

Highlights

C&D Departments' Composite Companies Fending off COVID-19 Fifth Wave

Since the outbreak of COVID-19, the Police College has formed the Departments' Composite Companies (Composite Companies) assisting the Government in the management of the Community Isolation Facilities and participating in the Restriction-Testing Declaration operations. Two Composite Companies, comprising 319 officers from the Police College, Personnel Wing, Service Quality Wing and Information System Wing, were swiftly formed and deployed to the forefront to provide assistance to relevant Government Departments and Police Districts in conducting Restriction-Testing Declaration (RTD) operations in early 2022. This arrangement greatly enhanced the HKSAR's capability of identifying and breaking various hidden transmission chains in the community.

In response to the Government's latest anti-pandemic measures, one of the Companies was mobilised to the Security Bureau's Anti-Epidemic Task Force (AETF) to manage the newly commissioned Community Isolation Facilities (CIFs) located at the Hong Kong-Zhuhai-Macao Bridge (HZMB) and Fanling starting in March 2022. The two CIFs offered more than 600 rooms and 2,000 emergency isolation beds, which greatly relieved the community's imminent need for isolation facilities. With profound experience in management and operational command, members of the Composite Company were responsible for

operating the command centre, handling the admission and check-out procedures, arranging meal and room sanitation services, taking care of the patients' medical needs as well as maintaining the facilities inside CIFs.

The unprecedented turnout of the Composite Companies for RTD and CIFs operations has successfully assisted in fending off the Fifth Wave of the COVID-19 and meanwhile alleviating the manpower pressure of the frontline in maintaining daily order and law duties.



▲ The Commissioner (third left) pays visit to the Composite Company at the RTD operation



▲ Director of Personnel and Training CHOI Chin-pang (second left) pays visit to the Composite Company at the RTD operation



Commissioner SIU Chak-ye (first left) and Director of Police College WONG Chung-chun, Dick (third left) are briefed by a member of AETF on the operation of the HZMB CIF.

Implementation of Chinese-style Foot Drill

Probationary Inspectors (PIs) and Recruit Police Constables (RPCs) who joined the Force in October and December 2021 respectively have started to receive Chinese-style foot drill training, while the passing-out parade of the Police College on 9th July 2022 was the first-ever one in the Force's history in adopting full Chinese-style foot drill.

With a view to ensuring a smooth Force-wide implementation of Chinese-style foot drill which came into effect

on 1st July 2022, the Police College launched a series of initiatives, including e-Learning package, flag-raising workshops, Train-the-Trainer workshops, Unit Training Days as well as sharing tailor-made short video clips in the internal video platform 'P-TV'. The topic was also presented at various avenues like Commissioner Rank Officers Meeting, Major Formation Commanders Monthly Meetings, Staff Association Monthly Meeting and Training & Staff Relations Officer Meeting, etc.

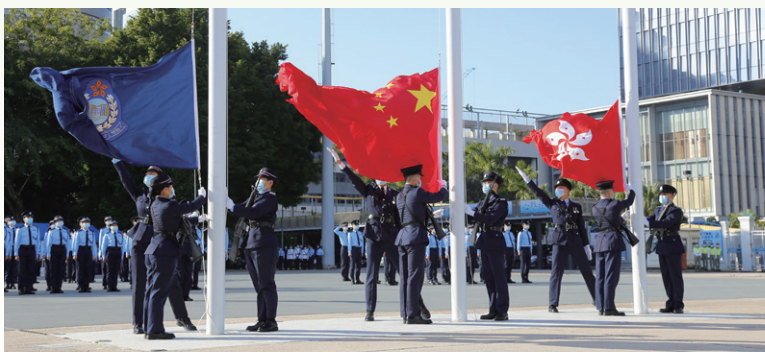
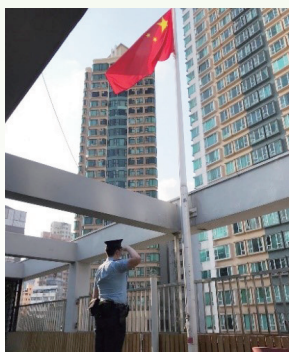
▶ Chinese-style foot drill training for RPCs



◀ Chinese-style foot drill training for POP



▶ Saluting to the National Flag during flag raising at Mongkok Police Station



◀ Chinese-style flag raising ceremony at the Auxiliary Police Headquarters

Reaching Out to the Training Counterparts during Pandemic

In June 2021, Commissioner SIU Chak-ye (in his former capacity as DCP OPS) attended the 14th Pearls in Policing Conference virtually to meet 23 police chiefs worldwide. In September 2021, former Director of Police College (D HKPC) CHEUNG Ching attended virtually and gave a keynote speech at the opening ceremony of the 12th International Policing Forum organized by the People's Public Security University of China, with around 170 delegates from 15 countries participating in the ceremony.

Besides, Senior Superintendent Swalikh Mohammed participated in the International Action Learning Group Programme 2021-2022. After attending the first seminar

virtually in November 2021, he physically attended the second and third seminars in the Netherlands and Switzerland in May and June 2022 respectively to mark the gradual resumption of the Force's overseas training.

In order to maintain close liaison with counterparts worldwide to resume and exploit opportunities for global collaboration, D HKPC WONG Chung-chun, Dick will lead a delegate to participate in the 23rd INTERPOL Police Training Symposium to be held in Saudi Arabia between 26th and 28th September 2022, exhibiting the Police College's determination in striving to become a leading centre of excellence in police training and development in the international arena.



▲ The Commissioner, in his former capacity as DCP OPS, virtually meets with police chiefs during the 14th Pearls in Policing Conference



▲ Former D HKPC CHEUNG Ching gives a keynote speech at the opening ceremony of the 12th International Policing Forum

Senior Leaders' Exit Debriefing Series by DCP MAN

On 25th April 2022, former Deputy Commissioner of Police, Management (DCP MAN) KWOK Yam-shu, gave a sharing session under the Senior Leaders' Exit Debriefing Series. He shared with over 150 officers his invaluable experience and wisdom especially on leadership and strategic thinking garnered during his 32 years of glamorous service.

Apart from sharing the unprecedented challenges we faced and crisis management in handling public events, Mr KWOK highlighted the personal qualities of successful leaders and stressed the importance of contributing to the Force, focusing on the big picture and overall benefits. He also encouraged officers to keep up the momentum for lifelong learning and apply what they have learnt at work. He further pointed out that language and logical thinking were inextricably linked and encouraged officers to enhance their relevant strengths through constant private reading.

To conclude his sharing, Mr KWOK summarised his police career as 'Having honoured and overfulfilled the mission' (不辱使命·超額完成), and wished all the participants a prosperous career.

▶ Participants respond overwhelmingly in sharing session



▲ Former DCP MAN KWOK Yam-shu, highlights the personal qualities of successful leaders



▲ Director of Personnel and Training CHOI Chin-pang (right) presents the souvenir to Mr KWOK (left)

Police College Accredited HKPF Courses under PAA Status

In 2020, the Police College became the first non-tertiary education institution and government department in attaining the Programme Area Accreditation (PAA) status, which entrusted the Police College to internally accredit the Force's courses in 'Law Enforcement and Security Studies' Programme Area up to Qualifications Framework Level 5.

As at July 2022, the Police College has internally accredited/re-accredited 16 Force programmes covering foundation training, professional development, fingerprint detection, commercial crime and cybercrime investigation, etc. Amongst which, the 'Station Sergeant Promotion Course' was internally accredited to attain Professional Certificate at QF Level 5 in April 2021 – the highest QF level in all current JPO programmes.

The Police College's quality assurance competency and track records on accreditation were highly recognised by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications by conferring the 'PAA Operator Award' in June 2021.



▲ Practicality and coherence of RPCs and PIs training curriculum was showcased to the Accreditation Panel during the On-site Assessment training on 2nd June 2022



◀ Deputy Director 2 of the Police College IP Che-man (right), receives the 'PAA Operator Award' from Mr CHOW Hing-pong, Executive Director of HKCAAVQ (left)



▲ The management of the Police College appreciates the Accreditation Panel's contribution in enhancing the quality assurance of RPCs and PIs

Police College signs MOU with CityU, HKMU and LSCM to strengthen collaboration

Over the years, the Police College (HKPC) has fostered closer ties with various local academia and organisations through reaching Memoranda of Understanding (MoU). On 16th July 2021, the MoU with the Logistics and Supply Chain MultiTech R&D Centre (LSCM) was renewed, facilitating the HKPC's exchange of IT experience in its immersive learning programmes. On 2nd September 2021, the MoU with the City University of Hong Kong (CityU) was renewed to explore training research opportunity, and on 27th September 2021 the collaboration started afresh with the Hong Kong Metropolitan University (HKMU) through MoU. Moreover, the Police College has invited individual professors from local universities as Honorary College Advisors to speak at various police training programmes.



▲ Former D HKPC CHEUNG Ching (right), and Professor WONG Sing-wing of the CityU (left) sign a MoU on academic collaboration.



▲ Representatives from HKPC and LSCM take a photograph after the MoU signing ceremony.

Activities

Visits to School of Foundation Training

On 25th June 2021, a 32-member delegation from the Federation of Hong Kong Guangxi Community Organisation visited the Aberdeen Campus, School of Foundation Training (SFT) under the arrangement of the Hong Kong Institute of Public Administration. The visit programme included tour round the Aberdeen Campus with sharing sessions, aiming for a better understanding of the training offered by the Police College. The sharing sessions covered topics like the array of training syllabus, organization structure, integrity management, quality assurance mechanism, the application of technology & virtual reality in training, etc.



▲ Delegates from the Federation of Hong Kong Guangxi Community Organizations.



▲ Sharing session with Guangxi delegation.

On 10th June 2022, a 30-member delegation led by Mr CHAN Chun-ying, Ronick, the Vice-Chairman of the Chinese Banking Association of Hong Kong (HKCBA), visited the Aberdeen Campus, SFT. The visit programme covered a tour round the Tactical Training Complex and Mini Range, as well as a demonstration of tactical training featuring the skills and techniques in handling prevailing incidents.



▲ D HKPC WONG Chung-chun, Dick welcomes the Chinese Banking Association of Hong Kong (HKCBA) delegation.



▲ HKCBA delegates visit Tactical Training Complex of Aberdeen Campus.

Police Themed Books

To promote the Force's professionalism and positive image, the Police College has produced various publications under the 'Police Themed Book' series since 2018.

In July 2022, the Police College published a book titled 'Negotiate with Passion, Nobility and Commitment (談人若委身 判事以仁德)', which featured the selfless contribution of Police Negotiation Cadre to the Force and the community, highlighting the evolution of their duties from counter-terrorist response to crisis intervention, and supporting frontline officers in large-scale public order events.

In second half of 2022, three books including the Police Museum themed book to celebrate the re-opening of the revitalised Police Museum in September 2022; the book for Yau Ma Tei Division with the theme on 'Policing with the community for over 100 years'; and the book for Marine Police in celebrating its 180th anniversary of the establishment are to be released.



▲ The new Police Negotiation Cadre themed book.

Introduction of NS Law in Current Syllabus

With a view to enhancing officer's knowledge on national security, the National Security Law (NS Law) was covered in all training courses by College staff starting in Q3 2020. Besides, Dr LUK Yan-lung, who is a member of Hong Kong Policy Research Institute, has been invited as a guest lecturer of National Studies Foundation Course for all trainees in School of Foundation Training since September 2020. In addition, a tailor-made e-Learning package on the NS Law and the Training Day package for all Force members were launched in late 2020 and in April 2021 respectively.



In early 2022, the National Security Department and the Police College organised the 'NS Express National Security Exhibition' at the Aberdeen Campus and have set up the "Force National Security Book and Publication Corner" at the Force Library in PHQ, with a view to enhancing officers' knowledge of national security, reinforcing patriotism as well as marking the 25th Anniversary of the Establishment of the Hong Kong Special Administrative Region and the Chinese People's Police Day on 10th January 2022.



◀ ▲ NS Express National Security Exhibition at Aberdeen Campus

Integrity Management (IM) training for RPCs

Recruit Police Constable Training Division (RPC TRG DIV) has revamped and augmented the IM training for new recruits with IM elements in 'five domains', namely Misconduct at Work, Off-duty Conduct, Financial Management, Personal Data & Information Security, and Role and Accountability. In October 2021, the revamped IM sessions were launched with more focus on the delivery of ethics and integrity concept and building up trainees' sense of crisis. IM elements were imbedded into practical exercises and at all stages of training.

With a view to strengthening trainees' confidence in actual appreciation of and their abilities in incident handling, a new Virtual Reality (VR) package relating to "Off Duty" IM related scenes (under alcohol influence & impulsive emotions, sex related offences, undesirable association as well as fraud) has been implemented since November 2021.



▲ RPCs on IM lecture in Aberdeen Campus



▲ IM Briefing Package

Virtual Reality Scene (VR Scene) for RPCs

Over the years, the Police College has self-developed and collaborated with external institutes in developing learning technologies to strengthen the Force training capabilities and enhance training outcome by use of virtual reality (VR) to provide an immersive virtual environment with real-time motion capture.

As such, the scenario-based training packages of 'VR Scene' were designed to consolidate RPCs' understanding on the taught theories, police powers and a quick recollection on the handling procedures. The interactive training scenarios included various 'watch and ward' duties like 'dead body found', 'arrest and exhibits handling', 'stop and search / stop and question', 'road block', 'report room' and 'integrity management'.



▲ RPCs on IM lecture in Aberdeen Campus

Management Development Programme 2021

The Management Development Programme 2021 was held on 25th and 26th August 2021 with 34 participants in the rank of Senior Superintendent (including two Auxiliary officers).

The highly intensive and in-depth programme explored various topical issues including integrity and discipline management, crisis and reputation management as well as financial resources management, which were delivered by a panel of keynote speakers in respective fields. Major General Xu Hui of the National Defence University of People's Liberation Army contributed his insights on the 'Current International Situation and National Security'. Professor Anthony FUNG, Director of Hong Kong Institute of Asia-Pacific Studies, the Chinese University of Hong Kong, offered his views on 'Youth Re-engagement'.

The Commissioner concluded the programme by sharing his strategic leadership perspectives and commenting on the contemporary environment as well as external and internal challenges. He also highlighted senior officers' strategic responsibilities in driving change and adding value to the organisation as well as the need to strengthen counter-terrorist capabilities.



▲ Major General Xu Hui shares his knowledge of the Current International Situation and National Security



▲ The Commissioner shares his insight on Strategic Leadership



▲ Professor Anthony FUNG, Director of the Hong Kong Institute of Asia-Pacific Studies, the Chinese University of Hong Kong, conducts a seminar on youth re-engagement.

Force wins 'Global & Hong Kong MIKE Awards 2021'

The Force is committed to making good use of technology platforms and innovative methods to promote knowledge management (KM), with a view to enhancing the overall organisational capability and performance of individual officers in providing better services to the community.

Following the success in 2018 and 2020, the Force once again won the Global and Hong Kong Most Innovative Knowledge Enterprise (MIKE) Awards 2021 in recognition of its remarkable performance and innovative practices in KM.

At the Asian Knowledge and Innovation Forum 2022 cum MIKE Award Presentation Ceremony held on 27th April 2022, Director of the Police College (D HKPC) WONG Chung-chun, Dick cum the Force Knowledge Officer, and Deputy Director 2 of the Police College (DD2 HKPC) IP Che-man cum Chief Knowledge Champion received the awards on behalf of the Force.

The Global MIKE Award marks the highest level of accolades in the KM field and is a global benchmark in assessing KM and innovation practices.



▲ D HKPC (left) and DD2 HKPC (right) receive the awards on behalf of the Force



▲ The Force once again wins the Global and Hong Kong MIKE Awards 2021

Police College wins '2021 Brandon Hall Group Excellence in Technology Award'

The following projects of the Police College won four awards in the "2021 Brandon Hall Group Excellence in Technology Award", which are as follows:

Project	Centre / Division	Award
Detective Boulevard 4.0	Detective Training Centre	Gold Award - Best Advance in Augmented and Virtual Reality
Disaster Victim Post-mortem Information System		Gold Award - Best Advance in Technology for Crisis Management
Application of Simulation Technology in Emergency Response and Tactical Driving Training for Police Motorcyclists in Hong Kong	Police Driving and Traffic Training Centre	Gold Award - Best Advance in Unique Learning Technology
Virtual Reality Scene	Learning Technologies Division	Silver Award - Best Advance in Augmented and Virtual Reality

The Police College will continue to harness technology to provide an immersive and interactive experience to the trainees and to optimise training capacity.



▲ Police College wins Gold Awards of the '2021 Brandon Hall Group Excellence in Technology Award'.

Police College wins '2021 Questar Awards'

The trailer of a landmark criminal case video, namely 'The Disappearing Body' produced by the Learning Technologies Division (LTD), won a Bronze Award under the category 'Non-Profit Organisations: Police' of the Questar Awards 2021. The video reproduced a real murder case in Hong Kong, which illustrated the exemplary detective skills of the investigators resulting in the case detection. The full version of the video will be debuted in the revitalized Police Museum in Q3 2022.

The 'Use of IT in Police Training' video, produced by LTD, also won a Bronze Award under the category of 'Non-Profit Organisations: In house Production'. The video showcased various technologies being utilised in the Police College, including the use of 'VR Scene' by the School of Foundation Training (SFT), 'Detective Boulevard' by the Detective Training Centre (DTC), 'Driving Simulator' by the Police Driving & Traffic Training Centre (PD&TTC) and 'Integrity Management Trail' by SFT, DTC and PD&TTC.



▲ Video capture relates to 'The Disappearing Body'



▲ Video capture relates to Virtual Reality training

• Studio ImmerXe for Scenario-based Training •

Studio ImmerXe, a 360-degree panoramic theatre, has been utilised to enhance scenario-based training in the Police College since mid-2021. The Learning Technologies Division has tailor-made a series of 360-degree training videos for Recruit Police Constables, Probationary Inspectors and PTU Cadre Course, covering different scenarios of beat incidents as well as riot/ public order situations. In collaboration with CAPO HQ, the Studio ImmerXe training has also been extended to JPO promotion courses on complaint prevention training since January 2022. The production of other Studio ImmerXe training videos is now underway.

The Police College will continue to explore and expand the usage of Studio ImmerXe with the aim of strengthening the training capabilities of the Force.



▲ 360-degree video to simulate a 'Dispute' incident at the Studio ImmerXe.



▲ PTU Cadre Course training on riot situation at the Studio ImmerXe.

Pilot on 'Topical Crime Week' – SCIC

Hong Kong, like many other cities worldwide, has been facing challenges brought by the rising trends in deception and technology related crimes. In 2021, deception cases recorded a significant increase of about 24% when compared to 2020. Amongst all types of deception related cases, investment fraud contributed to the highest amount of loss, totaling over HK\$3.3 billion in 2021.

To cope with these challenges, the Detective Training Centre took the initiative to coordinate with Cyber Security

and Technology Crime Bureau, Commercial Crime Bureau and Financial Intelligence and Investigation Bureau (FIIB) to introduce a 'Topical Crime Week' in the Standard Criminal Investigation Course (SCIC) starting from July 2022 for enhancing trainees' capability to investigate topical crimes, i.e. Technology, Deception and Money Laundering related crimes. To this end, the training of related topics in SCIC are revamped to address the prevalent crime trend as well as the latest investigation skills and tools comprehensively.



▲ Trainees of SCIC attend FIIB's Workshop during Topical Crime Week.



▲ CSTCB Training on Technology Crime

The People

New Director for Hong Kong Police College



▲ Mr WONG Chung-chun, Dick
Director of Hong Kong Police College

Mr WONG Chung-chun, Dick joined the Hong Kong Police Force in 1996 as an Inspector. He devoted most of his career in crime investigation and criminal intelligence at District, Regional and Headquarters levels.

Promoted to Chief Inspector in 2008, he served in the Police College responsible for revamping detective training programs and establishing the new Detective Training Centre. In 2015, he was promoted to Senior Superintendent and posted as Deputy Commander of the Border District to tackle illegal immigration and handle the opening of the Frontier Closed Area. He then served in the Crime Wing Headquarters formulating policies on crime issues, including the law enforcement in Hong Kong Express Rail Link. Mr WONG commanded the Criminal Intelligence Bureau upon promotion to Chief Superintendent in 2018 until his transfer to the National Security Department on 1st July 2020.

Mr WONG was promoted to Assistant Commissioner in March 2022 and assumed the office of Director, the Police College.

Mr WONG holds a Bachelor's Degree in Laws and a Master's Degree in Public Administration. He has received training at the China Executive Leadership Academy in Pudong, Chinese Academy of Governance, Canadian Police College, Metropolitan Police Service Crime Academy and FBI National Academy.



New Comer

◀ Ms TSANG Chiu-tong
Head of School of Foundation Training
Hong Kong Police College

CP's Presentation Ceremony for Appointment of Honorary College Advisors cum Luncheon 2021

The Secretary of Security, Mr TANG Ping-keung (in his former capacity as Commissioner) and the Force Management met the Honorary College Advisors at the Commissioner's Presentation Ceremony for Appointment of Honorary College Advisors on 16th June 2021.



► The Commissioner (in his former capacity as DCP OPS) mingles with Honorary College Advisor Mr LEE Ming-kwai (left)



Ceremony to Commemorate the Victory Day of the Chinese People's War of Resistance against Japanese Aggression on 3rd September 2021

Officers of the Drill & Musketry (D&M) Unit participated in the memorial ceremony on 3rd September 2021 at the Hong Kong City Hall Memorial Garden to commemorate the victory of the Chinese people's war of resistance against Japanese aggression.



Ceremony to Commemorate Those who Died in the Defence of Hong Kong on 14th October 2021

Officers of the D&M Unit and Police Band participated in the memorial ceremony for Chung Yeung Festival on 14th October 2021 at the Hong Kong City Hall Memorial Garden to commemorate those who died in the defence of Hong Kong between 1941 and 1945.



Force Remembrance Day on 22nd October 2021

Officers of the D&M Unit and Police Band participated in the Force Remembrance Day on 22nd October 2021 to honour all members of the Hong Kong Police Force, both regular and auxiliary, who have made the ultimate sacrifice in service.



DCP MAN visit on 8th December 2021

Former Deputy Commissioner of Police (Management) KWOK Yam-shu, visited School of Foundation Training and JPO Development Division at the Aberdeen Campus on 8th December 2021. In addition to briefings by respective Divisional head, he also met a cross-section of disciplined and civilian officers.



Display of Mace on 21st June 2022

The annual Display of the Mace ceremony was held at the Police College on 21st June 2022 in memory of the late Sir TANG Shiu-kin. The Commissioner presented an audio CD to Sir TANG's family, represented by Mr Richard TANG and Ms Yvonne TANG, to express gratitude for their continuous support to the Force. The CD contained the music pieces performed by the Police Band at the Force's Charity Concert held on 30th and 31st July 2022, at the Grand Theatre of Hong Kong Cultural Centre.



25th Anniversary of HKSAR Flag Raising Ceremony

Officers of the D&M Unit and Police Band participated in the Flag Raising Ceremony at Golden Bauhinia Square on 1st July 2022 to celebrate the 25th Anniversary of the Establishment of the Hong Kong Special Administrative Region. It was the first time for Police Flag Party and Disciplined Services Guard of Honour to adopt Chinese-style flag raising and Chinese-style foot drill in the ceremony.



Passing-out Parade on 9th July 2022

The Chief Executive, Mr John LEE, attended the passing-out parade to review 31 probationary inspectors and 83 recruit constables graduating from the Police College. This was the first time that the Chinese-style foot drill was adopted in the college's passing-out parade.



Force Charity Concert on 30th & 31st July 2022

The Force Charity Concert was held at Hong Kong Cultural Centre on 30th July and 31st July 2022 to celebrate the 25th Anniversary of the Establishment of the Hong Kong Special Administrative Region. The Police Band staged performance in collaboration with talented young musicians and local renowned musician and singers. Over HK\$5 million dollars were raised and all were donated to four charitable organisations, namely 'The Lok Sin Tong Benevolent Society, Kowloon', 'Hong Kong Alzheimer's Disease Association', 'Hong Kong Dog Rescue' and 'Paws United Charity', to aid youth and Alzheimer's Disease support services and protect animal rights.



From College Matters Editorial Committee

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