

組織架構

Organisational
Structure

15th

根據《監警會條例》，監警會由一名主席、三名副主席和不少於八名委員組成，全部成員由行政長官委任。為有效履行《監警會條例》下的法定職能，監警會就不同工作範疇設立五個專責委員會，並由秘書處提供支援。

Pursuant to the IPCCO, the IPCC consists of a Chairman, three Vice-Chairmen and not less than eight Members, all appointed by the Chief Executive. To discharge its statutory functions under the IPCCO effectively, the Council has set up five Committees covering different areas of work with the support of the Secretariat.



監警會主席與委員及秘書長合照(攝於2025年6月)

前排左起：邵家輝議員、陳振英議員、王沛詩女士(主席)、吳永嘉議員、梅達明先生(秘書長)

後排左起：莊創業先生、陳永德先生、許明明女士、林峰教授、陳美寶女士、陳正欣博士、陳澤銘先生、余漢坤先生、王賜豪醫生、阮家興醫生、龐董晶怡女士

Photo of Council Chairman, Members and Secretary-General (taken in June 2025)

Front row, from left to right: Hon Shiu Ka-fai, Hon Ronick Chan Chun-ying, Ms Priscilla Wong Pui-sze (Chairman), Hon Jimmy Ng Wing-ka, Mr Daniel Mui Tat-ming (Secretary-General)

Back row, from left to right: Mr Jonathon Chong Chong-yip, Mr Kevin Chan Wing-tak, Ms Cindi Hui Ming-ming, Prof Lin Feng, Ms Mabel Chan Mei-bo, Dr Daniel Chan Ching-yan, Mr Chan Chak-ming, Mr Randy Yu Hon-kwan, Dr Jimmy Wong Chi-ho, Dr Desmond Nguyen Gia-hung, Mrs Helena Pong Tung Ching-yee



拍攝當日因事未能出席的委員包括(左起)：

施榮恆先生、林建康先生、嚴玉麟博士

Members who were unable to attend on the day of the photo session include (from left to right): Mr Ivan Sze Wing-hang, Mr Matthew Lam Kin-hong, Dr Stanley Yim Yuk-lun



監警會現設有五個專責委員會：

The IPCC has established five Committees:

2009

成立三個專責委員會，包括：

Established three Committees, including:

- 「嚴重投訴個案委員會」
Serious Complaints Committee
- 「管理委員會」
Management Committee
- 「宣傳及意見調查委員會」（自2021年易名為「宣傳及社區關係委員會」）
Publicity and Survey Committee
(Renamed Publicity and Community Relations Committee since 2021)

2014

成立「運作及程序諮詢委員會」

Established Operations Advisory Committee



2017

成立「法律事務委員會」

Established Legal Committee



秘書處

Secretariat

監警會秘書處由秘書長帶領，協助委員會執行其法定職能。

Led by the Secretary-General, the IPCC Secretariat assists the Council in carrying out the IPCC's statutory functions.

自2009年監警會成為獨立法定機構後，秘書處的組成由原先的公務員團隊轉為由監警會自行聘用職員，團隊人手逐漸增加，以更有效支援監警會的監察工作。

Since the IPCC became an independent statutory body in 2009, the Secretariat has transitioned from a team of civil servants to staff directly employed by the IPCC. Over time, the size of the team has expanded to better support the Council's monitoring functions.

職員編制 Staff Establishment

2009/10

28 名
Posts

2024/25

68 名
Posts

管理層 Management

2015/16年度增設副秘書長(管理)一職，負責秘書處的內部行政工作。

In 2015/16, a Deputy Secretary-General (Management) position was created to support the Secretariat's internal administration.



審核小組 Vetting Team

審核小組由副秘書長(行動)負責監督，並由兩位助理秘書長協助。小組人數由2009/10年度的9人增至2024/25年度的19人。

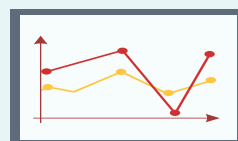
The vetting team is overseen by the Deputy Secretary-General (Operations), alongside two Assistant Secretary-Generals. The number of team members increased from 9 in 2009/10 to 19 in 2024/25.



研究組 Research Team

2016/17年度增設研究組，加強管理和分析與投訴個案相關的統計數字和資料，並為法律事務委員會提供支援。

In 2016/17, a Research Team was established to strengthen the management and analysis of statistics and information related to complaint cases. It also provides support to the Legal Committee.



觀察員計劃於1996年起推行，最初為行政措施，及後正式納入《監警會條例》。觀察員由保安局局長委任，以義務性質履行觀察職務。截至2025年3月31日，監警會有116名觀察員。

在兩層架構投訴警察制度下，觀察員可出席投訴警察課就調查須匯報投訴而進行的會面和證據收集工作，確保調查過程公平公正。期間觀察員不作干預或發表意見，觀察員完成觀察後須向監警會匯報。如察覺有不當之處，監警會便會與投訴警察課跟進。

15年來，觀察員出席比率由監警會成立初期的23%，上升至近年每年平均98%。至於由大型公眾活動衍生的投訴個案，例如2014年佔領事件、2016年旺角騷亂和2019年6月起《逃犯條例》修訂草案引發的大型公眾活動，觀察員的出席比率更高達100%，充分發揮其監察作用。

The Observers Scheme was introduced in 1996 as an administrative measure and was later formally incorporated into the IPCCO. Observers, appointed by the Secretary for Security, serve on a voluntary basis. As of 31 March 2025, there are 116 IPCC Observers.

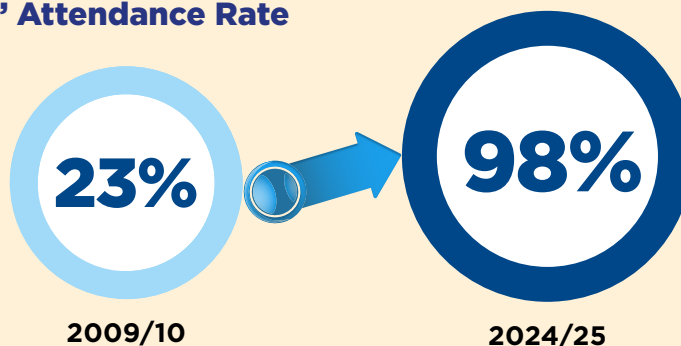
Under the two-tier police complaints system, Observers can attend CAPO's interviews and observe the collection of evidence for the investigation of Reportable Complaints to ensure the investigation process is fair and impartial. Observers do not interfere or express personal opinions during the observations. Following each observation, Observers will submit reports to the IPCC and if any irregularities are identified, the IPCC will follow up with CAPO.

Over the past 15 years, the Observers' attendance rate has increased from 23% at the early stage of the IPCC's establishment to an annual average of 98% in recent years. For complaint cases arising from large-scale public order events (POEs), such as the Occupy Movement in 2014, the Mong Kok Riot in 2016 and the POEs arising from the Fugitive Offenders Bill since June 2019, the Observers' attendance rate reached as high as 100%, fully demonstrating our monitoring function.



2025年觀察員計劃午餐會
Observers Scheme Luncheon 2025

觀察員出席比率 Observers' Attendance Rate



觀察員計劃小知識 More about Observers Scheme

觀察地點 Locations of Observations



觀察地點遍佈港九新界，涵蓋不少偏遠地區，如深圳灣出入境管制站、沙頭角、石壁監獄、喜靈洲及潞西洲等。

Observations were conducted across various districts in Hong Kong, including numerous remote areas such as Shenzhen Bay Immigration Control Point, Sha Tau Kok, Shek Pik Prison, Hei Ling Chau and Kau Sai Chau.



最長的一次會面觀察時間達

The longest observation was **7** 小時
hours



觀察次數最多的一年

The highest number of observations was recorded in **2013**

共進行了 **2,471** 次觀察
with a total of observations conducted