

## Highlights

# A New Chapter *for Foundation Training*

The Police College is committed to nurturing trainees with a positive mindset and the required knowledge and skills to become professional police officers serving the community. Over the years, Police College has been optimising its training programmes to cater for the Force's development, social needs and modern policing challenges.

Between March and October 2022, the School of Foundation Training (SFT) carried out a comprehensive review of the Recruit Police Constable (RPC) training, focusing on enhancing the training practicality and revitalising mindset development. The major changes in various aspects aim to improve the overall effectiveness of the training so that the new generation trainees can perform frontline police duties more professionally and effectively. In October 2022, the Force management fully affirmed the

recommended changes and initiatives, and the revamped RPC training was then fully implemented to open a new chapter for police foundation training.

## Improve practicality of training

SFT set up a project team to comprehensively review the training syllabus and related examinations of the course. The project team analysed various course evaluations and studied the views of frontline officers on the training needs and effectiveness. Based on the review results, the 27-week training programme was restructured with training resources re-prioritised. The content of practical exercises was significantly enriched to improve their practicality. Besides, the number and format of examinations were adjusted to reduce recitation but enhance application of knowledge. Without affecting the teaching syllabus, the practical training sessions increased greatly from 101 hours to 252 hours. Scenario-based practical training was added to the subjects of "Psychology in Policing" and "Social Studies in Policing" to enhance knowledge application of theories. The redesigned two-day regional attachment is another major change that provides trainees with valuable opportunities in their final phase of training to apply and test their knowledge and skills acquired in a real-policing environment. On the whole, the revamped programme greatly enhanced the practicability of training and bridged the gap between training and real policing.

► Dr Wong Kwong-hing, Gilbert lectures on "Psychology in Policing"



Through practical exercises, the trainees apply the knowledge and skills they have mastered in classes



## Optimising mindset development training

Cultivating positive mindset and values is fundamental to recruit. To this end, SFT redesigned the entire programme of mindset development training and suitably implemented new elements at various stages. They include a two-day outdoor activity titled “Police Mindset Activation Programme – PMAP”, “Police Museum Run” (7 km run cum Visit to Police Museum) and “21 km Night March”. The trainees and staff responded enthusiastically to the newly revamped mindset development

programme and highly praised the diversity of training activities. The new mindset development training has achieved encouraging results in cultivating and reinforcing trainees’ mindset, sense of belonging and pride in police identity.

Police College will keep seeking continuous improvement on the training syllabus and teaching methods to ensure the professionalism and effectiveness of foundation training. To support the frontline effectively, Police College will also maintain close ties with formations to ensure that the training provided can meet the emerging challenges of the frontline.

► To strengthen mental development training, SFT introduces the two-day PMAP



◄ Trainees establish team spirit through the rafting session of PMAP

► Trainees join the “7 km Run cum Visit to Police Museum” to understand the glorious history and achievements of the Force



◄ Trainees take part in the “21 km Night March” which foster their determination and pride in police identity

## New Emblem for SFT

The competition on new emblem design for the SFT was won by Senior Inspector of RPC Training Division, Ling Hoi-ying and RPC graduates Ho Chung-ho and Wong Kin-pan. Director of Police College, Wong Chung-chun, Dick, officiated at the unveiling ceremony of the new emblem on November 25, 2022.

The phoenix in the middle of the emblem features the English letters **S**, **F**, and **T**, the initials of the School of

Foundation Training, to depict that every person joining SFT as probationary inspector (PI) or RPC will be reborn to have positive **A**ttitude, professional **S**kills and rich **K**nowledge to unleash their potential and transform into a professional police officer with strong sense of commitment after enduring the hardships of training. The collaboration between staff and trainees in the design of this new emblem also demonstrates the importance of teamwork. The new emblem comes in line with the recent transformation and new initiatives of the police foundation training programme.



▲ New Emblem of SFT



▲ Director of Police College, Wong Chung-chun Dick officiates at the unveiling ceremony of the new emblem



# Reopening of the Police Museum

The Police College completed the 28-month revitalisation project of the Police Museum (the Museum), with the reopening ceremony held on September 9, 2022. The Chief Executive John Lee and Commissioner Siu Chak-ye unveiled the commemorative plaque together with the Secretary for Security Tang Ping-keung, honourable guest Tang Yat-sun, Deputy Commissioner of Police (Management) Chow Yat-ming, and Director of Personnel and Training Choi Chin-pang.

Based on a “people-oriented” perspective, the Museum was revitalised with the addition of interactive technology and a sense of times to help visitors fully understand the history and work of the Force. The Museum comprises four galleries, exhibiting about 1,300 artefacts in total. Members of the public can make a reservation via the Museum’s website. (<https://www.police.gov.hk/museum/en/>)



▲ The honourable guests officiate at the Reopening Ceremony of the Police Museum



▲ Chief Executive John Lee tours the revitalised Police Museum



▲ Members of JPC and SPC take photos in front of the Police Museum



▲ Docent introduces Police Museum

## The first “College Docent Cadre” Training

The Police Museum showcases not just artefacts to be admired but also a living cultural heritage with many stories of Hong Kong to tell. To achieve this, the very first tailored-made training programme was designed for the College Docent Cadre comprising seven selected officers to equip them with the essential knowledge about the Museum, and the skills to plan and deliver docent services in Cantonese, English and Putonghua as appropriate to visitors. Since then, they have been serving as ambassadors to connect the Force and the community by providing guided tours of the Police Museum.

## Police Museum Themed Book

The new police themed book titled “Police Museum: Eyewitnessing the Force’s Century-old Glory” covers different milestones of the Force, a brief introduction to the key exhibits of the Police Museum, etc. It is exemplary with rich content in both words and pictures, allowing readers to have a better understanding of the history, culture and work of the Force.





## Agora - Police School Road

The SFT also places great emphasis on whole-person development including a growth mindset and proper values. Since August 2022, SFT has launched a new series of enrichment sharing sessions, embraced under the initiative called “Agora - Police School Road” 警校道學堂 (Agora), inviting leading minds and game changers from different spheres to share their stories. We believe that powerful stories will go to the heart and touch one's feeling, which is a crucial step to internalise their understanding, belief and aspirations. A number of guest speakers have been invited to

Agora, including Director of the Police College Wong Chung-chun, Dick, Chairman of Hong Kong Science and Technology Parks Corporation Dr Sunny Chai Ngai-chiu, and others. The sharing sessions were conducted at the Officers' Mess, the Exam Hall, as well as on a runway stage set up at the Upper Gym. Trainees enjoyed the relaxed atmosphere created at various venues, especially the professionally arranged music and stage effects, which made Agora an immersive quality sharing experience.



▲ Director of the Police College Wong Chung-chun, Dick shares with trainees his police story in the Agora



▲ Chairman of Hong Kong Science and Technology Parks Corporation, Dr Sunny Chai Ngai-chiu shares his insight in strategic leadership in the Agora

## Tsinghua EMPA Programme Student won the National Championship

The finals of the Sixth China Graduate Case Contest on Public Administration 第六屆「中國研究生公共管理案例大賽」(the Contest) was held in Zhengzhou on August 14, 2022. DVC LMCDIV Leung Chi-hang, Janson (Janson) and four postgraduates of Tsinghua University formed the “Hong Kong Rural Revitalisation Team”. They defeated over 10 000 contestants and won the national championship, with Janson winning the “Most Valuable Team Member Award”.

Janson is a student of the first cohort of the Executive Master of Public Administration (EMPA) Programme

co-organized by Tsinghua University and Hong Kong Police College. He said, “I’m deeply grateful to the Police College and Tsinghua University for collaborating on the programme. In addition to acquiring in-class knowledge, I have also broadened my horizon and expanded my network through making friends with brilliant instructors and students from different fields. It is through participation in this EMPA Programme that I have had the opportunity to take part in this National Contest and won the glory and prestige for Hong Kong.”



▲ The HK Team members share their joy with the instructors from Tsinghua University



▲ The HK Team members make an investigation visit at Lai Chi Wo Village



## Periodic External Review

The Police College demonstrates commitment in seeking continuous improvement by formalising the Periodic External Review (PER). The PER Panel, consisting of Mr Fung Siu-yuen, Gordon, Prof Hau Kit-tai and Dr Wong King-yee, Sandra, evaluated the College's capability on quality assurance and enhancement (QAE). PER served as key evidence for renewing the Programme Area Accreditation

(PAA) status by HKCAAVQ in 2024. Upon a series of Panel meetings and preparatory workshops since early 2022, an On-site Visit was concluded in September 2022. Through scrutinising PER submissions and face-to-face interactions with interviewees and observer during the On-site Visit, PER Panel appreciated the Police College's dedication to QAE on police training.



▲ Director of the Police College and two Deputy Directors share with the PER Panel on the College's training and development visions and strategies



◀ Instructional staff share with the PER Panel the pragmatic training approach of foundation and specialised courses whereas graduates and trainees of concerned training courses share their experiences on how the training has equipped them to discharge frontline duties effectively

## Activities and Training

### Presentation Ceremony for Appointment of Honorary College Advisors

The Presentation Ceremony for Appointment of Honorary College Advisors (HCAs) was held at the Senior Officers' Mess on November 22, 2022, in which four new HCAs were appointed and 15 HCAs were reappointed upon expiry of their two-year tenure.

The HCA Scheme, with 38 HCAs at present, was introduced in 2006 with a view to capitalising on the expertise and experience of retired elite members of the Force as well as professionals/academics outside the Force for the benefit of police training and development. The four new HCAs are Professor Fung Ying-him from the School of Journalism and Communication of the Chinese University of Hong Kong, Professor Man Hau-chung, Dean of Faculty of Engineering of the Hong Kong Polytechnic University, former Assistant Commissioner Mr Duncan McCosh, and former Chief Superintendent Dr Wong Kwong-hing.

Speaking at the ceremony, Acting Commissioner Lau Chi-wai remarked, "the COVID-19 has significantly affected our daily lives and work over the past three years. Nonetheless, the Police College has made tremendous effort in minimising training disruption. We have utilised the online platform and developed relevant technologies to facilitate flexible learning and continued to provide professional training for our new recruits and in-service officers at all levels."

The Acting Commissioner highlighted HCAs' contribution, particularly in the changing society and complicated policing landscape. "It is not possible to improve the Police training through our own efforts only. We are really glad to have the valuable support of HCAs. With distinguished knowledge in diverse fields, they give us valuable advice and selfless assistance, which not only help us enhance our training but also assist the Force in striding forward."

As the epidemic stabilises, the Police College has gradually resumed collaboration with the Mainland authorities and overseas training institutions. It looks forward to more collaboration with HCAs and exploring quality training opportunities for officers across the ranks.



▲ The Ceremony commences with a video showcasing the latest significant events and achievements of the Police College



▲ The Force Management and the Honorary College Advisors



## E-Courses on “Spirit of the President’s Important Speech on July 1, 2022” and “The 20<sup>th</sup> National Congress of the Communist Party of China - Quick Look”

As an initiative to enhance officers’ knowledge of important national issues, the Police College has launched the e-Courses on “Spirit of the President’s Important Speech on July 1, 2022” and “The 20<sup>th</sup> National Congress of the Communist Party of China - Quick Look” in August and November 2022 respectively. Both e-Courses are delicately

produced with voice-over highlighting the salient issues, which help Force members better grasp the core essence of the two crucial topics, understand their significant implications for Hong Kong’s development and correlate them with police work.



▲ The e-Course on “Spirit of the President’s Important Speech on July 1, 2022”



▲ The e-Course on “The 20<sup>th</sup> National Congress of the Communist Party of China - Quick Look”

## The 5<sup>th</sup> Force Research Award Scheme

The Police College joined hands with the Service Quality Wing to organise the “5<sup>th</sup> Force Research Award Scheme (FRAS) • Service Quality Award Scheme 2021 • Police Staff Suggestions Scheme 2021 Awards Presentation Ceremony” at the PHQ on November 22, 2022, with the attendance of Deputy Head of the Office for Safeguarding National Security of the Central People’s Government in HKSAR (CPG Office on National Security), Mr Li Jiangzhou, Acting Commissioner Lau Chi-wai and senior officers to present a total of 57 awards.

FRAS has been organised by the Police College biennially since 2008, aiming to continuously enhance the Force’s professionalism by encouraging the application of systematic research. The 5<sup>th</sup> FRAS with the theme of “National Security and Policing” was launched in 2021 to raise Force members’ awareness of national security. The response was overwhelming with over 130 police officers and civilian colleagues submitting 50 entries.



▲ Acting Commissioner Lau Chi-wai introduces the award schemes to Deputy Head of the CPG Office on National Security, Mr Li Jiangzhou



▲ Deputy Head of the CPG Office on National Security, Mr Li Jiangzhou (5<sup>th</sup> right) presents awards to the Best Research Award (Team/Major Formation Category) awardees



## Head of Learning Technologies Division (LTD) invited to speak in the Smart Government Innovation LAB - Technology Forum

The Smart Government Innovation Lab of OGCIO, the Cyberport, the Hong Kong Productivity Council and the Hong Kong Science and Technology Parks Corporation jointly organised a series of technology forums for industry key players to share their innovative information technology solutions and success stories. Expert speakers shared their innovative ideas, together with practical examples, on how to incorporate interactive solutions and data analytics in government staff training. SP LT SSL Chung Chi-chuen, Ronnie was invited to be one of the speakers in the forum on July 27, 2022 to introduce how the Force adopts learning technologies in training; the history and current development of various learning technologies including simulations, virtual reality and e-learning.

Organisers: 智慧政府創新實驗室 Smart Government Innovation Lab, Cyberport, APAS, hkpc, HKSTP 20 PROPELLING SUCCESS

Application of Learning Technologies in the Hong Kong Police Force

Mr Ronnie CHUNG  
Superintendent of Police

Learning Technologies Division,  
School of Specialised Learning,  
Hong Kong Police College

Online Technology Forum - Innovate with Technology:  
Transforming Staff Training and Public Education in the Government

▲ Superintendent Chung Chi-chuen presents the Police College's Learning Technologies online

## Awards

### Police College wins International Awards in Learning Technologies

After winning the Gold and Silver Awards in the "Brandon Hall Group Excellence in Technology Award Program 2021", the Police College has further won the Bronze award in "Learning Technologies Awards 2022" under the category of "Best Use of Simulations or Virtual Environments for Learning" with "Studio ImmerXe" and "Detective Boulevard" (DB). Both awards programs are industry-leading international awards competed by companies and organisations worldwide.

"Studio ImmerXe" is located at the Force Library which can project 3D panoramic imagery to a cylindrical screen in an immersive 360-degree environment. It currently facilitates regular training by the Police College, PTU and CAPO. DB is an immersive and interactive VR visualisation system delivering a seamless 3D view of crime scenes located at DTC. The new generation of DB incorporates an innovative solution enabling flexible, user-defined and economic ways of setting various crime scenes of different natures. It facilitates scenario-based scene appreciation and crime investigation training for detectives.



◀ Officers undergo immersive training at "Studio ImmerXe" and "Detective Boulevard"



## Global and Hong Kong Most Innovative Knowledge Enterprise (MIKE) Awards 2022

The Force has been promoting Knowledge Management (KM) for over 21 years and its endeavours have been well recognised internationally as a result of winning the MIKE Awards repeatedly.

The Force is committed to utilising technology platforms and innovative methods to promote KM, with a view to enhancing the overall organisational capability and performance of individual officers in providing better

services to the community. In October and December 2022, the Force again won the Hong Kong and Global MIKE Awards respectively, which further demonstrates the Force's outstanding performance in KM implementation by leveraging the latest technology and applying five Innovative Service Excellence Drivers (people, partnership, leadership, culture and resources) to steer the "Innovation Ship".



## Innovative Management of Community Isolation Facilities (CIFs) contributed the Security Bureau Anti-Epidemic Task Force (SB AETF) to the winning of Silver Prize in the Civil Service Outstanding Service Award Scheme 2022 - Excellence in Service Enhancement (Small Department Category)

During the outbreak of 5<sup>th</sup> Wave of COVID-19 in early 2022, the Force mobilised a "C&D Departments Composite Company" (CC Company) comprising 160 officers from the Police College, the Personnel Wing, the Service Quality Wing and the Information System Wing, to the AETF to manage the CIFs located at the Hong Kong-Zhuhai-Macao Bridge and Fanling.

The CC Company contributed in the design and implementation of a QR code which greatly reduced occupants' registration time by 80% and occupants could

use their mobile phones for ordering meals and declaring RAT results. By dividing the CIFs into multiple small districts, a dedicated team of staff was assigned to provide swiftly all-round services to meet occupants' needs.

The synergy between members of different departments, coupled with the professional skills employed by the officers from different fields of expertise, were actualised in the management and operation of CIFs, contributing to winning of the Silver Prize.



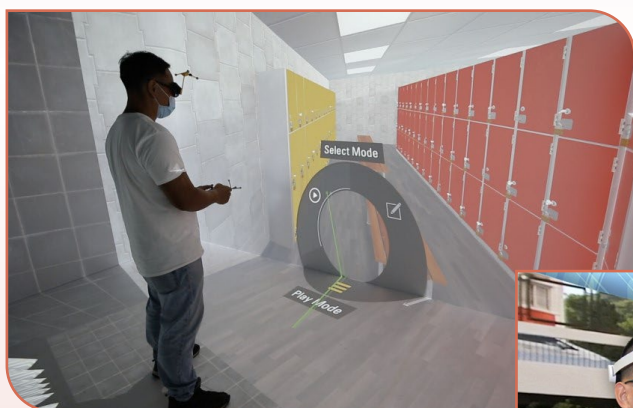
◀ Chief Executive John Lee tries out the check-in QR code in which occupants can input information with their mobile phones, streamlining the registration



## The Police College wins Service Quality Award Scheme 2021

The Police College won a total of three awards in different categories of the “Service Quality Award Scheme 2021”. These include the Detective Training Centre (DTC)’s projects of “Disaster Victim Post-mortem Information System (DVIS)” - an integrated system customized to expedite the processing of post-mortem data collection and reconciliation with ante-mortem data for victim identification in disasters, winning the Silver Award (Crisis Support); and “Detective Boulevard 4.0 (DB 4.0)” - a virtual reality (VR) training system embracing immersive and interactive characteristics to create life-like simulated crime scenes for detective training as well as emphasizing on user-defined

and flexible transformation of crime scenes, winning the Merit Award (Internal Support). Besides, LTD’s in-house developed VR project in police training, which facilitates trainees to experience and learn from various scenarios in a 360-degree immersive and safe environment via VR goggles with a first-person view, won the Merit Award (Specialised Service).



▲ Staff of DTC set up a new scenario of crime scene by using DB 4.0



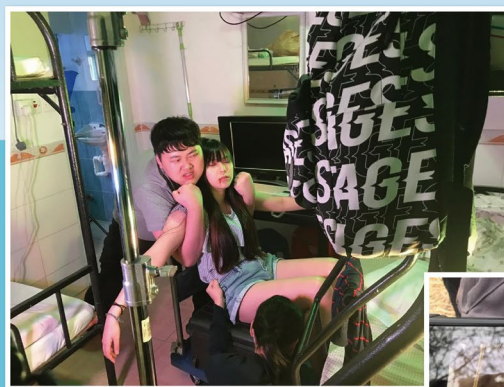
▲ Trainees of the Standard Criminal Investigation Course uses DVIS (the black tablet) in Disaster Victim Identification practical exercise



▲ Trainees learn about the topic of “Road Block” by using VR goggles

## The Police College wins Galaxy Awards 2022

LTD recently produced a landmark crime case video, namely “The Disappearing Body” for the revitalised Police Museum. The trailer of the video won a Bronze Galaxy Award under the category “Video Storytelling”. The story was written based on a real case murder case, in which a man killed and dismembered a young girl in 2008. It illustrated the exemplary detective skills of the investigators that resulted in case detection. This video has been publicly shown in the “Serious Crime Gallery” of the Police Museum.



◀ The award winning video - “The Disappearing Body”





# LTD's Video Production Team - the Unsung Heroes

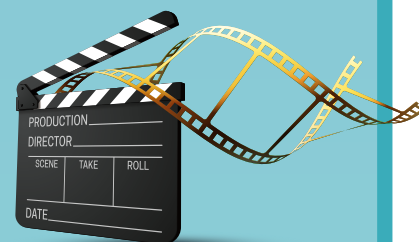
*You are on Beat Patrol,  
the following happens.*

你正在巡邏中，  
有以下事情發生

Have you ever wondered what happens behind the paper screen when you are handling a series of scenarios in the mini-range? It is amazing that each of these mini-range stories takes only some weeks to materialise. The Video Production Team (the Team) of Learning Technologies Division (LTD) produces nearly 20 video clips for the mini-range training each year. Besides, the Team also responds to most of the video needs of the Force. With the advanced filming equipment and well equipped studio complex, the Team was able to produce high-quality motion pictures required for professional police training. Recently, with the help of innovative technologies, the Team further explored new visual experiences such as on-location live broadcast in POP and Force Remembrance Day, 360-degree VR and immersive video content for training, and the use of drones in drama series.



◀ The "People" behind-the-scene of every video of the Police College



◀ The College Management and the Video Production Team of LTD



## The 25A Grand Parade

The “Together We Prosper” Grand Parade, the signature event of the Security Bureau (SB) for the celebration of the 73<sup>rd</sup> Anniversary of the Founding of the People’s Republic of China and the 25<sup>th</sup> Anniversary of the Establishment of HKSAR, was smoothly held at the Fire and Ambulance Services Academy (FASA), Tseung Kwan O on September 24, 2022. SB marshalled eight disciplined and auxiliary services as well as nine youth groups with over 800 performers to present a series of packed and marvelous performance to the spectators.



▲ The first joint Chinese-style foot drill by the disciplined services that fully embodies national sovereignty and demonstrates the firm determination of all services to stay united



▲ Military boxing demonstration by the youth groups



▲ Group photo of guests and performers



## Volunteer Work by Recruits and Junior Command Course (JCC) Trainees

The School of Foundation Training (SFT), together with Police Athletics Club, partook in a community engagement event, namely Wheel for Oneness's Rickshaw Round the Island Inclusive Relay, in which nine PIs and 69 RPCs of Senior Intakes pushed trail rickshaws carrying people with disabilities round the Hong Kong Island on October 29, 2022. The event was aimed at fostering social responsibility of new recruits and also promoting the communion of Physically handicapped and able-bodied (PHAB). In this event, disabled children went around Hong Kong Island by riding specially-designed trail rickshaws. The rickshaws were pulled by teams of participants in relay.



◀▶ PIs and RPCs of Senior Intakes pushes trail rickshaws carrying people with disabilities round the Hong Kong Island for the "Oneness's Rickshaw Round the Island Inclusive Relay"

On January 9, 2023, JCC co-organized a voluntary activity with "Food Angel", which convert edible surplus food as nutritious meals and distributed to serve the underprivileged communities. JCC trainees interacted with more than 80 elderlies, distributed food and disseminated anti-deception and anti-crime messages. In the event, JCC trainees could connect to the elderlies in understanding their needs and to secure greater public trust and support.



▲ JCC co-organizes a voluntary activity with "Food Angel" in connecting with more than 80 elderlies



## Force Remembrance Day on November 11, 2022

Officers of the Drill & Musketry Unit and Police Band participated in the Force Remembrance Day on November 11, 2022 to honour all members of the Hong Kong Police Force, both regular and auxiliary, who made the ultimate sacrifice in service to the community of Hong Kong.



## Passing-out parade on November 26, 2022

The Convenor of the Non-Official Members of the Executive Council, Mrs Regina Ip, inspected the passing-out parade for 24 probationary inspectors and 69 recruit police constables at the Police College on November 26, 2022.

Mrs Ip praised the Police Force for its spirit and remarkable contribution demonstrated in overcoming challenges during difficult periods. She quoted the words reiterated by General Secretary Xi Jinping at the 20<sup>th</sup> National Congress of the Communist Party of China that Hong Kong had entered a new stage - getting "from chaos to governance" and "from governance to prosperity". She believed that it was more important than ever for the Hong Kong Police Force to play its role in safeguarding the principle of "one country, two systems" and national security, as well as maintaining the long-term prosperity and stability of Hong Kong.



◀ ▲ Mrs Regina Ip officiates at POP on November 26, 2022



## Chinese-style Foot Drill Training for Internal and External Drill Instructors

The Police College organised the first two-week Chinese-style Foot Drill Instructors Course for frontline officers undertaking training and community engagement duties between November 28 and December 9, 2022. The participants came from ten formations, including Police Community Relations Office of various Districts, they were taught Chinese-style foot drill movements, ceremonial procedures, flag raising and lowering skills, as well as associated instructional processes.

The course encouraged the graduated instructors to showcase professional commitments by developing the youths' senses of discipline, perseverance, team spirit and patriotism through delivering Chinese-style drill training as a means to facilitate their positive growth.



▲ Participants are taught Chinese-style foot drill movements

Between October 8 and October 23, 2022, the Hong Kong Police College organized its first Chinese-style Foot Drill Instructors Workshop on three consecutive weekends to provide trainings for drill instructors from uniformed groups (UGs). The workshop conducts on a quarterly basis from 2023 in order to facilitate the participation of all UGs, the engagement of the community and the youth in building up their national identity.



▲ Saluting to the National Flag during flag raising training in the Chinese-style Foot Drill Instructors Workshop



▲ Closing Ceremony of the Chinese-style Foot Drill Instructor Workshop for Uniformed Groups



From College Matters Editorial Committee

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