator with mission of investigating explosive related explosion.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include the use of military and commercial explosive and Explosive Ordnance Disposal equipment in realistic simulated exercises.

Crime Investigation and Intelligence

Commercial Crime Advanced Course



Anti-Deception Coordination Centre

反 詐 騙 協 調 中 心



Programme Name	Commercial Crime Advanced Course
Programme Code	HKIAP04-01
Duration	3 Days
Description	The course is designed to provide the latest developments in the financial services industry, equipping participants with the knowledge and skills to carry out fraud prevention and detection duties effectively.
Objectives	• Identify recent regulatory changes and emerging trends in the financial services industry. • Apply updated procedures and technologies to detect financial crime. • Analyse case studies to assess vulnerabilities and present fraud or misconduct. • Demonstrate effective investigative techniques aligned with current industry standards and fraud trend. • Evaluate risk indicators and formulate appropriate fraud and money laundering prevention strategies.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Law enforcement officers with relevant academic qualification and/or investigative experience in fraud and money laundering; or officers responsible for fraud and money laundering investigation.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The following key anti-deception initiatives will be introduced: - • Anti-Deception Alliance (ADA) - a flagship public-private partnership with the banking sector against deception by enhancing stop-payment efficiency and intelligence sharing. • Anti-Deception Coordination Centre (ADCC) - a central command hub that coordinates stop-payment actions and intelligence-led interventions, integrating police and stakeholders into a unified response. • "FRONTIER+" - a cross-border platform to combat fraud and money laundering activities through joint operations. • Upstream Scam Intervention - an initiative that preventing scams at the source through coordinated efforts and timely intervention.



Crime Investigation and Intelligence

Cyber Command Course



Programme Name	Cyber Command Course
Programme Code	HKIAP04-02
Duration	5 Days
Description	Co-hosted by the Cyber Security and Technology Crime Bureau and INTERPOL, the course is designed for cyber commanders from law enforcement agencies worldwide, delivering strategic leadership and tactical insights to manage complex cybercrime investigations and foster international collaboration.
Objectives	• Develop strategic frameworks for cybercrime command and resource allocation. • Apply next generation technologies to enhance investigative effectiveness. • Strengthen interagency and cross border partnership building. • Lead change management and technology integration within cyber units. • Identify skill gaps and design targeted training to build a tech savvy workforce.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Senior cybercrime investigators, cyber commanders, and future leaders from law enforcement agencies worldwide, especially those responsible for strategic planning, incident response, and the development of specialised cyber units.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course uniquely blends senior police leaders, cutting-edge technology experts, and overseas law enforcement commanders in a scenario-based exercise. It provides a platform for participants to network with international delegations and global cyber specialists, ensuring practical, hands-on learning that translates directly to real-world command capabilities. The following anti-cybercrime initiatives will be introduced:- • CryptoTrace - a one-stop virtual asset analytics platform that enhances blockchain tracing and fund tracking capabilities. • "Scameter+" - a platform that facilitates the public to verify suspicious phone numbers, URLs and accounts. • Smart Policing Advisory Panel - a specialist panel that translates insights into capability development. • Virtual Asset Intelligence Taskforce (VAIT) - a cross-sector anti-money laundering platform that coordinates the Force, regulators and licensed virtual asset service providers against virtual asset-related crime.



Crime Investigation and Intelligence

Financial Investigation Course



Programme Name	Financial Investigation Course
Programme Code	HKIAP04-03
Duration	5 Days
Description	The course is designed for supervisory officers in the field of financial intelligence exchange or financial investigation.
Objectives	• Examine global and Hong Kong perspectives on anti-money laundering regime. • Study the perspectives from private and public sectors in money laundering. • Manage financial intelligence and investigations. • Strengthen international cooperation. • Share practical cases and professional experience.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Participants should be well versed with the anti-money laundering and combating financing to terrorism regime of their respective jurisdictions.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include lectures delivered by speakers from policy bureaux, legal department, financial regulators, law enforcement agencies and private sectors. The following initiative will be introduced:- • Financial Intelligence Evaluation Sharing Tool (FINEST) - a secure inter-bank intelligence-sharing platform that enables early identification of suspicious accounts and facilitates timely intervention against fraud and money laundering.



Crime Investigation and Intelligence

Narcotics Command Course



毒品調查科
NARCOTICS BUREAU

Programme Name	Narcotics Command Course
Programme Code	HKIAP04-04
Duration	5 Days
Description	The course is designed as an experience-sharing based training programme aimed at enhancing the collective capacity of law enforcement officers to combat globalised illicit drug trafficking activities.
Objectives	• Facilitate the exchange of strategies, tactics and professional expertise in narcotics enforcement. • Strengthen mutual understanding and professional engagement among anti-narcotics agencies worldwide. • Enhance cross-jurisdictional cooperation and collaboration in combating narcotics-related crime.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every two years
Target Audience with Specific Requirement	Management-level law enforcement officers from overseas anti-narcotics agencies.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include classroom lectures by officers from the Narcotics Bureau and prosecutors from the Department of Justice, group discussion sessions, and visits to the Hong Kong Jockey Club Drug InfoCentre. Participants will share their experience and best practices during the course.

Crime Investigation and Intelligence

Overseas Triad Course



Programme Name	Overseas Triad Course
Programme Code	HKIAP04-05
Duration	5 Days
Description	The course is a professional exchange programme for law enforcement officers engaged in combating triad and organised crime. Through presentations, case studies and operational sharing, participants exchange enforcement experience, examine emerging crime trends and strengthen regional cooperation.
Objectives	• Enhance understanding of triad and organised crime trends and enforcement strategies. • Promote professional exchange among organised crime practitioners. • Strengthen regional law enforcement cooperation and partnerships.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every two years
Target Audience with Specific Requirement	Serving law enforcement officers actively engaging in: • Anti-triad / Anti-gang enforcement • Triad investigations • Organised crime investigations • Criminal intelligence duties • Related operational functions
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course integrates practitioner-led presentations, operational discussions, case studies and selected site visits including to the Hong Kong Jockey Club, to provide participants with a comprehensive understanding of organised crime enforcement in Hong Kong. Through engagement with frontline practitioners and exposure to sites of cultural and operational significance, participants gain insights into triad culture, anti-triad enforcement, intelligence-led policing and multi-agency collaboration, while strengthening professional networks with counterparts from different jurisdictions.



Protection and Security

Critical Infrastructure Protection Course



Programme Name	Critical Infrastructure Protection Course
Programme Code	HKIAP05-01
Duration	3-4 Days
Description	The course is designed to provide a comprehensive introduction to critical infrastructure protection. Through an interactive and immersive learning environment, both indoor and outdoor, the course emphasises general principles and baseline requirements on protective security, threat mitigation, and resilience building.
Objectives	• Equip participants with essential knowledge and skills in vulnerability identification, walkthrough assessment and risk management and threat mitigation. • Enable participants to provide informed security recommendations on critical infrastructure protection and resilience.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Managerial or supervisory officers with field experience and operational need in risk management and threat mitigation. Participants should preferably be engaged in project development, policy and management decision-making on the protective security of critical infrastructure and sensitive premises, as well as the resilience of mission-critical services.
Scope Offer	The course is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	The course will include classroom lectures and, subject to availability of venues, onsite visits and exercises. It will also feature interactive learning experiences using the immersive cave and virtual reality to deepen participants' understanding of protective security.



Protection and Security

Dignitary Protection Exchange Platform



Programme Name	Dignitary Protection Exchange Platform
Programme Code	HKIAP05-02
Duration	5 Days
Description	This is a dignitary protection training programme which comprises sharing seminars, practical hands-on training, and simulation exercises covering various critical aspects of dignitary protection.
Objectives	• Establish an international network for dignitary security and enhancing international cooperation. • Facilitate professional exchange of experiences, share best practices, and foster international collaboration.
Delivery Mode	In-person
Language	English (with simultaneous interpretation support)
Frequency	Once every year
Target Audience with Specific Requirement	Experienced dignitary security personnel
Scope Offer	The programme is offered free-of-charge with training materials provided. Air passage and accommodation will be borne by participants.
Key Features	Established in 1974, the VIP Protection Unit (VIP PU) of Hong Kong Police Force has been the designated elite unit to ensure the absolute safety of internationally protected persons in Hong Kong. Throughout the past decades, the VIP PU has continuously engaged in international exchanges with global partners to benchmark against international standard and has remained to be one of Asia's finest dignitary protection units. The programme includes dignitary protection training such as mobile formation, tactical medic, firearms training, tactical driving demo and drone countermeasures. It offers a unique opportunity for operatives to build an extended network of dignitary protection professionals.



HKIAP Page







HONG KONG
POLICE FORCE
香港警察



enquiry-hkiap@police.gov.hk