



**香港懲教署**  
**HONG KONG**  
**CORRECTIONAL SERVICES**



**2014**

年報 ANNUAL REVIEW

**恪守法治 崇尚和諧**

*Uphold the Rule of Law Advocate Social Harmony*







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## 抱负 VISION

成为国际推崇的惩教机构，使香港为全球最安全的都会之一。  
Internationally acclaimed Correctional Service helping Hong Kong to be one of the safest cities in the world.

## 任务 MISSION

我们以保障公众安全、减少罪案为己任，致力以稳妥、安全和人道的方式，配合健康和合适的环境羁管交由本署监管的人士，并与社会大众及其他机构携手合作，为在囚人士提供更生服务。

We protect the public and reduce crime, by providing a secure, safe, humane, decent and healthy environment for persons in custody, opportunities for rehabilitation of offenders, and working in collaboration with the community and other agencies

## 价值观 VALUES

### 秉持诚信

持守高度诚信及正直的标准，秉承惩教精神，勇于承担责任，以服务社会为荣。

### 专业精神

全力以赴，善用资源，提供成效卓越的惩教服务，以维护社会安全和推展更生工作。

### 以人为本

重视每个人的尊严，以公正持平及体谅的态度处事待人。

### 严守纪律

恪守法治，重视秩序，崇尚和谐。

### 坚毅不屈

以坚毅无畏的精神面对挑战，时刻紧守岗位，履行服务社会的承诺。

### INTEGRITY

We are accountable for our actions by upholding high ethical and moral standards, and have the honour of serving our society.

### PROFESSIONALISM

We strive for excellence in correctional practice and resource optimisation, and take pride in our role as society's guardian and rehabilitation facilitator.

### HUMANITY

We respect the dignity of all people with emphasis on fairness and empathy.

### DISCIPLINE

We respect the rule of law with emphasis on orderliness in the pursuit of harmony.

### PERSEVERANCE

We are committed to serving our society, keeping constant vigilance and facing challenges with courage.



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# 署长序言

## Commissioner's Foreword



过去一年，惩教署全体人员继续努力不懈，执行保障香港公众安全及减少罪案的任务，包括维持一个稳妥和健康的羁押环境，透过不同更生计划协助在囚人士重拾新生，亦和不同持份者合作，加强社区教育及支持更生的宣传。我要特别感谢已退休的前任惩教署署长单日坚先生，单先生服务部门逾35年，他任内的英明领导，对惩教署的运作及长远发展贡献良多。

惩教院所在2014年的每日平均在囚人口为8 797人，较2013年下降4.4%，平均收容率约为76.6%。随着本港人口老化，在囚人口亦反映这个现象，在过去十年间，年长(即65岁及以上)在囚人士的人数日趋增加。根据最新的预测，年长在囚人士所占每日平均在囚人口的比例，将由2015年大约2%，增至2023年大约5%。为向年长在囚人士提供恰当的羁管及更生安排，以及善用惩教设施，本署已在2014年年底完成大榄惩教所的设施改善工程，以收纳合适的年长在囚人士。此外，由于不少惩教设施已经运作多年，部分更是由非监狱用途的建筑物改建而成，本署会继续积极进行重建及改善工程，以确保惩教设施能符合现今工作的需要，例如现正进行局部重建的大榄女惩教所，工程预期于2016年年底完成。

2014年共有3 592宗涉及在囚人士违反惩教设施纪律的个案，较前年增加10%。当中共有567宗暴力个案，主要涉及在囚人士打架或袭击他人，较前年增加18.9%，当中16宗涉及惩教人员于执勤时遇袭(较前年少7宗)。违纪及暴力个案增加，正好反映惩教人员所面对的挑战及压力，我们会严厉执法遏止这类违纪行为，确保惩教设施的纪律与秩序，让在囚人士在作息有序及安全羁押的环境生活，安心反思己过及参与更生计划。





In the past year, the staff of the Correctional Services Department (CSD) continued their relentless efforts to uphold public safety and reduce crime in Hong Kong by providing a secure and healthy custodial environment for persons in custody, as well as helping them turn over a new leaf through various rehabilitation programmes. The CSD also collaborated with different stakeholders to enhance community education and publicity to support rehabilitated persons. I would like to express my special thanks to Mr SIN Yat-kin, my predecessor who has recently retired after more than 35 years of service in the department. Under his brilliant leadership, Mr SIN has made tremendous contribution to the operation and long-term development of the department during his tenure of office.

In 2014, the average daily penal population at correctional facilities was 8 797 persons, representing a decrease of 4.4%, and the average occupancy rate was about 76.6 %. Reflecting the ageing population in Hong Kong, the penal population has also witnessed a growing number of elderly persons in custody (i.e. persons aged 65 or above) over the past decade. According to the latest projection, the proportion of elderly persons in custody in the average daily penal population will rise from approximately 2% in 2015 to about 5% in 2023. In order to provide suitable custodial and rehabilitation arrangements for elderly persons in custody and better utilise correctional facilities, the CSD completed a

facility improvement project in Tai Lam Correctional Institution in late 2014 for the intake of suitable elderly persons in custody. Besides, since quite a number of correctional facilities have been in use for many years and some were originally not purpose-built as prisons, we keep on implementing redevelopment and improvement works to ensure that they can meet modern-day needs. An example is the on-going partial redevelopment of Tai Lam Centre for Women, which is targeted for completion in end 2016.

In 2014, there were 3 592 cases of persons in custody violating prison discipline, representing an increase of 10% from the previous year. There were 567 cases of acts of violence in 2014, which mainly involved fighting among persons in custody and assaults, representing an increase of 18.9% from the previous year. Among these cases, 16 cases (seven cases less than the previous year) involved correctional officers being assaulted during their course of duty. The increase in disciplinary and acts of violence cases precisely reflects the challenges and pressure encountered by correctional officers. We will enforce the law strictly to combat and contain such acts of indiscipline and maintain discipline and order in correctional facilities, thereby allowing persons in custody to live in a secure custodial environment with regular schedules for work and rest and reflect on their wrong doing and participate in rehabilitation programmes without worry.





为加强惩教设施的保安，防止毒品经藏在体内流入院所，惩教署由2013年开始引入低幅射X光身体扫描器，成功把搜获毒品的个案数目，由2013年的59宗减至2014年的51宗，减少13.6%。

未来一年，本署将会在所有收押所扫描器取代大部分的人手直肠检查。

惩教署一直与80多个非政府机构紧密合作，推行多元化和适切的更生计划及措施，为在囚人士

提供机会和协助，让他们掌握有用的工作和生活技能，接受教育及提升自信心，在获释后能重获新生。

署方会按青少年在囚人士的进度及潜质，安排他们参与不同程度的教育课程。我们亦为自愿进修的成年在囚人士提供指导及协助，在工余时间修读学术课程。

在职业训练方面，本署为青少年在囚人士提供16项训练课程，亦为将于三个月至两年内释放的成年在囚人士，开办38项市场导向的职业训练课程。在2014年，大约1400名成年在囚人士自愿报读涵盖多个行业的职业训练课程。

本署亦鼓励雇主登记成为「爱心雇主」和给予更生人士就业机会。为向更生人士提供就业支援，我们在2014年再次举办就业研讨会，亦与香港中华厂商联合会及商界助生委员会有限公司，合办首次视像职业招聘会，共有来自17个行业超过70间商业机构参与，藉着视像会议技术与将于四个月内获释的在囚人士进行即场面试。

多年来，惩教署一直致力在社区推广助更生工作，呼吁社会大众支持和接纳更生人士。在2014年，本署举办了多项持续进行的宣传活动，包括与18区分区扑灭罪行委员会合办的助更生地区宣传、在囚人士感恩周、非政府机构论坛、惩教更生义工团义工颁奖礼、及于2014年11月播出的电视综艺节目「全城响应助更生」等。





To strengthen the security of correctional facilities and prevent the smuggling of dangerous drugs by concealment inside the human body, the CSD started using low-radiation X-ray body scanners in 2013. We successfully reduced the number of seizures of dangerous drugs from 59 cases in 2013 to 51 cases in 2014, a decrease of 13.6%. In the coming year, most manual rectal searches will be replaced by the use of scanners at all reception centres.

The CSD has been working closely with some 80 non-government organisations (NGOs) to implement diversified and appropriate rehabilitation programmes and initiatives. We offer opportunities and assistance to persons in custody by equipping them with useful job and life skills, providing education as well as building up their self-confidence, thereby helping them start a new life upon release. Education programmes of different levels are arranged for young persons in custody according to their progress and

potential. We also offer guidance and assistance to adult persons in custody who are willing to pursue studies and take up part-time academic courses.

In respect of vocational training, 16 training courses are provided to young persons in custody and 38 market-oriented vocational training courses are available for adult persons in custody who are due for discharge within three to 24 months. In 2014, some 1 400 adult persons in custody voluntarily enrolled in vocational training courses covering a wide spectrum of trades.

The CSD also encourages employers to register as “Caring Employers” and offer job opportunities to rehabilitated persons. In 2014, another





在社区教育方面，惩教署透过推行更生先锋计划，聚焦向学生和青少年宣扬奉公守法、远离毒品及支持更生的重要信息，去年有超过25 000名学生参加该计划的多项活动。本署并于举办的三个青少年座谈会中，首次采用「论坛剧场」形式，由本地专业话剧团演出话剧，以加强参与学生的互动分享和反思，效果良好。



惩教署积极支持政府的反吸烟政策，在2013年1月1日，东头惩教所已设定为首间「无烟惩教设施」，收纳不吸烟的成年男性初犯。经过同事们不遗余力地推行各项反吸烟措施，白沙湾惩教所也成功于2014年12月1日设定为第二间「无烟惩教设施」，专收纳不吸烟的成年男性积犯。

惩教署现正处于员工流失的高峰期，现象并会持续数年。我们将会积极进行招聘以填补人手空缺。另一方面，虽然在囚人口数目下降，但近年在囚人士因急病或意外受伤而转送急症室诊治、因病需要入住外间医院，或需要定期到外间诊所接受专科治疗的个案数目都持续高企，本署职员需要执行的医疗押解工作量因此大增，对人力资源构成莫大压力。

我们刚推出一项部门流动应用程序，提供便捷途径，让市民可以随时随地浏览本署各种最新的重要资讯，包括各惩教设施的地点及建议使用的公共交通路线、为已登记的探访人士提供在囚人士所在的院所、他们可否接受探访，以及部门的职位空缺资料等，有助促进本署与市民的沟通。

2014年是惩教署忙碌的一年，来年亦将会充满挑战。我们整个团队会一如既往，全力以赴，服务社会，为香港的安稳贡献所长。

惩教署署长邱子昭





Employment Symposium was successfully held to support the hiring of rehabilitated persons. We also jointly organised the first-ever video conferencing job fair with the Chinese Manufacturers' Association of Hong Kong and the Merchants Support for Rehabilitated Offenders Committee Limited. With the participation of more than 70 business organisations from 17 trades, the job fair enabled persons in custody who would be released within four months to have real-time interviews with potential employers by using video conferencing technology.

Over the years, we have been reaching out to the community to promote rehabilitation work and seek public support for and acceptance of rehabilitated persons. In 2014, the CSD held various ongoing publicity initiatives including district-based publicity activities co-organised with the 18 District Fight Crime Committees, Thank You NGO Week, the NGO Forum, the Award Presentation Ceremony for Volunteers of CSD Rehabilitation Volunteer Group, and the TV Variety Show on "Support Offender Rehabilitation for a Safer and More Inclusive Society" broadcast in November 2014, etc.

On community education, the CSD focuses on disseminating to students and young people the important messages of leading a law-abiding and drug-free life as well as supporting offender rehabilitation under the Rehabilitation Pioneer Project. Last year, more than 25 000 students participated in various activities under the Project. The department also adopted a new format of "Forum Theatre" for the first time in the three Student Forums held in 2014. It featured a drama performance by a local professional repertory theatre company to enhance interactive sharing and reflective thinking among the student participants. The results were very positive.

The CSD actively supports the government's anti-smoking policy. On 1 January 2013, the CSD designated Tung Tau Correctional Institution as the first "No Smoking Correctional Facility" to accommodate adult male non-smoking first-time offenders. With the relentless efforts of our

colleagues in promoting various anti-smoking measures, Pak Sha Wan Correctional Institution was subsequently designated as the second "No Smoking Correctional Facility" on December 1, 2014 to house adult male non-smoking recidivists.

The department is undergoing a peak period of staff wastage and the phenomenon will continue for a few years. We will actively conduct recruitment exercises to fill the vacancies. Although the penal population is decreasing, the number of cases involving persons in custody seeking medical treatment at Accident and Emergency Departments due to acute illness or accidental injuries, admission to hospital due to illness or regular specialist treatment in outside clinics has remained high in recent years. The significant increase in medical escort duties performed by CSD staff has put tremendous pressure on our human resources.

The CSD has just introduced a Departmental Mobile App. With a view to enhancing the communication between the department and the general public, the new Mobile App provides easy and instant access to important and updated information of the CSD anytime and anywhere. Such information includes the location of and recommended public transport access to every correctional facility, job vacancies of the CSD and, for registered visitors, the assigned institution of an individual person in custody and whether a visit can be made.

2014 has been a busy year for the CSD and the year ahead will undoubtedly be another challenging one. Our whole team will continue our utmost efforts to serve the community with dedication and commitment for the stability of Hong Kong.

YAU Chi-chiu, CSDSM  
Commissioner of Correctional Services



# 首长级人员

## Directorate Officers

同一樣的使命

懲教署職員訓練院

- 1 邱子昭  
懲教署署长  
YAU Chi-chiu, Commissioner of Correctional Services
- 2 林国良  
副署长  
LAM Kwok-leung, Deputy Commissioner
- 3 曹振华  
政务秘书  
CHO Chun-wah, Herman, Civil Secretary
- 4 邓秉明  
助理署长 (更生事务)  
Tang Ping-ming, Assistant Commissioner (Rehabilitation)
- 5 胡英明  
助理署长 (行动)  
WOO Ying-ming, Assistant Commissioner (Operations)
- 6 罗益民  
助理署长 (人力资源)  
LAW Yick-man, Assistant Commissioner (Human Resource)
- 7 简志强  
助理署长 (服务质素)  
KAN Chi-keung, Assistant Commissioner (Quality Assurance)









# 1 部门运作及院所管理

## Operations and Institutional Management

行 动处力求精益求精，竭尽所能，维护法治。二零一四年，我们致力持续提升运作效率，在羁押管理工作方面取得多项理想成果。

年内，全体惩教人员继续同心协力，紧守岗位，确保公众安全，并提供优质服务以维持惩教设施的保安、秩序和纪律，尽可能把在囚人士逃狱及违反纪律的机会减至最低，并且防范毒品流入惩教设施。此外，我们的目标是为在囚人士提供足够的羁管照顾、基本生活所需，以及健康和合适的生活环境。

Operations Division is committed to striving for perfection and doing our utmost to uphold the rule of law. In 2014, we strove for continuous improvement to enhance operational efficiency and attained a number of satisfying achievements in custodial management.

Throughout the year, all correctional staff continued to make concerted effort to ensure public safety and pursue service excellence in maintaining security, order and discipline of correctional facilities so as to minimise the chance of escapes and acts of indiscipline and prevent the smuggling of dangerous drugs. On the other hand, we also aimed at providing adequate custodial care and basic necessities for persons in custody in a healthy and suitable living environment.



惩教人员不惧风雨，坚守岗位为市民服务。  
*Correctional staff remain steadfast in serving the public regardless of the weather.*





由于大部份惩教院所非为特定目的而建，且设施老化，并已运作数十年，因此，为了应付现今院所管理的需要，重建过时的设施是必须的。二零一四年，大榄惩教所的改建工程已完成，可收押合适的年长在囚人士。正在进行的大榄女惩教所局部重建项目将于二零一六年完成，增加108个收纳名额及改善设施。

我们继续致力提高院所的运作效率和改善在囚人士的生活环境，并集中更新陈旧设施和善用资源。除了进行重建或翻新项目外，我们还在部分

惩教设施设立非吸烟区，以推广不吸烟的风气。本署已于二零一三年一月一日将东头惩教所设定为首间「无烟惩教设施」，再于二零一四年年底正式将白沙湾惩教所设定为第二间「无烟惩教设施」，以收押决定不吸烟的成年男性在囚人士。本署也在其他院所，包括赤柱监狱、罗湖惩教所及大榄女惩教所，将院所部分范围划为「无烟监区」，以收押不吸烟或决心戒烟的在囚人士，推广无烟文化。



白沙湾惩教所于二零一四年年底成为第二间「无烟惩教设施」，以收押决定不吸烟的成年男性在囚人士。

*Pak Sha Wan Correctional Institution was designated as the second "No Smoking Correctional Facility" in late 2014 to accommodate adult male persons in custody who have decided not to smoke.*

Most of the correctional institutions are non-purpose built and aged facilities operated for decades. It is therefore necessary to redevelop outdated facilities in order to meet the current requirements of penal management. In 2014, the conversion works in Tai Lam Correctional Institution have been completed for the accommodation of suitable elderly persons in custody. The ongoing partial redevelopment project of Tai Lam Centre for Women will be completed in 2016 to provide 108 additional penal places and improved facilities.

Continuous effort was made to strive for operational efficiency and improvement of the living environment of persons in custody, targeting to modernise out-fashioned facilities and optimise the use of resources. Apart from redevelopment

or refurbishment projects, no-smoking zones were established in certain correctional facilities to promote smoke-free culture. In addition to assigning Tung Tau Correctional Institution as the first "No Smoking Correctional Facility" on January 1, 2013, the Department officially designated Pak Sha Wan Correctional Institution as the second "No Smoking Correctional Facility" in late 2014 to accommodate adult male persons in custody who have decided not to smoke. To promote a no-smoking culture, the Department has also set up "smoke-free prison zone" in other institutions including Stanley Prison, Lo Wu Correctional Institution and Tai Lam Centre for Women to accommodate non-smoking persons in custody or those who are determined to quit smoking.



二零零九年十月，《选举管理委员会条例》附属法例作出修订，提供明确的法律架构，让受羁押人士在本地各项选举中投票。在二零一四年的区议会及村代表补选期间，本署在惩教设施设立了相关专用投票站，让合资格的受羁押选民投票。

为推动环保，本署在二零一三年初在罗湖惩教所首推「真识食 — 珍惜食」计划，向在囚人士宣扬减少浪费食物。鉴于反应良好，本署于二零一四年把计划推广至马坑监狱、励顾惩教所及大榄女惩教所。参加者在报名后，其膳食种类的主要食粮，分别为白饭、薄饼或马铃薯，将会按

In October 2009, amendments to subsidiary legislation under the Electoral Affairs Commission Ordinance sets out a clear legal framework for persons in custody to vote in all local elections. In 2014 District Council By-elections and 2014 Village Representative By-elections, respective dedicated polling stations were set up in correctional facilities to allow eligible electors in custody to vote.

To promote environmental protection, the Department first launched the "Waste No Food" scheme in Lo Wu Correctional Institution in early 2013 to encourage persons in custody to reduce leftovers. In view of the favourable response, the scheme was extended to Ma Hang Prison, Nei Kwu

量减少，从而减少她们每餐所剩馀的食物。罗湖惩教所内设置的厨馀机每日可处理100公斤回收厨馀，转化成有机肥料，用作绿化和慈善用途。

我们继续致力提高服务质素，竭力维持惩教设施的保安及良好秩序和纪律，提供稳妥、安全、人道、健康和合适的环境，协助在囚人士重新融入社会。凭各职员的专业质素和坚毅不屈的精神，行动处定能应对未来日益严峻的挑战，进一步提升运作效率和部门的专业形象。

Correctional Institution and Tai Lam Centre for Women in 2014. Upon enrolment, persons in custody are issued with a reduced portion of their staple food, including rice, chapatti or potatoes, to reduce leftovers in meals. The food waste decomposing system in Lo Wu Correctional Institution can recycle a daily capacity of 100 kilograms of leftovers into organic fertiliser for greening and charity purposes.

We are committed to continually improving our quality of service, taking steadfast actions to maintain security, good order and discipline in correctional facilities, and providing a secure, safe, humane, decent, and healthy environment to assist persons in custody to reintegrate into society. With the professionalism and perseverance of our staff, the Operations Division will live up to ever-rising challenges and endeavour to further enhance the operational efficiency and professional image of the Department.

惩教署不时进行紧急事故演习，以提升部门处理紧急及突发事件的能力及效率。

*CSD conducts regular emergency exercises to increase the ability and efficiency of the Department in handling emergency crises and incidents.*





## 男性在囚人士

在二零一四年，被判监禁的成年男性共有6 780人，还押羁留的有5 793人。

长刑期的成年在囚人士，包括被判终身监禁者，均囚禁在赤柱监狱及石壁监狱。

21岁以下被判监禁的年轻男性有231人，还押羁留的有794人。

壁屋惩教所及大潭峡惩教所专为年轻男性在囚人士而设。还押或被判长刑期的年轻在囚人士，包括被判终身监禁者，均囚禁在壁屋惩教所。

## 女性在囚人士

在二零一四年，被判监禁的成年女性共有2 901人，还押羁留的有1 636人。

大榄女惩教所收纳成年女性，设有还押组及收纳高度设防类别在囚人士的小组。罗湖惩教所是本港最新的惩教设施，以囚禁成年女性在囚人士，该院所采取惩教事务管理模式，强调以人为本、著重环保、关心社会。

罗湖惩教所成年女性在囚人士看电视，关心社会发生的事情。

*Adult female persons in custody at Lo Wu Correctional Institution know about the current affairs by watching television.*



## Male Persons in Custody

In 2014, a total of 6 780 adult males were sentenced to imprisonment and 5 793 remanded in our custody.

Adult persons in custody on long term sentences, including life imprisonment, are accommodated in Stanley Prison and Shek Pik Prison.

There were 231 young men under the age of 21 sentenced to imprisonment and 794 remanded in our custody.

Pik Uk Correctional Institution and Tai Tam Gap Correctional Institution

accommodate young males persons in custody. Those who are on remand or sentenced to long term imprisonment, including life imprisonment, are accommodated in Pik Uk Correctional Institution.

## Female Persons in Custody

In 2014, a total of 2 901 adult females were sentenced to imprisonment and 1 636 remanded in our custody.

Tai Lam Centre for Women accommodates adult female with a remand section and a designated unit for persons in custody of high security risk. Lo Wu Correctional Institution is the newest facility for adult females and is operated under the Correctional Services Integrated Management which emphasises care for people, environment and the community.



21岁以下被判监禁的年轻女性共有63人，还押羁留的有128人。

为纾缓成年女性收押所长期面对的超额收纳问题，我们在大榄女惩教所原地局部重建的工程已经展开，并将于二零一六年竣工，收容额将由263个增至371个。

## 在囚人士的一般待遇

经由分类及编级委员会评估后，在囚人士须接受全面的身体检验，并参加短期启导班，以接受有关规则、规例、权利、特惠及福利援助的指导。

在囚人士如有需要，可向部门的投诉调查组、巡狱太平绅士或经由其他外间机构提供的各种渠道作出投诉。这些程序已用中英文告示清楚列出，张贴在惩教设施的显眼地方。



惩教人员致力维持惩教设施的保安、良好秩序和纪律。

*Correctional staff are committed to maintaining security, good order and discipline in correctional facilities.*

A total of 63 young women under the age of 21 were sentenced to imprisonment and 128 remanded in our custody.

To alleviate the long-standing over-admission problem in the adult female reception facility, in-situ partial redevelopment of Tai Lam Centre for Women has started and will be completed by 2016 to increase the accommodation capacity from 263 to 371.

## General Treatment in Prisons

After assessment by the Classification and Categorisation Board, persons in custody shall undergo thorough medical examination and a short induction course to receive instruction on rules and regulations, rights, privileges and welfare assistance.

Those who feel aggrieved may lodge complaint to the Department's Complaints Investigation Unit, or to visiting Justices of the Peace and other external bodies through various complaint handling channels. The information is publicised clearly in bilingual notices displayed in prominent places in all correctional facilities.



成年在囚人士须按法例要求，每星期六天从事有意义的工作，以建立良好的工作习惯，学习职业及就业技能。青少年在囚人士则须参加一个半日上课和半日接受职业训练的计划。为了照顾在囚人士的福祉，惩教设施会为他们提供多项更生课程，包括不同行业的职业训练、康乐活动和体育活动等。

青少年女性在囚人士在典礼中表演，增强个人自信心。

*Young female persons in custody perform at ceremony to build up their self-confidence.*



Adults have to work six days a week as required by law. It aims to engage them in meaningful work and enables them to build up good working habit and to acquire vocational and employability skills. Young persons in custody have to participate in a programme based on half day education and half day vocational training. Correctional facilities provide various rehabilitative programmes for the well-being of persons in custody, which include vocational training in a wide range of trades, recreational activities and physical exercises.

## 教导所

根据《教导所条例》，青少年在囚人士须接受为期六个月至三年的教导。有关教导是根据个别在囚人士的情况设定并跟进，确保取得最大成效。教导所会按个别在囚人士的进度决定他们的获释时间。

青少年在囚人士会接受由具备相关经验的合资格教师讲授的教育及职业训练课程，以学习所需技能和知识。

## Training Centres

The Training Centres Ordinance stipulates six months to three years of training for young persons in custody. Training is fully individualised and monitored to guarantee the best results possible. Release is based on individual performance.

Qualified teachers with relevant experience will conduct comprehensive education and vocational training classes for young persons in custody in order to equip them with necessary skills and knowledge.



合资格的体育导师会定期举办康乐活动，如球类比赛及田径运动。教导所亦会安排课外活动，如童军活动和社区服务，以及其他如兴趣班、乐器班、艺术、弈棋和阅读等活动。

在二零一四年，教导所共收纳77名青少年男性在囚人士及13名青少年女性在囚人士。

## 劳教中心

沙咀惩教所收纳年轻男性受训生，安排他们接受要求严格的训练计划，其中强调严守纪律、勤奋工作，以及体能训练和步操，从而向受训生灌输尊重法律的精神。在二零一四年，沙咀惩教所共收纳100名21岁以下的青少年受训生，以及17名21岁至25岁以下的青年受训生，羁留期分别为一至六个月及三至12个月。院所会经常评估和跟进训练进度。



沙咀惩教所男性受训生需接受严格的步操训练，培养尊重法律的精神。

*Young male detainees at Sha Tsui Correctional Institution undergo foot-drill training under a strict regime in order to nurture a sense of respect for law.*

Recreational activities such as ball games and athletics are conducted regularly by qualified instructors. Extra curricular programmes such as scouting activities and community services are arranged. Other activities include hobby classes, music instrument classes, arts activities, chess playing and reading.

In 2014, 77 male and 13 female young persons in custody were admitted to the centres.

## Detention Centre

Sha Tsui Correctional Institution accommodates young male detainees and offers them a training programme under a strict regime. It emphasises strict discipline, hard work, physical training and foot-drill in order to instill in detainees a respect for the law. A total of 100 young detainees under the age of 21 and 17 young adults aged 21 to under 25 were admitted in 2014, with training periods ranging from one to six months and three to 12 months respectively. Training progress is constantly assessed and monitored.



## 更生中心

更生中心为需要接受短期留宿更生计划的青少年在囚人士提供培训。计划由两个阶段组成，为期三个月至九个月不等。在前段羁留期，所有青少年在囚人士须接受教育和职业训练，以增进学识和提升所需技能。在后段居住期，所有青少年在囚人士在上学、工作或参与核准活动后，须在更生中心内住宿，由职员持续评估他们的需要和进度。结合惩教设施的训练和中途宿舍的适应生活训练，更生中心为青少年在囚人士提供理想环境开展新生，重新融入社会。在二零一四年，入住更生中心的男性青少年在囚人士共有61人，女性青少年在囚人士有17人。

## 戒毒所

喜灵洲戒毒所及励新惩教所分别收纳成年男性戒毒者及青少年男性戒毒者，而女性戒毒者则收纳于励顾惩教所。

戒毒治疗为期两个月至12个月不等，结合工作与治疗，协助吸毒者戒除对毒品的倚赖，纠正犯罪行为，重拾自信及恢复身心健康。

为加强在囚人士戒毒的决心，我们安排有系统的治疗计划，包括工作治疗及个人与小组辅导课程，让在囚人士深切明白染上毒瘾所带来的问题，并作好准备重返社会，奉公守法，远离毒品。



喜灵洲戒毒所结合工作与治疗，协助吸毒者戒除对毒品的倚赖，重拾自信及恢复身心健康。

*Hei Ling Chau Addiction Treatment Centre provides work and treatment to rid individuals of drug dependence, restore confidence and regain health and well-being.*

## Rehabilitation Centres

Rehabilitation Centres provide training for young persons in custody in need of a short-term residential rehabilitation programme. The programme consists of two phases with a total period of detention ranging from three to nine months. In the initial detention period, all young persons in custody will undergo education and vocational training for enhancing knowledge and necessary skills. For the subsequent residence period, all young persons in custody, after studying, working or engaging in approved activities, will reside in the Rehabilitation Centre to receive continuous assessment by staff on their needs and progress. The benefits of training in correctional facilities and adaptability in half-way house setting help young persons

in custody lead a new life and reintegrate into the society. A total of 61 male and 17 female young persons in custody were admitted in 2014.

## Drug Addiction Treatment Centres

Hei Ling Chau Addiction Treatment Centre and Lai Sun Correctional Institution accommodate adult male drug abusers and young male drug abusers respectively while female drug abusers are accommodated at Nei Kwu Correctional Institution.

Treatment lasts from two to 12 months through work and therapy to rid individuals of drug dependence, correct criminal behaviour and restore confidence and health, both physical and psychological.



在二零一四年，戒毒所收纳的成年在囚人士共有943人，青少年在囚人士有98人，当中男性占811人，女性则占230人。

### 为在囚人士提供的医护服务

所有惩教设施均设有医院，由合格人员当值，并在卫生署协助下，提供全日24小时的基本医护服务。

小榄精神病治疗中心的在囚人士由医院管理局的到诊精神科医生负责照料。

此外，医院管理局或卫生署的到诊专科医疗人员如牙科医生、外科医生及矫形科专科医生等，定期为在囚人士提供诊症治疗。怀孕女性在囚人士会获提供产前检查及产后护理，并会在公立医院分娩。

卫生署的牙科医生到罗湖惩教所，为在囚人士提供诊症及治疗。

*Dentists from Department of Health provide consultation and treatment to persons in custody at Lo Wu Correctional Institution.*



To reinforce persons in custody's determination to quit drugs, we provide a systematic and therapeutic programme, including work therapy as well as individual and group counselling, to enhance their understanding about drug addiction problems and prepare them for a pro-social and drug-free life.

In 2014, 943 adult persons in custody and 98 young persons in custody were admitted to the drug addiction treatment centres. Among them, 811 were males and 230 were females.

### Health Care for Persons in Custody

All correctional facilities have on-premises hospitals staffed by qualified personnel. In collaboration with the Department of Health, round-the-clock basic health care services are provided in all correctional facilities.

Persons in custody at the Siu Lam Psychiatric Centre are attended to by visiting psychiatrists from the Hospital Authority.

Besides, visiting medical specialists, such as dentist, surgeon, and orthopedic specialist from Hospital Authority or Department of Health provide regular consultations to persons in custody. Ante-natal and post-natal cares are also provided to female persons in custody whose babies are delivered in public hospitals.



在囚人士如需要在公立医院接受住院护理，一般会获安排入住玛丽医院或伊利沙伯医院的羁留病房。

为确保护理质素及提高本署医护人员的专业知识和技术，我们不时与卫生署，医院管理局及大学合办专业训练课程，为部门的医护人员提供培训。举例来说，我们曾安排精神健康护理证书课程、感染控制证书课程、处理紧急医疗事故模拟训练及传染病控制培训、基本生命支援术施行者课程，以及高级心脏生命支援术课程等。

本署亦为成年在囚人士安排戒烟辅导，并提供尼古丁替代治疗，以纾缓戒烟的不适症状及协助他们戒烟。

### 押解及支援组

押解及支援组主要负责押解在囚人士出庭应讯、前往就医、进行列队认人程序或院所之间的内部转解，并在发生紧急事故时负责向惩教设施提供策略支援。

该组亦负责管理终审法院、高等法院和区域法院的羁留室、观塘转解中心，以及玛丽医院和伊利沙伯医院的羁留病房。

In general, cases requiring in-patient care at public hospitals are admitted to our custodial wards either in Queen Mary Hospital or Queen Elizabeth Hospital.

To ensure quality health care and the enhancement of professional knowledge and skill, we constantly collaborate with the Department of Health, Hospital Authority and Universities to provide trainings for our healthcare staff. For instance, arrangements are made for them to participate in Certificate Course in Mental Health for Correctional Health Professions, Certificate in Infection Control Course, Simulation Training for Medical Emergency and Training on infectious control, Basic Life Support Provider Course, Advanced Cardiovascular Life Support Course, etc.

Smoking Cessation Counselling Programme with the provision of Nicotine Replacement Therapy are organised for adult persons in custody to relieve symptoms of nicotine withdrawal and to help them quit smoking.

### Escort and Support Group

The Group escorts persons in custody for court attendance, medical treatment, identification parade or inter-institutional transfer and provides correctional facilities with tactical support during emergencies.



紧急应变队队员接受训练以应付突发事件。

*Correctional Emergency Response Team members undergo training to deal with emergencies.*

The Group is also responsible for Cell Holding Units in the Court of Final Appeal, High Court and District Court, Kwun Tong Transit Centre as well as the custodial wards in Queen Mary Hospital and Queen Elizabeth Hospital.



## 惩教署警卫犬队

惩教署警卫犬队训练犬只执行巡逻和缉毒工作，以支援惩教设施的监察工作。警卫犬队分别在港岛、新界、喜灵洲、大屿山和罗湖设有五支分队，共有61只警卫犬。该队的训练及支援小队负责繁殖计划、饲养和训练警卫犬，以及照顾患病的狗只。

惩教署警卫犬队在院所和车辆执行搜查任务，支援惩教设施的监察工作。

*Trained dogs of Dog Unit carry out search duties in institutions and on vehicles to support the surveillance of correctional facilities.*



## Correctional Services Dog Unit


Canines are trained and arranged to carry out patrol and drug detection duties for supporting the surveillance of correctional facilities. There are five regional dog teams located on Hong Kong Island, and in the New Territories, Hei Ling, Lantau and Lo Wu, with a total of 61 dogs. The Training & Support Team of the Unit is responsible for breeding programme, raising, training and taking care of sick canines.



# 更生事务 Rehabilitation

更生事务处于一九九八年成立。经过16年的推展工作，更生事务处现已在更生服务领域奠定了稳固基础。更生事务处的专业精神，源于惩教署早于一九八二年倡议的惩教并重原则。部门在年内仍然以「给更生人士一个机会」作为宣传主题，持续推行多元而适切的更生计划，以及通过全面的监管服务协助罪犯改过自新和重新融入社会。

Set up in 1998, our sixteen years of experience have firmly established the Division in the offender rehabilitation front. The Rehabilitation Division bases our professionalism on CSD's principles of placing dual emphasis on custodial and rehabilitative services advocated in 1982. In 2014, we continued to use the theme "Give Rehabilitated Offenders A Chance" to design our diversified yet unique on-going initiatives and enhanced services to help offenders rehabilitate and reintegrate into society.



在励志更生中心举行的家长日，受训生为父母送上小盆栽，悔不当初而流下男儿泪。在场的更生事务组人员鼓励他重新做人，报答父母对他不离不弃。

*At a Parents Day in Lai Chi Rehabilitation Centre, a young person in custody full of remorse breaks down in tears after giving a potted flower to his parents. A rehabilitation officer encourages him to start a new life to repay his parents' unfailing love.*



受训生带着悔意，含着眼泪亲自为家人泡制一碟面，藉以表达他深深感受到亲情的可贵。

*A regretful and tearful person in custody deeply feels the love from family after cooking a plate of noodle for his family members.*



## 判前评估服务

判前评估服务为法庭提供详尽的罪犯背景报告，并为他们建议最适切的更生计划。年内，判前评估组的18名职员合共处理3 066宗个案。

青少年罪犯评估专案小组由惩教署及社会福利署专业人员组成，专责处理年轻罪犯个案，透过进行会见和评估，向法庭提供关于判刑的综合专业意见。年内，小组共处理80宗法庭转介的个案，当中92.5%的建议获得接纳。

## 罪犯风险与更生需要评估及管理程序

罪犯风险与更生需要评估及管理程序旨在识别有羁管和再犯风险的在囚人士，从而加强监狱管理；并因应在囚人士的更生需要提供相配对的更生计划，从而协助在囚人士更生。

年内，更生事务处进行了更生需要配对计划共9 223节。参与更生需要配对计划的在囚人士共26 925人次，而参与再犯风险与更生需要评估者共有3 333人次。

### 罪犯風險與更生需要評估及管理程序



喜灵洲戒毒所更生事务组人员向在囚人士讲解毒品对身体的祸害，减低他们再犯风险。

*A rehabilitation officer of Hei Ling Chau Addiction Treatment Centre explains the harmful effects of drugs to persons in custody to reduce their re-offending risk.*

## Pre-sentence Assessment Services

Pre-sentence Assessment Services provide the court with comprehensive profiles of the offenders and make recommendations on the most suitable rehabilitation scheme for them. In 2014, 18 assessment staff members handled a total of 3 066 cases.

The Young Offender Assessment Panel, composed of correctional and social welfare professionals, provides coordinated professional views to the court in the sentencing of young offenders by conducting interviews and assessments. In 2014, the Panel handled 80 referrals and 92.5% of its recommendations were accepted.

## Risks and Needs Assessment and Management Protocol for Offenders

The Risks and Needs Assessment and Management Protocol for Offenders was designed to identify persons in custody prone to custodial as well as re-offending risks to enhance prison management, and to deliver rehabilitative programmes matching with offenders' rehabilitation needs to facilitate their rehabilitation.

In 2014, 9 223 sessions of Risks and Needs Programme Matching were conducted. 26 925 and 3 333 persons in custody participated in Risks and Needs Programme Matching and Re-offending Risks Assessment respectively.

## 福利支援及辅导

在囚人士可能会在服刑初期出现适应问题。因此，当他们进入惩教院所后，更生事务处会随即为他们提供福利支援和辅导，主要目的是配合在囚人士的福利需要，协助他们应付适应上的问题，并处理他们的犯罪行为，为日后重新融入社会作好准备。年内，更生事务处进行了155 625次个别辅导和举办了1 261次重新融入社会释前启导课程。

## 心理服务

心理服务旨在纠正在囚人士的犯罪行为，促进他们的心理健康。本署利用临床方法，提供系统化的心理评估，并予以跟进。更生事务处继续强化各项针对犯罪行为之心理治疗计划，包括为性罪犯、暴力罪犯、年轻罪犯、吸毒者及女性在囚人士提供的心理治疗计划。



临床心理学家经常提供针对犯罪行为的讲座及心理治疗。

*Clinical Psychologists regularly hold talks and provide psychological treatment targeting criminal behaviour.*

## Welfare Support and Counselling

The Rehabilitation Division renders welfare support and counselling to persons in custody right from their admission to correctional institutions when they may be facing the most difficult time during custody. The main objectives are to cater for the welfare needs of persons in custody, help them deal with their adjustment problems, address their offending behaviour and prepare them for reintegration into society. In 2014, we conducted 155 625 individual counselling sessions and 1 261 pre-release reintegration orientation courses.

## Psychological Services

Targeting offending behaviour by addressing criminogenic needs, psychological services are rendered to enhance the psychological well-being of offenders while under custodial care. Using clinical tools, systematic psychological assessment and follow-up are provided. The Division continued to strengthen the psychological treatment programmes targeting offending behaviours for sex offenders, violent offenders, young offenders, drug abusers, and female persons in custody.



专为成年及年轻性罪犯而设的心理评估工具综合组套的研发工作进展顺利，有助准确了解他们的重犯风险和治疗需要。我们继续与著名学者合作发展评估方法和技巧，以评估成年暴力罪犯的重犯风险。与此同时，我们亦积极致力完善及更新本地青少年罪犯的心理评估工具组套，以用于各项心理评估、治疗和相关成效评估工作。藉此更新评估组套，我们更能精准有效掌握新一代青少年的心理需要，有助服务发展。

年内，心理服务组合共为在囚人士进行了32 072次辅导，拟备共559个评估报告。

## 教育

教育组为年轻在囚人士提供度身订造的普通及实用科目课程，亦持续改善教学配套，以提升他们在资讯科技及语言等课程的学习质素。年轻在囚人士在第三届香港中学文凭考试中取得理想成绩。我们会致力加强对



前足球明星山度士(右一)鼓励年轻在囚人士要积极面对逆境。

*Former football star Mr Leslie Santos (first from right) encourages the young persons in custody to develop a positive attitude when facing adversity.*



年轻在囚人士在香港中学文凭考试中取得理想成绩，喜悦地接过成绩单。

*A cheerful young person in custody receives satisfactory academic result in the Hong Kong Diploma of Secondary Education Examination.*

We have progressed smoothly in developing the comprehensive battery of assessment tools for adult and young sex offenders to accurately understand their re-offending risks and treatment needs. We continued our collaboration with renowned academics to develop the tools for assessing re-offending risks of adult violent offenders. At the same time, active attempt is underway to improve and update the battery of psychological assessment tools for local young offenders to facilitate assessment, treatment and evaluation work. With the new psychological assessment protocol, we envisage having more detailed and accurate understanding

of the most updated psychological risks / needs profile of the new generation of young offenders in the coming decades.

In 2014, 32 072 counselling sessions were conducted and 559 assessment reports were prepared.

## Education

The Education Unit caters for young persons in custody with customised programmes, focusing on general and practical studies. Facilities are continuously being upgraded for enhancing their learning effectiveness in information technology

年轻在囚人士的学习支援，让他们在接受教育的同时，亦可取得认可资历。

成年在囚人士方面，我们与香港公开大学及其他教育机构合作，推广高等教育及自我增值学习，并安排惩教更生义工团成员为他们举办学习班。年内，在囚人士在各公开考试共报考763卷，整体及格率为72%。

## 法定监管

法定监管为年青在囚人士、戒毒者和某些在囚人士提供适时的监管及辅导，协助他们重新融入社会。监管人员在在囚人士羁留期间，协助他们及其亲友建立互相尊重及支持的关系。截至年底，接受法定监管的合共有2 169人。



更生事务组监管人员会定期与受监管者会面，一旦发现问题，便适时介入，召回违反监管令的受监管者。

*Rehabilitation officers on supervision duties make timely intervention when they notice problems during regular interviews with supervisees and recall those who have violated supervision orders.*

and language courses in particular. Young persons in custody obtained satisfactory results in the third Hong Kong Diploma of Secondary Education Examination. We are committed to strengthening education support for young persons in custody to equip them academically and assist them to attain accredited qualifications.

For adult persons in custody, we cooperate with the Open University of Hong Kong and other institutions to promote higher learning and self-improvement, and have arranged for members of CSD Rehabilitation Volunteer Group to run

educational classes for them. In 2014, a total of 763 public examination papers were taken and the overall passing rate was 72%.

## Statutory Supervision

Statutory supervision safeguards young persons in custody, drug addicts and certain persons in custody in their transition back into society. Supervision staff work with persons in custody and their social networks to garner respect and support. At the end of 2014, 2 169 persons were under active statutory supervision.



## 中途宿舍

中途宿舍是劳教中心、教导所、戒毒所或监狱内更生工作的延展。获释后的受监管者可入住中途宿舍，日间可外出工作或上学，从而更容易重返社会，以及增强纪律和公民意识。宿舍亦提供康乐和社交活动。

中途宿舍丰力楼为受监管的青年提供历奇训练，增强他们的纪律和公民意识。

*Phoenix House, a half-way house, provides adventure-based training to strengthen supervisees' discipline and civic awareness.*

## 非政府机构

本署与非政府机构紧密合作，推行助更生工作。年内，来自80多个非政府机构超过2 000多名义工参与各种服务，范围由提供辅导至筹办文化、宗教及康乐活动等。我们在十一月与香港城市大学合办名为「提升更生服务效益的策略」的论坛，加强与非政府机构合作。二零一四年十二月，本署更再次举办在囚人士感恩周活动，在辖下28个惩教设施以



## Half-way House

Half-way House extends efforts beyond detention, training and drug addiction treatment centres or prisons. Supervisees may reside in a half-way house from which they can work or attend school for better reintegration, discipline and civic awareness. Recreational and social activities are also available.

## Non-Government Organisations (NGOs)

The Department works closely with NGOs to provide rehabilitation services. In 2014, more than 2 000 volunteers from over 80 NGOs served from counselling to the organisation of cultural, religious and recreational projects. We held a forum entitled "Strategies to Enhance the Effectiveness of Offender Rehabilitation Programme" in November 2014 in conjunction with the City University of Hong Kong to boost cooperation with NGOs. In December 2014, 28 correctional facilities

感恩为主题，举行不同形式的感恩活动，让在囚人士答谢一直与惩教署合作的非政府机构人员和义工。我们继续与其中一间非政府机构在赤柱监狱合办「创艺展更生」计划，通过创作艺术和话剧，协助在囚人士学习关于沟通、领导才能、解决问题、处理冲突及尊重自己和他人方面的技巧。

二零一四年二月，本署安排了约300名中学生到赤柱监狱参与「更生先锋计划」的活动，欣赏由在囚人士自编自导自演的「创艺展更生」励志话剧，以启发学生反思犯罪的严重代价，带出更生和共融信息。



国际佛光会香港协会会长邝美云十一月十九日于石壁监狱举行学业颁授证书仪式上，称赞在囚人士取得理想成绩。

*The President of Buddha's Light International Association of Hong Kong Ltd, Ms Cally Kwong, praised the persons in custody for their remarkable academic attainments at a certificates presentation ceremony in Shek Pik Prison on November 19, 2014.*

歌连臣角惩教所派出两名青少年在囚人士参加八月十四日举行的「国际金茶王大赛2014」，增强他们改过的决心。

*Cape Collinson Correctional Institution arranged two young persons in custody to participate in the International KamCha Competition 2014 on August 14 to strengthen their determination in rehabilitation.*



under CSD held various activities under the theme of "Thank-you NGO Week" to let persons in custody express their gratitude towards personnel and volunteers of NGOs which have been co-operating with the Department for a long time. We continued to implement the "Creation and Rehabilitation" Programme in Stanley Prison in collaboration with one of the NGOs, by using creative arts and drama to help persons in custody build skills in communication, leadership, problem-solving, conflict resolution and respect for self and others.

We arranged for some 300 students from secondary schools to attend the "Rehabilitation Pioneer Project (RPP)" - A Drama and Music Performance of "Creation and Rehabilitation" at Stanley Prison in February 2014. It promoted the students' awareness on the serious consequence of committing crime, importance of offender rehabilitation and social inclusion.



## 促进社区参与

我们积极争取社会支持，促进社区参与助更生工作。在众多伙伴中，成员包括来自不同界别领袖与专业人士的社区参与助更生委员会，就助更生策略，特别是宣传计划，向本署提供意见。

惩教更生义工团举办多项服务和内容丰富的活动，以切合在囚人士的需要。义工团约有300名义工，于年内为各惩教院所的在囚人士举办语文、电脑研习班及其他文化兴趣活动。

助更生宣传活动自一九九九年展开，为在囚人士与社会建立一道桥梁。二零一四年，我们通过各种活动，包括扑灭罪行委员会地区助更生宣传活动、电视综艺节目「全城响应助更生」、在囚人士感恩周、非政府



知名发型大师金·罗宾逊一月五日联同歌连臣角惩教所的青少年在囚人士为长者剪发，以行动表达关怀长者及支持青少年在囚人士更生。

*Well-known hair stylist Maestro Kim Robinson together with young persons in custody at Cape Collinson Correctional Institution, cut hair for the senior citizens as a way of expressing concern for the elderly and supporting the rehabilitation of the young persons in custody on January 5, 2014*

## Community Engagement

We reach out to the community to seek public engagement for offender rehabilitation. Among other partners, the Committee on Community Support for Rehabilitated Offenders, composed of leaders and professionals from different walks of life, advises on rehabilitation strategies notably publicity programmes.

CSD Rehabilitation Volunteer Group (CSDRVG) organises activities to supplement services in meeting the needs of persons in custody. With around 300 volunteers, the Group conducted language courses, computer studies, cultural pursuits, etc., for persons in custody in various correctional institutions in 2014.

Publicity activities have been ongoing since 1999, constituting a bridge between persons in custody and society. Through activities such as District Fight Crime Committees District-based Publicity Activities for Rehabilitated Persons, TV Variety Show "Support Offender Rehabilitation for a Safer and More Inclusive Society", Thank-you NGO Week, NGO Forum and Award Presentation Ceremony for Volunteers of CSDRVG held in 2014, the importance of collaborative efforts made by members of the community and NGOs to accept and help offenders rehabilitate was highlighted.

CSD collaborates with various employers, business organisations and statutory bodies, to help enhance the employability of rehabilitated persons.

机构论坛及惩教更生义工团义工颁奖礼等，让市民大众明白社会的接纳及参与对在囚人士更生的重要性。

我们继续与不同的雇主、商业组织和法定机构合作，致力为更生人士提供就业机会。

二零一四年六月，超过200名来自过百间商业机构、社会企业、法定团体代表及社会各界人士出席了「助更生 展所长」就业研讨会。就业研

会由惩教署及香港大学犯罪学中心合办，目的是提供一个探讨更生人士就业议题的平台，让曾雇用更生人士的雇主分享聘请更生人士的经验，以及让更生人士剖白重投社会的故事，呼吁公众及雇主包容、接纳和公平雇用更生人士，助他们获释后顺利重新融入社会。

二零一四年九月，惩教署联同香港中华厂商联合会及商界助更生委员会有限公司合办「聘」出未来—更生人士视像招聘会，安排雇主齐集会堂，首次全面透过电脑视像科技，连接院所的在囚人士，进行即场面试。是次招聘会为即将获释的在囚人士提供平台，协助他们获释前找到工作，尽快投入社会。



惩教署六月二十五日举办就业研讨会和九月二十六日首办更生人士视像招聘会，为更生人士提供就业机会。

*CSD organised Employment Symposium on June 25, 2014 and Job Fair with computer video conferencing technology for the first time on September 26, 2014 to enhance the employability of rehabilitated persons.*

In June 2014, more than 200 representatives from over 100 business organisations, social enterprises, statutory bodies and social sectors attended the "Unleashing Rehabilitated Offenders' Potential" Employment Symposium jointly held by CSD and the Centre for Criminology of the University of Hong Kong. It aimed to provide a platform for employers who had hired rehabilitated offenders to share their experiences and gave rehabilitated offenders an opportunity to share their stories of reintegration. The event also aimed to appeal to the public and employers to accept and give equal job opportunities to rehabilitated offenders and help them reintegrate into society after release.

In September 2014, CSD jointly held the Job Fair for Rehabilitated Offenders 2014 for persons in custody with the Chinese Manufacturers' Association of Hong Kong and Merchants Support for Rehabilitated Offenders Committee Limited. During the event, employers were gathered in one place to conduct interviews with persons in custody in correctional institutions via computer video conferencing technology for the first time. It provided a platform for persons in custody who would be released soon to look for jobs, thus helping them reintegrate into society quickly after release.



## 更生先锋计划

「更生先锋计划」包括一系列为青少年而设的教育讲座、探访和座谈会。讲座提供香港刑事司法体系和惩教署羁管及更生服务的基本资料。「面晤在囚人士计划」安排青少年学生参观惩教院所，并与在囚人士面对面交流，强化灭罪信息。「绿岛计划」向青少年宣传禁毒信息及环境保护的重要性，计划安排参加者与喜灵洲岛上戒毒所的青少年在囚人士会面，

了解吸毒的祸害。参观香港惩教博物馆和罗湖惩教所社区教育中心的活  
动，可以加深参观者对惩教服务发展的了解，尤其是大众的支持对在囚  
人士更生的重要性。青少年座谈会是另一项防止罪行计划，我们会安排  
学生参观惩教院所，透过更生人士现身说法，向学生详述犯罪的后果。  
年内，本署先后举办了三次青少年座谈会，超过1 500名中学生、教师  
及社工参与。今年的青少年座谈会首次以话剧论坛形式探讨更生人士重

「更生先锋计划」的青少年座谈会，透过更生人士  
现身说法，向学生详述犯罪的后果。

*A rehabilitated offender talks about the price he paid  
for committing crimes at a sharing session of a Student  
Forum under the Rehabilitation Pioneer Project.*



## Rehabilitation Pioneer Project

The Rehabilitation Pioneer Project covers a series of educational talks, visits and forums for youth. The talks provide basic information on Hong Kong's criminal justice system and CSD's custodial and rehabilitative services. The Personal Encounter with Prisoners Scheme complements other crime fighting tools by arranging young students to visit correctional institutions and meet with persons in custody for experience sharing. The Green Haven Scheme promotes anti-drug messages and the importance of environmental protection among young people.

Participants meet with young persons in custody at treatment centres on Hei Ling Chau, gaining insight into the detrimental effects of drug abuse. Visits to Hong Kong Correctional Services Museum and Lo Wu Correctional Institution Community Education Centre foster participants' understanding of the development of correctional services, particularly the importance of public support for offender rehabilitation. The Student Forum is another crime prevention programme under which rehabilitated offenders are arranged to address students and elaborate on the consequences of crime. In 2014, CSD organised three Student Forums with



返社会问题及分享更生信息，让参加者对「灭罪」及「更生」信息有更深入的认识。本署于二零一四年举办了十次「更生先锋计划延展训练营」，每个训练营为期三天，以深化「更生先锋计划」的成效。

为使各中小学校的校长、老师和社工能更深入了解计划的内容和目的，好让他们日后鼓励学生参加「更生先锋计划」的活动，本署由二零一三年开始安排他们到访不同的惩教院所，实地了解「更生先锋计划」的运作详情和本署的服务。



歌连臣角惩教所六月十四日举办「生命之匙」(Rehab Qee) 创意艺术教室及设计比赛，释放青少年在囚人士潜能。

*A Rehab Qee creative arts workshop and design competition was held in Cape Collinson Correctional Institution on June 14, 2014 to release the creative potential of young persons in custody through innovative design activity.*



the participation of over 1 500 secondary students, teachers and social workers. Adopting a theatre format for the first time, the forum featured a drama about a person who went astray by taking drugs. Students were invited to participate in a role play and a sharing session to strengthen the interactive effect. The forum enabled the students to understand the dire consequences of taking drugs and committing crimes. CSD

arranged ten extended training camps in 2014 to intensify the effectiveness of the project.

With a view to enhancing educational professionals' understanding on the programme content and objective, CSD has arranged visits to correctional institutions for school principals, teachers and social workers from primary / secondary schools since 2013, so that they can have a better idea on the RPP programme and the services provided by CSD and encourage their students to participate in the programme.



# 3 工业及职业训练

## Industries and Vocational Training

工业及职业训练组在二零一四年继续安排在囚人士从事有意义的生产工作，并为他们提供公开认可的市场导向职业训练课程，以协助他们在获释后重新融入社会。

In 2014, the Industries and Vocational Training Section continued to engage persons in custody in meaningful industrial work and provided them with market-oriented and accredited vocational training courses for their reintegration into the community.

罗湖惩教所的在囚人士正在修读雇员再培训局的护理员证书课程，刑释后亦可投身相关行业。

*Persons in custody at Lo Wu Correctional Institution attend Care Worker Training offered by the Employees Retraining Board. They can join the relevant trade upon discharge.*







壁屋监狱洗衣工场引入现代化人像夹熨机，为医院管理局提供优质的洗熨服务。

*A modernised body cabinet press has been introduced to the Laundry Workshop of Pik Uk Prison to provide quality laundry service to the Hospital Authority.*



## 惩教工业的发展

本署为在囚人士安排新的生产技术、通用技能及品质概念训练，让他们从事工业生产工作，以具成本效益的方式向公营机构提供产品及服务。年内，在囚人士生产及提供的产品和服务的商业价值约为港币4.606亿元；若园地维修和一般劳动工作计算在内，年内涉及的商业价值约为港币4.756亿元。

自二零一四年下半年开始，本署向卫生署、消防处、食物环境卫生署以及所有公立医院等提供的过滤口罩增加了15%的产量，达到每年1 450万个，以应付社区一旦爆发流行性疾病的情况。本署亦备存可供三个月使用的主要物料存货，以作应急之用。此外，我们亦向医院管理局提供250万件被服制品，比二零一三年增加20%。本署采用时尚的刷毛布物料制造在囚人士的冬季制服，以提升其功能和成本效益，以及减低保安风险。

工业及职业训练组不断引进高增值和高技术的产品，如制作图中的防水透气外套。

*The Industries and Vocational Training Section keeps introducing high value-added and high-end products such as waterproof and vapour permeable jackets.*

## Industries Development

Integrated with training on new production techniques, generic skills and quality concepts, the industrial work we arranged for persons in custody contributed to the provision of products and services to the public sector in a cost effective way. The total commercial value of products and services produced and provided by persons in custody engaged in industrial work in 2014 was HK\$460.6 million. Inclusive of the services of grounds maintenance and general labour, the total commercial value in 2014 was HK\$ 475.6 million.

To help combating the outbreak of epidemic diseases in the community, we increased the provision of filter masks for government departments such as Department of Health, Fire Services Department and Food and Environmental Hygiene Department and all public hospitals by 15% to reach 14.5 million annually. We also maintained three-month buffer material stock of key materials as contingency. Furthermore, 2.5 million pieces of linen articles were supplied to the Hospital Authority which was 20% more than that of 2013. New winter uniforms for persons in custody have been produced by adoption of the contemporary fleece materials with enhanced functional performance, cost effectiveness and reduced security hazards.





东头惩教所修毕优质的士司机(的士笔试)证书课程的学员在证书毕业典礼中示范优质服务，他们已成功考取的士驾驶执照的资格，为投身业界做好准备。

*Persons in custody at Tung Tau Correctional Institution who have attended Professional Taxi Driver Training (Taxi Written Test) Course are qualified for taxi driving licences and are well prepared to work in the trade. A person in custody demonstrates his service at the certificate presentation ceremony.*

## 安排在囚人士工作

二零一四年，每日平均有4 452名在囚人士获安排在约130个工场内工作，当中涵盖13个行业，而其他在囚人士则负责日常杂务，例如清洁、厨房及维修等工作。

## Employment of Persons in Custody

A daily average of 4 452 persons in custody were employed in 13 trades in about 130 industrial workshops in 2014. The remaining persons in custody were engaged in essential domestic work including cleaning, kitchen and maintenance work.

## 职业训练发展

为增强更生人士刑释后的就业能力，成为奉公守法的市民，我们在年内推出新的职业训练课程，包括在罗湖惩教所开办护理员课程及在东头惩教所开办优质的士司机(的士笔试)课程。全部课程均获得外间培训机构认可，而部份机构更提供就业跟进服务。

二零一四年，成年及青少年在囚人士合共报考2 649项职业资历考试和工艺测试，及格率平均达96%。

## Vocational Training Development

To strengthen the employability of rehabilitated persons after their reintegration into the community to become a law-abiding citizen, new vocational training courses were launched in 2014, including the Care Worker Training Course run at Lo Wu Correctional Institution and the Professional Taxi Driver (Taxi Written Test) Training Course at Tung Tau Correctional Institution. The courses are accredited by the public training bodies and majority of them also provided with employment follow-up services.

A total of 2 649 vocational qualification examination papers and trade tests were taken by adult and young persons in custody in 2014 with an average passing rate of 96%.



## 设施的提升

年内，我们在罗湖惩教所开设了一个新的制衣工场，提供75个工作岗位及在大榄惩教所开设一个园艺工场，亦在多个工场引进崭新的生产科技及设施，以提升工作效率、减少物料浪费，以及改良产品质量，包括在壁屋监狱的木工工场增设木工雕刻机，以及分别在罗湖惩教所的制衣工场引入电脑自动裁床机及白沙湾惩教所标志制作工场的雷射内雕机。

## Facility Upgrading

This year, a new garment workshop providing 75 work posts was set up in Lo Wu Correctional Institution and a horticulture workshop in Tai Lam Correctional Institution. New production technologies and facilities have been introduced in various workshops for enhancing our work efficiency, reducing material wastage and upgrading product quality. They included the computer numeric control routing machine in the Pik Uk Prison Carpentry Workshop, the computerised fabric cutting table in the Lo Wu Correctional Institution Garment Making Workshop and the green laser sub-surface engraving machine in the Pak Sha Wan Correctional Institution Sign-making Workshop.



在罗湖惩教所的制衣工场内，工艺导师正在教导在囚人士操作电脑自动裁床的运作程序，以提升她们的就业技能、生产效率和职业安全及健康。

*An Instructor teaches persons in custody the operating procedures of computerised fabric cutter in Lo Wu Correctional Institution to enhance their employability, production efficiency and occupational safety and health.*





白沙湾惩教所标志制作工场的在囚人士正在学习新引入的紫外光数码打印机。

*Persons in custody in Sign-making Workshop of Pak Sha Wan Correctional Institution learn to operate a newly-introduced Ultra-violet Digital Printing machine.*



在囚人士修读园艺课程，除可考取雇员再培训局发出的园艺助理证书，亦可陶冶性情，促进身心健康。

*Apart from taking certificate examination in Horticulture Assistant training offered by the Employees Retraining Board, persons in custody completed horticulture course can enjoy a healthy lifestyle.*



## 资讯科技

资讯科技是提升管理效率的关键。年内，电脑辅助生产管理系统已经成功启用，以加强向医院管理局提供的洗熨服务。此外，我们改良生产成本计算系统以简化成本回收流程及效率。

壁屋监狱木工工场利用电脑数控雕刻机生产政府办公室家具，提升了效率及品质。

*Computer Numeric Control Routing Machine is used in the production of government office furniture in the Carpentry Workshop of Pik Uk Prison to enhance production efficiency and quality.*



## Information Technology

Information technology was a key means for achieving management efficiency. In 2014, the Computer-aided Production Management System was launched for strengthening our laundry service for the Hospital Authority. Furthermore, the Job Costing System has been under redevelopment for streamlining the cost recovery workflow and efficiency.

## 职员训练和发展

一直以来，工业及职业训练组十分重视职员的训练和发展需要。年内，有633名职员参加104项由职业安全健康局、公务员培训处和其他培训机构举办的训练及发展课程，内容涵盖不同范畴。我们也安排职员参观其他同业机构及生产设施，让他们掌握新知识及生产技术。

## Staff Training and Development

Over the years, the Industries and Vocational Training Section has emphasised staff training and development needs. In 2014, 633 staff members attended 104 training and development programmes in different fields organised by the Occupational Safety & Health Council, Civil Service Training & Development Institute and other training agencies. Visits to counterpart organisations and production facilities were also arranged to keep staff abreast of new knowledge and production techniques.



## 职业安全及健康

部门的职业安全及健康督导委员会一直担当领导角色，在职员及在囚人士间推广注重职业安全及健康的文化。本署安排各院所的职员参与职业

安全及健康的培训课程，而院所的职安健主任亦会为院所各个地点及工作流程进行风险评估。年内，壁屋监狱的职员队伍参与由职业安全健康局举办的职安健常识问答比赛，并获得「职业安全健康局碟」比赛的冠军。



惩教署为年轻在囚人士举办创意设计及应用课程，提供平台让他们发挥创意及潜能。

*The Department provides Creative Design and Application Course to young persons in custody to develop their creativity and potential.*

## Occupational Safety and Health (OSH)

The Departmental OSH Steering Committee played a leading role in promoting OSH culture among staff members and persons in custody. Staff members from various institutions have been nominated to attend OSH training courses. Institutional OSH Officers continued to conduct risk assessments on all institutional premises and work practices. In 2014, the Pik Uk Prison won the championship of OSH Council Plate at its OSH Quiz open tournament.

壁屋监狱队伍凭丰富的职安健常识及出色的表现，于「职安健常识问答比赛」中成功夺冠。

*With the rich knowledge in Occupational Safety and Health (OSH) and outstanding performance, Pik Uk Prison team wins the championship of OSH Council Plate at OSH Quiz open tournament.*





# 4 人力资源管理

## Human Resource Management

惩教署将继续发展成为一支坚毅不屈及拥有高度诚信的纪律队伍。

*CSD continues to develop into a disciplined force with high degree of perseverance and integrity.*

**建**立一支积极主动的工作团队，以及为惩教院所提供持续人手的支援，是人力资源处的重大挑战。本署将继续发展一支坚毅不屈及拥有高度诚信的纪律队伍，让职员通过实现部门的价值观和抱负，为社会提供具成效和高效率的服务。

**D**eveloping a highly motivated workforce and sustaining manpower support for our correctional institutions remain the most challenging targets of the Human Resource Division. We will continue to develop a perseverant and ethical team within the service, enabling our staff to contribute effectively and efficiently in serving the community through realising the Department's values and aspirations.







## 人手招聘、培训及发展

年内，本署进行惩教主任及二级惩教助理的招聘工作，分别收到8 715及7 072份申请。本署完成相关程序和手续后，截至本年十二月底，聘用了59名惩教主任和254名二级惩教助理；亦有18名工艺导师及11名工艺教导员受聘，并获调派到工业及职业训练组工作，负责为在囚人士提供市场导向训练。

人力资源处辖下的职员训练院，是部门培训和发展人才的重要组别。新入职人员必须在职员训练院接受为期约半年的留宿训练，学习与惩教专业有关的基本知识和参加评核考试。职员训练院也为在职人员举办切合个人职业发展、岗位及工作需要的课程。职员训练院不但为部门提供课程，还会在有需要而合适的情况下，为其他机构和政府部门提供培训。

自二零一一年起，本署发展了「知识管理系统」，让职员透过便捷的电子平台获取专业知识。职员可利用个人帐户登入部门内联网，从相关资料夹及栏目搜寻所需资料。随着知识分享文化的普及，使用者的登入率一直稳定上升。今年，本署更在「知识管理系统」附设一套「网上学习管理系统」，让职员可以在工馀时学习更多相关工作知识，从而更进一步推动部门学习文化。



新入职人员必须在职员训练院接受体能训练，应付未来工作的挑战。  
*New recruits must undergo fitness training at Staff Training Institute prepare for challenges at work in the future.*

## Staff Recruitment, Training and Development

In the recruitment exercises held for the posts of Officer and Assistant Officer II in 2014, the Department received a total of 8 715 and 7 072 applications respectively. As at the end of October 2014, 59 Officers and 254 Assistant Officers II joined the Department on completion of the procedures and formalities. A total of 18 Technical Instructors and 11 Instructors were appointed and worked under the Industries and Vocational Training Section to provide market-oriented training to persons in custody.

Staff Training Institute (STI) of the Human Resource Division is the most important training and development facility of the Department. New recruits must undergo about half-year residential training in the institute where they have to go through fundamental courses and examinations relating to the correctional profession. The institute organises courses for serving staff pertaining to their career development, post-tied and job-related needs. It provides courses catering not only for the Department but also, when necessary and appropriate, for other organisations and government departments.



为协助及鼓励新入职人员适应惩教工作环境，本署自二零一一年五月起在各院所全面推行「院所为本学长计划」。截至年底，共有435名职员成为学长，为1 434名新入职人员提供指导。今年二月，部门更举办「最优秀学长」嘉许计划，激励各院所学长，积极辅助新入职同事，与他们分享工作上的知识及经验，藉以提高职员士气。

职员训练院为不同级别的人员举办发展课程，以提高他们的专业知识和工作技能。本署为惩教主任至总惩教主任各职级人员，分别举办初级指挥课程、中级指挥课程和中级指挥课程(深造)。此外，本署亦安排惩教事务监督修读高级指挥课程。上述课程旨在让不同级别的人员学习与其职级相关的知识，以配合职业发展需要，为晋升高一职级积极作好准备。



入职训练课程包括课堂上学习法庭知识和武器及枪械使用。  
*The Recruit Training Programmes include training in court knowledge and use of weapon and firearms.*

The Department has developed a Knowledge Management System since 2011 for staff members to acquire professional knowledge conveniently via the e-platform at the Departmental Intranet. Staff members can log in through their individual departmental account and search useful information they need from the relevant folders and topics. With the development of knowledge sharing culture, the login rate of users has been increasing steadily.

To provide support and give encouragement to new staff members in adapting to work in our correctional setting, the Institutional-based Mentorship Programme (IBMP) has been fully implemented in all institutions since May 2011. As at the end of the year, there are a total of 435 mentors guiding 1 434 mentees. A "Best Mentor" Award Scheme was launched in February 2014 for encouraging the

mentors to assist new staff members actively in sharing their work knowledge and experience and thus further boosting staff morale.

Development courses are organised by STI for different levels of our staff members to enhance their professional knowledge and work skills. Junior Command Course, Intermediate Command Course and Intermediate Command Course (Higher) are provided to Officers up to Chief Officers respectively. For Superintendents, they are arranged to attend the Senior Command Course. All these courses aim at equipping staff at different levels with knowledge relating to their ranks so as to match their career development needs and build visions in preparation for their advancement to the next higher rank.



本署年内共举办15班为期一天或两天的团队培训工作坊，共有250名职员参加，当中包括院所内的诚信大使、刚晋升为一级惩教助理的人员及院所为本学长计划下的学长及学员。工作坊旨在帮助同事建立团队精神、发挥个人潜能和增强自信。年内，职员训练院亦推行其他与工作相关的发展训练计划，为5 263名职员提供合共264项发展训练课程（有关统计数字计算至2014年12月31日）。为提高课程的成效，以及在课程内加入专业知识的元素，本署把部分课程外判给本地大学和管理顾问开办。此外，公务员培训处亦继续为本署职员提供培训支援。

在提供专业训练方面，与富经验的培训机构合作至为重要，香港大学专业进修学院便是我们其中一个合作伙伴。该学院继续为本署职员开办应用社会科学（惩教学）高级文凭课程。第六届课程在二零一四年九月开办，有45名职员获资助修读。该学院和英国密德塞克斯大学已经合办了三届的工作为本学习（惩教学）（荣誉）文学士衔接学位课程，累积有30名职员自资修读，当中有14名已修毕课程并取得学位。



部门购置训练用的工具，增强战术训练的效用。

*The department acquires tools to strengthen the effectiveness of tactical training.*

A total of 15 one-day or two-day courses of Team Building Programme were provided to 250 staff members including Institutional Integrity Ambassadors, newly promoted Assistant Officers I, mentors and mentees of Institutional-based Mentorship Programme to build up team spirit and develop personal potential as well as self-confidence. As for other job-related and post-tied development training programmes, STI conducted a total of 264 development training courses (as at 31.12.2014) for 5 263 staff members in the year. To enhance the effectiveness of the courses and incorporate expertise, some courses were outsourced to local universities and management consultants. In addition, Civil Service Training and Development Institute continues to provide training support for our staff.

Partnership and cooperation with proficient training bodies is essential in the delivery of professional staff training. Amongst others, the School of Professional and Continuing Education of the University of Hong Kong (HKU SPACE) continues to organise the Advanced Diploma in Social Sciences (Corrections) Programme for our staff. The sixth programme began in September 2014 and 45 staff members have been sponsored for the training. The top-up degree programme Bachelor of Arts (Honours) in Work Based Learning Studies (Corrections) Programme, jointly organised by HKU SPACE and United Kingdom Middlesex University, has been held for three consecutive years. A total of 14 staff members out of 30 enrolled staff members have completed the course and obtained the degree since its first launch.



自二零一一年起，本署亦委托香港大学专业进修学院开办有关本港少数民族裔语言及文化的培训课程。年内，我们为新入职人员和部分在职人员开办12个有关旁遮普语、尼泊尔语、越南语、乌尔都语和印尼语的课程，加深他们对本港少数族裔的了解，以便更有效执行职务。

惩教署与本地和外地其他执法部门，有频密的交流。年内，本署为来自香港警务处、入境事务处、香港海关及廉政公署的277名同事，提供六项跨部门培训，包括胡椒球发射器使用及维修导师课程、美国武器系统

及程序(Armament Systems and Procedures (ASP) Inc.)的手铐及警棍导师课程、入境事务中心基本和季度战术训练课程、战术小组课程及押解职务课程。

另外，本署提供外地执法部门的培训，包括澳门监狱战术小组训练课程、与广东省监狱管理局合办的新疆生产建设兵团监狱管理局低伤害武力和监狱特警课程，及四川司法警官职业学院战术小组训练。三项跨境培训合共有126名来自澳门及内地监狱机构人员完成训练。



惩教署分别为澳门监狱、广东省监狱管理局和新疆生产建设兵团监狱管理局合办战术防御训练课程、低伤害武力和监狱特警课程。

*The Department organised Tactical Defensive Team, Techniques in Minimum Force and Prison Emergency Response training courses for Macao Prison, Guangdong Prison Administrative Bureau and Xinjiang Production and Construction Force Prisons Administrative Bureau.*

The same education institute has also been contracted to organise the Training Courses in Languages and Cultures of Ethnic Minorities in Hong Kong since 2011. In 2014, 12 language courses on Punjabi, Nepalese, Vietnamese, Urdu and Indonesian were conducted for new recruits and selected serving officers to enhance job efficacy and their understanding of the ethnic minorities in Hong Kong.

To cope with the demand for tactical training from local law enforcement agencies, the Department arranged six training courses for 277 participants of Hong Kong Police Force, Immigration Department, Customs and Excise Department and Independent Commission Against Corruption including Tactics & Armourer Training Course on PepperBall Launchers and Pistols, Armament Systems and Procedures

(ASP) Instructor Certification Training Course for Extendable Truncheon and Handcuffs, Immigration Centre Basic and Quarterly Refresher Tactical Training Course, Tactical Defensive Team Training Course and Escort Duties Training Course.

On the other hand, the Department arranged other courses including Tactical Defensive Team Training for Macao Prison; worked with Guangdong Prison Administrative Bureau on Less Harm Control and Prison Emergency Response Team Training for Xinjiang Production and Construction Force Prisons Administrative Bureau and Tactical Defensive Team Training for Xichuan Judicial and Police Officers Professional College. There were 126 participants who had completed the training in these three training courses.

年内，本署继续与教育局合办多元智能跃进计划，计划内容包括情绪控制、冲突处理、参观惩教院所、法治浅释、赤柱游踪和郊野远足，帮助以中学生为主的参加者提升自律、信心、团队精神及抗逆能力。我们亦透过由国际成就计划香港部资助的「工作影子日」，与扶贫委员会策划的「明日之星计划」，为中学生提供类似的培训，让他们了解部门的工作，为将来有志投身惩教事业人士作好准备。

香港惩教博物馆是香港其中一间最多访客参观的博物馆，馆内展示香港惩教体制的历史发展，以及本署在刑事司法体系所担当的重要角色，并

充分解说更生工作和社会接纳更生人士的重要性。博物馆是本署与公众之间的重要桥梁，并为学生及非政府机构团体提供导赏服务。年内，有296个团体合共38 068名访客参观惩教博物馆。自二零零二年开馆以来，博物馆已接待逾667 642名访客。

## 职员关系及福利

高级职员协商委员会和初级职员协商委员会，每季均召开职员协商会议，藉以与员工代表保持互惠的沟通及意见的交流，协助员工了解部门



在学员结业典礼上，目睹学员经过锻炼后加入惩教署，家人均喜上眉梢，温情洋溢。

*At passing-out parade, families are touched to see their beloved graduated to join CSD after tough training.*

In the year, the Department continued to work with the Education Bureau in implementing the Enhanced Smart Teen Project. The programme covered emotional control, conflicts management, penal institution visit, law and order, orienteering in Stanley Region and hiking in country park to help participants, mostly secondary school students, cultivate self-discipline, confidence, team spirit and resilience. Similar training was also provided to secondary school students via the programmes of Job Shadow Day sponsored by the Junior Achievement Hong Kong and Future Stars Scheme hosted by the Commission on Poverty to help participants understand the work of the Department and develop their readiness for future career engagement in the correctional services.

As one of the most-visited museums in Hong Kong, the Hong Kong Correctional Services Museum showcases the historical evolution of Hong Kong's penal system

and the role of the Department as an integral part of the criminal justice system with the importance of rehabilitation of offenders and their acceptance by society well illustrated. Guided tours are provided to school students and non-government organisations which serve as an important channel between the Department and the community. During the year, the Museum received 296 visiting groups with 38 068 visitors. Since its opening in 2002, more than 667 642 visitors have visited the Museum.

## Staff Relations and Welfare

The Senior Departmental Consultative Committee and Junior Departmental Consultative Committee quarterly meetings have been mutually beneficial consultation mechanisms to enhance understanding and facilitate exchange of views on policies and staff related issues. Regular consultations were also conducted



政策及与员工相关的问题。年内，管方定期与员工代表举行咨询会议，就检讨工作相关津贴、五天工作周及延长公务员退休年龄等特别事宜，收集员工的意见。

职员关系及福利组负责统筹一切与职员福利有关的事务，并为有需要的职员及其家属提供即时协助。惩教署福利基金为有需要的在职人员、退休人员及其家属提供贷款和补助金。该组亦负责管理惩教署中央基金，为本署人员提供团体保险服务，同事可自由参加。

惩教署人员子女教育信托基金为惩教助理及部门同等职系人员的子女提供资助，使他们能继续升学，接受高等教育。此外，接受全日制教育或训练的惩教人员残疾子女亦可获得信托基金资助。年内，信托基金向195名受助者提供超过100万元的资助。

一众社会贤达为表达对惩教人员专业精神的认同和赞赏，感谢惩教人员为使香港成为全球最安全都市之一所付出的贡献，于本年捐款予惩教署设立「爱群教育奖学金」，鼓励惩教人员终身学习，并提升学历，以及奖励职员学业成绩优异子女。年内，奖学金向41名得奖者提供超过16万元的奖励。



with staff representatives throughout 2014 to solicit staff views on special matters such as review of job-related allowances, five-day work week and extension of the retirement age of civil servants.

The Staff Relations and Welfare Unit coordinates all matters relating to staff welfare and offers immediate assistance to staff and their family members in times of need. Loans and grants for certain serving and retired staff and family members are issued through the Correctional Services Department Welfare Fund. The Unit administers the Correctional Services Department Central Fund to provide group insurance coverage for staff on voluntary basis.

The Correctional Services Children's Education Trust continues to provide financial assistance to children of Assistant Officers and equivalent grades in the

Department to help them pursue higher education. Disabled children undertaking full-time education or training also receive financial assistance from the Trust. In 2014, over \$1 million was granted to 195 recipients.

The Oi Kwan Education Scholarship was founded by the Department in the year with generous donations from eminent members of the society in appreciation of the contribution of staff of the Department in helping Hong Kong to be one of the safest cities in the world. The aim of the Scholarship is to promote life-long learning among staff with a view to enhancing their academic qualifications and granting awards to their children with outstanding academic results. In 2014, over \$0.16 million was granted to 41 recipients.

惩教署体育会协助部门筹办各项体育及康乐活动，是推动员工建立健康均衡生活模式和培养团队精神的重要一环。年内，我们举办了多项活动，包括陆运会、水运会、十公里长跑大赛、家庭同乐在喜灵及不同类型的院所际体育比赛。

为推广健康均衡生活及鼓励善用馀暇，部门成立惩教署合唱团，由约35名在职和退休职员组成，为同事提供一个静态的工馀活动选项。

本署积极参与慈善及筹款活动，包括公益金的商业及雇员募捐计划、公益金中银香港慈善单车挑战赛和百万行等。在二零一三至一四年度，本署获颁公益金的商业及雇员募捐计划银奖、雇员募捐计划杰出奖项、雇员乐助计划政府部门最高筹款奖第一名和最高参与率奖，并获得百万行杰出步行队伍奖，以及获颁公益嘉许奖等，以表扬部门热心参与和支持公益金的筹款活动。



惩教署体育会协助部门筹办各项体育及康乐活动，推动员工建立健康均衡生活模式。

*The Correctional Services Department Sports Association organises sports and recreation activities to promote a healthy and balanced lifestyle among staff.*

The Correctional Services Department Sports Association (CSDSA) organises sports and recreation activities for staff members of the Department. The Association's work is an essential part of our drive to promote a healthy and balanced lifestyle among staff and cultivate their esprit de corps. During the year, the Annual Sports Meet, Swimming Gala, 10-K Distance Run, Family Outing on Hei Ling and various inter-institutional competitions were organised.

As part of the Healthy and Balanced Lifestyle Campaign and to promote quality use of leisure time, the Correctional Services Department Choir which comprises around 35 serving and retired staff members has been established for those in favour of less vigorous recreation activities.

The Department participates actively in charity and fund-raising events, including the Community Chest of Hong Kong's Corporate and Employee Contribution Programme (CECP), the Community Chest BOCHK Cycling Challenge and Walk for Millions. In 2013/2014, we were presented with the CECP Silver Award, ECP Outstanding Award, Highest Donation Award and Highest Participation Rate Award of Civil Service Category. The Department also won the Outstanding Walking Team Award in the Walks for Millions, and Award of Merit as an overall achievement.

To cultivate a caring workforce and a sense of social responsibility among staff, officers join the Oi Kwan Volunteer Group Limited as volunteers in leisure time to contribute and respond to community's needs. By doing so, staff members help



为培养职员成为关爱员工，对社会有所承担，署方鼓励职员参加爱群义工团，在工馀时间担任义工，回应社会的需要并作出贡献，并藉此协助建立有凝聚力和共融的社会。年内，义工团有2 808名团员合共参与25 592小时义务工作，其中包括探访独居长者、为长者清洁家居、为智障人士筹办联欢会，以及不同机构的慈善活动等，例如为「乐施毅行者2014」提供后勤支援服务和与广华医院合办「广爱同乐日」等。义工团更响应「家是香港」和「筑福香港」运动，参加由香港精英运动员协会举办「动感校园」计划，共为八间

小学提供活动。参与义工更被邀请到香港电台「运动人生」节目中分享义工心得和乐趣。

本署的临床心理学家（职员服务）致力为职员及其家人提供专业心理服务。位于荔枝角和赤柱的健智中心，为九龙及香港区的职员及其家人提供相同的专业服务，包括心理治疗、心理教育材料及身心松弛设施等。职员心理服务组亦为新入职人员和在职人员举办心理教育包括压力管理训练。



爱群义工团为少数族裔家庭翻新家居，宣扬社会共融的精神。  
*Oi Kwan Volunteer Group engages in volunteer service like renovating homes for minority groups to promote the spirit of community harmony.*



building a cohesive and inclusive society. In 2014, 25 592 service hours of voluntary work were provided by 2 808 volunteers in various social services including home visits and cleaning services for the elderly, organising party for people with intellectual disabilities and providing logistic support for different organisations in charity events, such as Oxfam Trailwalker 2014 and Kwong Wah Hospital – Oi Kwan Volunteer Group Limited Fun Day 2014 etc. To support the “Hong Kong Our Home” and “Bless Hong Kong” campaign, Oi Kwan Volunteer Group Limited participated in the “Active School” Campaign, organised by the Hong Kong Elite Athletes Association. Students from eight primary schools could enjoy fun-filled school activities specially designed by the volunteer career athletes, who were

invited to the guest sessions of “Sport Life”, radio programme of RTHK, to share their experience in volunteer services.

Clinical Psychologists (Staff Services) provided professional psychological services to staff and their families. The two Staff Health Centres located in Lai Chi Kok and Stanley provided parallel services including psychotherapy, psycho-education materials and relaxation facilities, etc. for staff and their families in Kowloon and Hong Kong Region respectively. Staff Psychological Services also rendered in-service training to new recruits and serving staff on psycho-education including stress management.



年内，健康均衡生活计划继续把正向心理学概念如和谐的人际关系融入于制作中。职员心理服务组编制单张介绍处理失眠及和谐伴侣关系。此外，职员心理服务组亦制作了三出动画短片及相关生活语句，定期于健康均衡生活网页更新，主题包括接纳自己、积极面对逆境及放下比较心等。年内亦推出名为「24翩篇晴心话」文集，旨在以生活化的文章推广健康、正向和平衡的生活态度。今年九月开始，职员心理服务组推出了「正念与关爱」的计划。此计划以蒲公英为形象大使，通过宣传海报、漫画、微电影等，令同事变得自爱自强，继而向家人、朋友及社会散播正能量。

本署一直持续和全面关怀员工、其家人以至整个社会的福祉，因此继续获得香港社会服务联会颁发商界展关怀计划「5年Plus同心展关怀」标志。

## 职员行政及诚信管理

惩教署非常重视提升职员的个人素质和品格，尤其注重「秉持诚信」的价值观。

本署自二零一一年确立了一套「全方位操守管理TEAM-SPIRIT模式」后，一直努力不懈地加强部门内的诚信管理工作，透过举办多元化的推



惩教署周年秋季卖物会十一月一日在赤柱监狱侧的足球场举行，设有摊位游戏及舞龙表演，气氛热烈。

*The CSD 62nd Autumn Fair was held at the football field adjacent to Stanley Prison on November 1. Participants are amused by game stalls and dragon dances.*

In year 2014, Healthy & Balanced Lifestyle Campaign continuously integrated positive psychology concepts including social harmony in productions. Leaflets on management of insomnia and spousal harmony were produced. Three animated films and corresponding monthly phrases for living had been developed and uploaded to the Healthy and Balanced Lifestyle Website, with topics including self-acceptance, resilience and let go of social comparison. A book namely "24 Articles of Hearty words" collecting lively articles had been produced to foster healthy, positive and balanced living attitude among our colleagues. Starting from September, 2014, an Optimism and Care Project has been launched, with Dandelion as the ambassador to enhance the self compassion and strengths of staff via posters, comics and micro-films. With optimism, staff would help spread the positivity around including colleagues, families and the society.

With the continual, sustainable and total commitment in caring for the well-being of staff and their families as well as the community, the Department has been awarded the 5 Years Plus Caring Organisation Logo under the Caring Company Scheme organised by the Hong Kong Council of Social Service.

## Staff Administration and Integrity Management

Correctional Services Department attaches great importance in enhancing personal qualities and virtues of our staff, in particular integrity.

Subsequent to the launching of the TEAM – SPIRIT integrity management model in 2011, further efforts have been stepped up to intensify the integrity management



广活动，如院所际诚信问答比赛，鼓励职员参与，以进一步推广诚信和道德操守文化。对此，职员的反应正面，其参与率亦令人鼓舞。

「诚信大使计划」于二零一一年五月推出，部门从不同院所和组别中委任职员为诚信大使，负责协助推动所属院所的诚信管理工作，以强化重视道德操守的部门文化。截至二零一四年十二月，合共委任了183名诚信大使。

一直以来，本署与廉政公署保持紧密合作，为惩教人员提供诚信方面的培训。公署将于指定的周期内为所有惩教人员举办防贪讲座。本署深盼

透过在部门内建立讲求道德操守的文化和推广诚信管理，能够进一步加强惩教人员的整体素质，使惩教工作更臻专业。

本署将继续致力改善惩教人员的服务条件，以切合实际需要，并回应他们关注的问题。年内，本署指派工作小组继续跟进，进一步研究把更多纪律人员的岗位，纳入「五天工作周」计划内的可行性。其他关爱的政策，如让所有男性公务员享有五天侍产假，以及为需要喂哺母乳的员工于工作间提供支援及相关设施等，均得以支持及落实。



香港惩教署在第七届「粤港澳惩教人员运动会」中，勇夺全场总冠军，成绩令人鼓舞。  
*Hong Kong CSD becomes the overall champion with encouraging performance at the 7th Sports Meet for correctional officers of Hong Kong, Guangdong, Macao.*

within CSD through diversified activities, such as 'Integrity Quiz Challenge', to encourage staff involvement in the promotion of integrity and ethical culture, response from staff was positive.

Under the Integrity Ambassadors Programme launched in May 2011, nominated staff members from different institutions/sections were appointed as Integrity Ambassadors ('IAs') to assist in nurturing and sustaining an ethical culture at institutional level. As at December 2014, a total of 183 IAs were appointed.

The Department has been working closely with the ICAC in enhancing integrity training for CSD staff. Anti-corruption talks by the ICAC has been arranged to

cover all CSD staff within a specific cycle. It is expected that through embedding an ethical culture within the Department and the promotion of integrity management, we could further strengthen work ethics and positive value of our staff that help steer our professional services towards excellence.

Continuous efforts will also be made to address the needs and concerns of staff members by improving the conditions of service. In the year, a Task Group was appointed to further identify suitable disciplined workposts for migration to 5-day work week. Other caring policies such as 5-day paternity leave entitled to all male civil servants and the provision of breastfeeding facilities in workplaces for lactating employees have all been supported and implemented.



今天，社会各阶层人士对房屋的需求都十分殷切。一个稳定的居住环境，实有助职员更专注工作，而且生活无忧也有利于职员对部门建立归属感。故此，本署为了员工的福祉，一直致力确保有充足的宿舍供应。预计屯门虎地宿舍重建计划将于二零一五年内竣工，届时将会有更多宿舍单位提供给符合资格的惩教人员。此外，若获政府批准拨款，本署负责申建的「香港仔田湾宿舍项目」及由入境事务处负责申建的「观塘纪律部队宿舍项目」，预计可于二零一九年完成，届时将可为本署提供逾100个已婚初级职员宿舍单位。本署会继续循不同途径增加宿舍单位，务求进一步提升已婚职员宿舍的供应，以切合惩教人员的住房需要。

## 专业交流

本署开展了与内地惩教机构进行专业交流的策略性工作以建立双方连系的平台。年内，本署先后与在广东省、内蒙古自治区、宁夏回族自治区及安徽省的监狱管理局，进行了多次的专业交流。

国际方面，本署继续通过出席重要国际会议，与海外机构保持专业交流。年内，本署参加多个国际会议，包括亚洲及太平洋惩教首长会议、国际假释机构协会训练会议、联合国亚洲和远东预防犯罪和罪犯待遇研究所的训练课程、国际警用装备展览等等，让部门人员有机会了解不同



惩教署年内与内地惩教机构交流，建立双方连系的平台，亦继续通过出席国际会议，与海外机构保持专业交流。

*CSD conducted exchanges with the Mainland counterparts and established a liaison platform for both places. It continues to maintain professional exchanges with overseas agencies through participation in major international conferences.*

Nowadays, demand for housing from all walks of life is overwhelming. A stable living environment can definitely help employees focus more of their efforts on career, enjoy lives without anxiety and enhance their sense of belonging to the Department. Thus, ongoing efforts have been made to ensure the availability of quarters for the sake of our staff. It is anticipated that the redevelopment project of quarters in Fu Tei, Tuen Mun will be completed in 2015. By that time, additional quarters will be supplied. Also, if funding is approved, the quarters project in Tin Wan, Aberdeen led by CSD and the project in Kwun Tong led by the Immigration Department would be completed in 2019, providing more than 100 units of married quarters for our junior staff. We will continue to increase the number of quarters by various means with a view to increasing the supply of married quarters to suit the accommodation needs of staff.

## Professional Exchange

Correctional Services Department has launched strategic plans to conduct professional exchanges with the Mainland counterparts so as to establish a liaison platform. In the year, CSD delegations had professional exchanges with respective Prison Administration Bureau in Guangdong Province, Nei Mogol Zizhiqu, Ningxia Huizu Zizhiqu and Anhui Province.

On international front, CSD continues to maintain professional exchanges through participation in major international conferences such as the Asian and Pacific Conference of Correctional Administrators, Association of Paroling Authorities International Training Conference, The United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders (UNAFEI), General



地方的情况，以强化部门的接任计划，并借鉴同业的优良措施，从而优化我们的专业服务。

## 法律研究及谘询

本年六月本署成立法律研究组，就部门的法律谘询事宜，提供协助及统筹法律培训的工作，藉以提升部门整体的法律专业水平。法律研究组由一名总惩教主任领导，隶属人力资源处。

由于政府部门的透明度日渐提升，并一直受到社会大众的关注，本署成立该组有助提升部门的专业水平，更有效地服务社会。当遇到对部门有深远影响的法律问题时，该组别会主责统筹相关的法律谘询工作。

此外，该组亦负责建立、统筹及管理一个中央法律谘询资料库，并上载有关资料至部门的知识管理系统。该中央资料库可方便有职务需要的同事查阅及参考相关法律谘询个案，进一步提高部门整体的工作效率。



四名高级职员获行政长官颁授勋衔，表彰他们的重要贡献。

*Four senior officers receive awards from the Chief Executive for their significant contributions.*

Police Equipment Exhibition & Conference (GPEC), etc. We aim at diversifying the exposures of staff members for succession planning and benchmarking best practices with our counterparts towards professionalism and excellence in our services.

## Legal Research & Consultation

The Legal Research Unit was established in June this year. The unit provides assistance on matters relating to legal advice and coordinate legal training for our staff so as to enhance the overall legal professional standard in the Department. The Legal Research Unit is headed by a Chief Officer, under the Human Resource Division.

With the increasing transparency of the government and arising public concerns, establishment of the unit can improve the department's professional standards and efficiency in serving the community. The Unit is tasked to coordinate relevant legal consulting work when legal issues with departmental-wide implications arise.

The Unit is also responsible for establishing, coordinating and managing a central legal advice data base, through uploading the relevant information in the departmental knowledge management system. The data base provides colleagues with access for duty-bound needs and a platform for making reference to relevant legal advices so as to further improve the overall quality of work and efficiency of the department.

# 5 服务质素

## Quality Assurance

服务质素处在二零一四年一如既往，适时进行检讨和推行优化措施，以维持及提升工作表现。

### 审核及保安组

审核课致力提供有系统和优质的审核工作，确保各惩教设施恪守部门的政策、规则及规例，以及既定方法和标准，并善用资源，提高工作效率。

Quality Assurance Division (QAD) continued to conduct timely review and initiate enhancements for upholding the performance standard of the Department in 2014.

### Inspectorate and Security Unit

The Inspectorate Sub-unit is committed to providing systematic and quality inspections to correctional facilities to ensure that the departmental policies are followed, rules and regulations are duly complied with, approved practices and standards are consistently maintained, and resources gainfully deployed to enhance efficiency.

惩教人员利用手持式视频伸缩安检仪搜查高位暗处，提高工作效率。

*Officers apply the extendable video pole camera system to search high positions and hidden places to enhance work efficiency.*







年内，审核课于不同惩教设施进行了4次全面视察、11次专题视察、16次跟进视察、18次保安视察及20次突击视察。

为提升工作表现，以及因应社会和惩教环境的转变，审核课继续推出多项提升保安设施和改善保安程序方面的措施，以切合公众期望。年内，审核课继续「闭路电视系统」的专题研究，探讨在现有闭路电视系统中加入不同软件功能辅助分析影像的可行性，以协助现场监察及事发后翻

查录影片段，提升效率。另外审核课亦引进「管道检查系统」于渠道及管道进行保安检查工作，以加强院所保安。

为确保在囚人士在一个无毒品的环境中羁押，保安课在年内全力打击偷运违禁品进入惩教院所，更利用X光身体扫描器予以协助。署方检获毒品个案51宗，全部均在流入院所前已被截获。



职员利用便携式安检内窥摄录仪进行窗外保安检查工作，以加强院所保安。  
*An officer uses a flexible inspection tube camera to search for contrabands outside windows to step up institution security.*

In 2014, the Inspectorate Sub-unit conducted a total of four full inspections, 11 thematic inspections, 16 follow-up inspections, 18 security inspections and 20 surprise visits to various correctional facilities.

To uphold the performance standard of the Department and address public aspirations that come with the ever changing society and penal environment, the Inspectorate Sub-unit continued to contribute enhancement initiatives particularly relating to security facilities and procedures. In 2014, the Inspectorate Sub-unit continued the thematic study on "Closed Circuit Television (CCTV) System" and explored the feasibility of including software control and analytical functions to assist in the real time monitoring and reviewing of CCTV footages. Inspectorate



保安课全力打击偷运违禁品进入惩教院所，图为搜获的违禁品，包括香烟、笔和打火机等。

*The Security Sub-unit makes every effort to stamp out the smuggling of contrabands into correctional institutions. Photo shows some contrabands seized including cigarettes, pens and lighters.*

Sub-unit also introduced the "Drain and Duct Inspection System" for security check of pipes and ducts so as to enhance institutional security.

During the year, the Security Sub-unit made every effort to stamp out the smuggling of contrabands into correctional institutions, ensuring a drug-free environment for keeping persons in custody with the help of X-ray body scanners. There were 51 cases of discovering dangerous drugs, all were intercepted on the doorstep of the institutions.



杜绝惩教设施内的赌博和其他非法活动，是保安课的重要工作之一。署方透过可靠情报和频密搜查行动，致力减少赌博和非法活动，尤其集中打击世界杯期间的赌波活动。保安课更联同更生事务处，向在囚人士推广反赌博资讯。年内，保安课于各院所进行了544次联合搜查行动、5 025次特别搜查行动及104次夜间突击搜查行动，成效显著。

在培训方面，审核及保安组与专家学者为服务质素处人员举办多项与工作相关的训练课程，包括「刑事法」、「反恐处理」及「三合会研究」。

## 投诉调查组

投诉调查组由惩教署署长委任，负责处理及调查职权范围内的所有投诉。调查结果由惩教署投诉委员会审核。该组并进行服务对象满意程度调查，以了解有关人士对服务的满意程度，尤其是调查组人员的态度、专业水平和效率各方面的表现。二零一四年的调查结果显示，服务满意评级超过90%。投诉调查组自二零零零年开始引进国际品质认证管理系统，在同年八月获香港品质保证局颁授质素管理系统证书，并于二零零九年一月成功将认证升级至最新的ISO 9001:2008版，标志著投诉调查组不断努力提升服务质素的成果。于二零一四年二月，投诉调查组更获香港品质保证局将相关认证续期至二零一七年。



在世界杯期间，署方向传媒公布打击院所赌博和非法活动，并展示检获违禁物品，例如一些自制赌具。

*CSD officers launched a series of anti-gambling operations against illegal activities in correctional institutions during World Cup 2014. Homemade gambling tools seized are on display at a press conference.*

Wiping out gambling and illicit activities in correctional facilities is an important mission of the Security Sub-unit. In order to reduce gambling and other illicit activities, sound intelligence networks were built up and frequent searching operations were enforced, particularly to combat against soccer betting during the World Cup. The Security Sub-unit even worked together with the Rehabilitation Division to promote anti-gambling message to persons in custody. In 2014, 544 joint searching operations, 5 025 special searching operations and 104 night raid operations were conducted in institutions with fruitful results.

On the training front, the Inspectorate and Security Unit organised job-related training courses for QAD officers with professional academies on "Criminal Law", "Counter-terrorism" and "Triad Association".

## Complaints Investigation Unit

Appointed by the Commissioner of Correctional Services, the Complaints Investigation Unit (CIU) handles and investigates all complaints within its purview, the results of which are examined by the Correctional Services Department Complaints Committee (CSDCC). Customer Satisfaction Surveys are conducted in order to gauge satisfaction with CIU services in terms of mannerism, professionalism and efficiency. In 2014, the satisfaction rating was over 90%. CIU introduced the international quality management system in 2000 and was accredited certificate by the Hong Kong Quality Assurance Agency in August 2000 and then upgraded to ISO 9001:2008 in January 2009, which demonstrated the efforts of CIU in making continuous improvements. In February 2014, the certificate was renewed by the HKQAA till 2017.

为持续改善服务质素及提升职员的工作知识，投诉调查组按季把投诉统计资料、惩教署投诉委员会通过的改善服务建议，以及个案分享等实用资料，上载至部门内联网的「知识管理系统」及「优质管理锦囊」，供职员参考。投诉调查组继续推行调解服务，提供另一途径解决须予报告但属轻微及不复杂的投诉。截至二零一四年年底，本署有56名在职职员曾接受训练成为调解协调员。而该组亦在同年十一月举办深化课程，让调解协调员掌握最新知识和重温调解服务的实用技巧。

投诉调查组在二零一四年收到438宗由在囚人士和市民提出的投诉 / 求助 / 查询个案。当中，由该组展开全面调查的投诉个案



投诉调查组人员以激光测距仪测量距离，协助了解投诉个案详情。

*The Complaints Investigation Unit officers use Laser Rangefinder to measure distance to assist in investigating complaint cases.*

有94宗、转介院所处理并由该组监察的个案有39宗、重复投诉的个案有158宗，以及列为求助 / 查询的个案有147宗。此外，惩教署投诉委员会合共审议及通过87宗由上述人士提出的投诉个案，并作出16项改善服务的建议。

## 管理事务组

年内，管理事务组不时检讨在惩教署职权范围内的相关法例、部门工作守则和运作手册，以确保符合运作需要及因社会环境转变而产生的诉求。该组亦探讨现代科技的应用，藉以提升运作效率和加强保安。



For the continual improvement and enhancement of staff working knowledge, CIU uploaded complaints statistics and recommendations endorsed by CSDCC as well as cases of interest to the 'Knowledge Management System' and 'Smart QA Info' of CSD Intranet on quarterly basis. CIU continued to adopt mediation service as an alternative to resolve minor and uncomplicated reportable complaints. As at the end of 2014, 56 serving staff have received mediation facilitator training. Enhancement course to refresh facilitators with updated knowledge and practical skill in mediation service was also held in November 2014.

In 2014, CIU received 438 complaint cases / requests / enquiries from persons in custody and the public. Among them, 94 complaint cases entailed full investigation by CIU, 39 complaint cases entailed handling by institutions under CIU monitoring,

158 were repeated complaints, 147 were requests / enquiries. Besides, CSDCC examined and endorsed the investigation reports on a total of 87 complaint cases and made 16 recommendations for service improvement.

## Management Services Unit

During the year, the Management Services Unit constantly reviewed the relevant legislation under the Department's purview, departmental standing orders and operational manuals to ensure that they were in line with operational needs and able to meet the demands arising from the changing environment in society. The Unit also carried out researches in the application of technology for operational and security enhancement.



自二零一二年十二月于荔枝角收押所引入首部X光身体扫描器，以取代人手作直肠检查，该组更于二零一四年，分别于大榄女惩教所、壁屋惩教所及罗湖惩教所，各安装一部X光身体扫描器，成绩理想。

为了加强管理职员装备，本署引进了无线射频识别系统，将无线射频识别标签安装在胡椒喷剂、伸缩警棍及保安锁匙圈上。当职员离开院所时，若携带任何上述装备通过设有无线射频识别感应器的保安闸时，系统便会发出警告讯号，以防止装备在未获授权下被携离院所。预计二零一五年四月中旬，共有18个惩教院所将会完成安装此系统。

The first X-ray body scanner was introduced to Lai Chi Kok Reception Centre in December 2012 for searching contrabands concealed inside the rectum of person in custody. The Unit then procured additional three sets of X-ray body scanner for the use of Tai Lam Centre for Women, Lo Wu Correctional Institution and Pik Uk Correctional Institution in 2014. Satisfactory outcome was seen.

Radio Frequency Identification Technology (RFID) System was introduced for better managing staff accoutrements. RFID tags are attached to Oleoresin Capsicum foams, extendable truncheons and security key rings. When any staff accoutrement is carried by a staff passing through the RFID Security Gates upon leaving an institution, it will trigger off an alarm signal and prevent them from being carried out without authority. A total of 18 penal institutions will be installed with the System by mid-April in 2015.

二零一四年一月首个车辆生命探测安检系统成功安装于壁屋监狱洗衣大楼车闸内，以防范在囚人士匿藏于车辆内逃离院所。该组将于二零一五年初增添一部于赤柱监狱内使用。

配备拍摄功能的无人驾驶飞机系统（无人机）的使用日趋普及，该组正研究于本署日常工作应用无人机的可行性，并厘清在惩教院所或附近地方禁止使用未经授权的无人机的有关法律事宜，以便防止发生任何不法行为。

The first Human Presence Detection System to assist staff to prevent persons in custody from escape by hiding in vehicles was installed at Pik Uk Prison Laundry in January 2014. Another one will be procured for Stanley Prison in early 2015.

The use of Unmanned Aircraft System (UAS) with video/photo capturing device is becoming popular nowadays. The Unit is studying on the application of UAS in our daily operations as well as clearing up those legal concerns in prohibiting unauthorised UAS from flying near penal institutions.

为调查院所内的投诉个案，惩教人员以噪音计量度现场声音的分贝。

*To investigate complaint cases in institutions, an officer uses Sound Level Meter to measure the decibel at scene.*



# 6 行政及策划

## Administration and Planning

行政及策划处由一名首长级丙级政务官掌管，包括以下各组别：

### 行政组

部门行政分组负责为本署总部和惩教院所提供行政及后勤支援，包括资源、环保、档案和楼宇管理，以及负责部门约500名一般及共通职系人员的职系管理事宜。

人事分组负责处理约6 800名职员的人事事宜，包括薪酬和津贴、假期和旅费、房屋福利、雇员补偿及终止聘用。该分组亦负责在电脑系统内存备人事档案及薪酬记录。

The Division is headed by an Administrative Officer Staff Grade C and comprises the following sections:

### Administration Section

Departmental Administration Unit provides administrative and logistical support for departmental headquarters and penal institutions, covering resource management, green management, records and building management. It also performs grade management function for some 500 general and common grades staff members.

Personnel Unit handles all personnel matters for about 6 800 staff members, including salary and allowances, leave and passages, housing benefits, employee compensation and termination of service. The Unit is also responsible for maintaining personnel and payroll records in computerised systems.







懲教署將於二零一五年年初推出部門流動應用程式，整合科技組人員正積極籌備。屆時，市民可透過智能電話或平板電腦隨時隨地瀏覽懲教署各項重要及最新的資訊和服務。

*The Integrated Technology Section staff is working hard to prepare a department Mobile App of CSD which will be launched in early 2015. The public can access important and latest information and services of the Department anytime and anywhere by using smart phones and tablets.*



聘任分组处理招聘和晋升选拔工作。年内，有关工作为数约40项。本署通过公开招聘，全年聘用了约390名公务员。

编制分组负责一切编制事宜，包括开设及删除职位，为运作需要临时调配职位，并为部门编制委员会提供秘书服务。

内部核数分组负责视察各院所的财政及物料供应事宜，确保有关人员遵从政府所定的规例及程序。

翻译分组负责为部门提供中英文翻译服务，以及批核院所为在囚人士安排非法定语文及方言的翻译及传译服务。

中央物料供应分组监管所有与采购、供应、物料及设备有关的行政和财务事宜。二零一三至一四年度的全年采购总开支如下：

院所物品和设备 — 4,782万元；

在囚人士衣服 — 1,011万元；

职员制服 — 1,134万元。

Appointments Unit handles recruitment and promotion exercises. About 40 such exercises were conducted in 2014. The number of intakes of civil servants from open recruitment in the year was around 390.

Establishment Sub-unit oversees all establishment matters, including the creation and deletion of posts, temporary redeployment due to operational needs and the provision of secretarial services to the Departmental Establishment Committee.

Internal Audit Sub-unit inspects financial and stores matters of all institutions to uphold government regulations and procedures.

Translation Unit is responsible for the core translation services of the Department. It also approves applications of penal institutions for translation and interpretation services in non-official languages and dialects for persons in custody.

Central Supplies Unit supervises administrative and financial matters relating to procurement, supplies, stores and equipment. Annual purchases in 2013-14 included the following items:

Institutional goods and equipment: \$47.82 million

Clothing for persons in custody: \$10.11 million

Staff uniform: \$11.34 million



电子行动组专责处理网络系统的发展，以及管理与行动有关的资讯科技计划和服刑资料管理系统。

*The e-Operations Office specialises in developing network systems, managing operational IT projects and penal information systems.*



## 会计组

会计组包括部门会计组、管理会计组和工业会计组，共同负责涵盖惩教工业的所有财政及会计工作。

本署在二零一四年的总开支为33.04亿元(不包括建设工程费用)，较二零一三年增加2%。开支增加主要由于部门开支上升所致。从各项来源所得的全年总收入为6,100万元，其中5,100万元来自职员宿舍租金。

惩教署工业组暂记帐内的订购和收款总额分别为1.53亿元和1.44亿元。

## 整合科技组

整合科技组包括电子行动组和电子行政组，为部门的日常运作提供资讯科技支援。在保安局资讯科技管理组的协助下，整合科技组亦负责策划、统筹和推行各项资讯科技活动及电子政府措施，以提高部门的运作效率。

电子行动组专责处理网络系统的发展，以及管理与行动有关的资讯科技计划和服刑资料管理系统。电子行政组则负责管理行政方面的电脑系统和计划项目，以及维护部门互联网网站和内联网系统。

## Accounts Section

The Accounts Section comprises the Departmental, Management and Industries Accounts Offices which are jointly responsible for all financial and accounting operations, including those pertaining to the Correctional Services Industries.

Expenditure in 2014 was \$3,304 million, excluding capital building works. This represents a 2% rise on 2013, mainly due to increased departmental expenses. Revenue collected from various sources during the year amounted to \$61 million, including \$51 million in rent from staff quarters.

Purchases and recoveries under the Correctional Services Industries Suspense Account were \$153 million and \$144 million respectively.

## Integrated Technology Section

The Integrated Technology Section consists of the e-Operations Office and the e-Administration Office, providing information technology (IT) support for the Department's daily operation. Assisted by the Information Technology Management Unit of the Security Bureau, the Section is also responsible for planning, coordinating and implementing various IT activities and e-Government initiatives to enhance operational efficiency of the Department.

The e-Operations Office specialises in developing network systems, managing operational IT projects and penal information systems. The e-Administration Office focuses on the management of administrative computer systems and projects, as well as maintenance of departmental internet and intranet websites.

在二零一四年，本署因应二零一三年所订立的未来五年资讯系统策略计划展开了两项可行性研究，旨在配合部门的长远发展需要。其中一项研究的目的是全面加强部门资讯科技的基础建设，而另一项则是集中于设立一个系统以综合惩教及更生管理，进一步改善部门运作效率。

此外，为提高服刑记录资料系统II的安全和可靠性，并满足未来增加的需求，一个有关硬体及软体的提升计划已于二零一四年顺利完成，加强了系统的整体容量、效能及安全性。同年，为全面加强部门的资讯科技上的保安，本署已检讨现行相关的保安措施，并完成了资讯科技保安审核及风险评估。

除了提供日常的资讯科技应用支援外，整合科技组亦透过研究整合不同科技的可行性，致力提升部门运作效率和善用资讯科技的资源。今年整合科技组正积极研究及开发一项流动應用程式，让部门更有效率地对外发放服务资讯。该流动應用程式可方便市民大众取得在囚人士现时的服刑院所及探访状况、部门的职位空缺和相关信息提示服务等资讯。

In 2014, two feasibility studies were launched in response to the five-year Information Systems Strategy Plan formulated in 2013 to meet the Department's long-term business needs. One study aimed at enhancing the overall infrastructure of the Department's IT systems, whereas the other focused on establishing the Integrated Custodial and Rehabilitation Management System in order to consolidate the related systems for better operational efficiency.

Moreover, with a view to improving the security and reliability of the Penal Record Information System II (PRIS II) and meeting growing demands in the coming years, a project for upgrading the related hardware and software was completed in 2014 to enhance the overall capacity, effectiveness and security of PRIS II. In addition, an exercise of IT Security Audit and Risk Assessment was conducted during the year to strengthen the Department's IT security in a holistic manner by reviewing the existing IT security measures.

Apart from the provision of daily support for IT applications, the Section is dedicated to enhancing the Department's operational efficiency and optimising IT resources such as studying the feasibility of integrating different technologies. The Section was proactively studying and developing a mobile application with a view to providing a new and convenient channel for dissemination of information on the Department's services. The mobile application would enable members of the public to obtain information related to the holding institutions and visiting statuses of persons-in-custody, the Department's job vacancies and notification services, etc.

## 工程及策划组

工程及策划组负责与建筑署及机电工程署共同计划兴建新惩教院所及翻新现有的陈旧惩教设施。年内完成的主要工程项目包括小榄精神病治疗中心大闸范围改善保安设施工程、罗湖惩教所电锁保安系统工程及大榄惩教所园艺工场改建工程。

进行中的大型工程包括大榄女惩教所的原址局部重建计划和屯门虎地的纪律部队宿舍重建计划。规划中的项目包括兴建惩教署总部大楼、香港仔田湾的职员宿舍重建计划、更换及提升赤柱监狱的闭路电视系统，以及在大榄女惩教所装置电锁保安系统。

年内，进行中的小规模建造工程包括扩建赤柱监狱的厨房、更换壁屋惩教所、石壁监狱及荔枝角收押所的闭路电视监察系统，安装大榄惩教所的闭路电视监察系统、改善东头惩教所和白沙湾惩教所的外围网、在院所展开数码地面电视接收工程，以及改善大榄惩教所探访设施。规划中的项目还有在喜灵洲兴建中央探访室大楼及中央行政区。



大榄女惩教所的原址局部重建计划进展良好。

*The in-situ partial redevelopment of Tai Lam Centre for Women makes good progress.*



## Works and Planning Section

The Works and Planning Section plans for the construction of new correctional institutions and the rejuvenation of existing aged correctional facilities in conjunction with Architectural Services Department and Electrical and Mechanical Services Department. Major projects completed in 2014 included security upgrading works at main gate area of Siu Lam Psychiatric Centre, works on electric locks security system of Lo Wu Correctional Institution and redevelopment project on horticulture workshop of Tai Lam Correctional Institution .

Capital works projects in progress were in-situ partial redevelopment of Tai Lam Centre for Women and redevelopment of disciplined services quarters at Fu Tei

of Tuen Mun. Projects under planning included the Correctional Services Department Headquarters Building, redevelopment of staff quarters at Tin Wan of Aberdeen, replacement and enhancement of the closed circuit television system for Stanley Prison as well as installation of electric locks security system in Tai Lam Centre for Women.

Minor building projects in progress in 2014 were the expansion of kitchen in Stanley Prison, replacement of the closed circuit television system in Pik Uk Correctional Institution, Shek Pik Prison and Lai Chi Kok Reception Centre, installation of closed circuit television system in Tai Lam Correctional Institution, perimeter fence improvement works in Tung Tau Correctional Institution and Pak Sha Wan Correctional Institution, digital terrestrial television reception works at institutions, and improvement works on visiting facilities in Tai Lam Correctional Institution. Projects under planning were the construction of a central visit room complex and central administration zone in Hei Ling Chau.



本署继续改善成年在囚人士的职业技能训练设施，推动在各院所采用省电照明系统和可再生能源科技的设施。此外，本署改善各院所的吸烟间、消防系统、探访室设施及旗杆的工程均进展顺利。

本署一些规模较小的改善和维修工程，均有在囚人士参与。此举除了让他们在羁管期间培养良好的工作习惯，并为他们提供机会接受职业训练，从而协助他们改过自新和重新融入社会。

## 公共关系及对外事务组

公共关系及对外事务组负责为部门积极推行对外联络和公共关系策略的工作。

对外事务小组负责统筹本地与内地和海外司法管辖区惩教机构的互访和专业交流活动。年内，小组继续安排政府新闻处「内地贵宾访港赞助计划」的访客参观惩教设施，让他们更加了解本署的羁管和更生工作。除

鉴于近年非本地在囚人口有所增加，对外事务小组不时安排有关的驻港外国领事馆人员到惩教院所参观。

*In view of the increasing population of non-local persons in custody, the External Affairs Unit arranges visits to correctional facilities for Consulate Officers.*



The Department continued the effort to enhance vocational training facilities for adult persons in custody and promote the adoption of energy saving lighting devices and renewable energy technology for facilities in various institutions. Besides, the upgrading works of smoking booths, fire services installations, visiting facilities and flag poles in all institutions were in good progress.

Persons in custody were deployed in minor improvement and maintenance works. The arrangement helped them cultivate good working habit during custody and also provided them with opportunities to receive vocational training, thereby assisting their rehabilitation and re-integration into society.

## Public Relations and External Affairs Section

Public Relations and External Affairs Section is responsible for implementing a proactive external liaison and Public Relations strategy for the Department.

The External Affairs Unit is responsible for coordinating two-way visits and professional exchanges with counterparts of Mainland and overseas jurisdictions. This year, the External Affairs Unit continued to arrange visits to correctional facilities for visitors under the Sponsored Mainland Visitors Programme operated by the Information Services Department to enhance their understanding of custodial and rehabilitative services in Hong Kong. Apart from Mainland and overseas visitors, the External Affairs Unit also arranged a number of visits to



了内地和海外的访客，对外事务小组亦安排正在就读与香港司法制度和惩教工作相关课程之本地大学生参观惩教设施，加深学生对惩教服务的了解。

鉴于近年非本地在囚人口有所增加，对外事务小组与驻港外国领事馆保持定期接触和紧密联系，并安排领事馆人员参观惩教院所。

此外，作为香港特区政府与广东当局《粤港合作框架协议》的港方联络处，对外事务小组亦会就《框架协议》内关于本署的事宜担任统筹工作。

对外事务小组亦会统筹联络主任训练课程，安排有潜质的职员参与专业礼宾训练，为部门的大型活动和来访的团体及宾客，提供联络和接待的服务，以提升部门的形象。



公共关系小组安排传媒于六月十一日参观白沙湾惩教院所，介绍加强打击赌博的措施，以遏止在世界杯期间可能带来的赌风。  
*The Public Relations Unit arranged the media to visit Pak Sha Wan Correctional Institution on June 11, 2014 and introduced to them anti-gambling measures during World Cup 2014.*

correctional facilities for students of local universities who are studying subjects related to Hong Kong Legal System and correctional services. These visits foster students' understanding of correctional services.

In view of the increasing population of non-local persons in custody, the External Affairs Unit maintains regular and close liaison with the Consulates in the territory and arranges visits to correctional facilities for Consulate Officers.

The External Affairs Unit, as the contact point of Hong Kong, plays a coordinating role for matters relating to the Department under the Framework Agreement between HKSARG and the Guangdong Authority.

The External Affairs Unit coordinates the training of Liaison Officers by arranging potential staff to undergo professional protocol training. To promote the image of Department, these Liaison Officers provide liaison and reception services to guests in large scale departmental activities and visiting delegations and guests.



年内，公共关系及对外事务组与电视广播有限公司合作，制作了一套以惩教故事为题材的连续剧，并于十月播出，增加公众人士对羁管和更生服务的了解。

公共关系小组负责向传媒发放有关本署各项计划、服务和活动的消息，通过向传媒全面提供相关资料，可让更多市民得知本署提供的羁管及更生服务的最新情况。

公共关系小组亦处理新闻界的查询，发放新闻稿，筹办新闻发布会和记者招待会，安排传媒与惩教署人员会面及参观惩教院所。

此外，该小组亦协助制作宣传物品，包括单张、小册子、海报、展板，以及电视、电台的政府宣传声带和短片。该小组亦负责本署年报及《爱群》月刊的编制工作。



一套以惩教人员及其工作为题材的电视连续剧于二零一四年十月播出，演员同心宣传新剧。  
*Artists join hands to promote a TV series featuring correctional officers and their work. The series was put on air in October, 2014.*

In the year, Public Relations and External Affairs Section worked with Television Broadcasts Limited and produced a serial drama with setting of correctional services with a view to enhancing public understanding of custodial and rehabilitative services of the Department. The drama was broadcast in October.

The Public Relations Unit is responsible for disseminating information about the Department's plans, services and activities to the media. By keeping the media fully informed, it helps enhance public awareness of the latest developments in custodial and rehabilitative services provided by the Department.

It handles media enquiries, issues press releases, and arranges press briefings, conferences, interviews with correctional officers as well as media visits to institutions.

It assists in and advises on the production of publicity items, including pamphlets, booklets, posters, exhibition panels as well as TV and Radio Announcements in Public Interest. It also produces the Department's Annual Review and monthly newsletter, The Guardian.



## 统计及研究组

统计及研究组负责就部门运作和惩教计划的策略规划、监察和检讨，提供统计资料和研究支援。

除编制统计报告以应付部门的管理及规划需要外，该组亦收集有关在囚人口的社会经济和犯罪背景特徵的统计数字，以及定期更新在囚人口的推算数字，为日后的需要作出评估。

该组亦负责研究罪犯在入狱前的吸毒情况、在囚期间的自残行为、暴力行为和违反纪律行为、本地罪犯在获释后的再犯罪情况及「罪犯风险与更生需要评估及管理程序」的成效，以期尽量提升惩教治疗、惩教行动和行政工作的成效。该组亦提供统计分析、研究结果和技术支援，以协助制订政策、作出决策和解决问题。

统计及研究组为部门提供统计资料和研究支援。

*The Statistics and Research Section provides statistical and research support for the Department.*

## Statistics and Research Section

The Section provides statistical and research support for the strategic planning, monitoring and review of the Department's operation and correctional programmes.

Apart from compiling statistical reports to meet management and planning needs, the Section collates statistics on socio-economic and criminal background characteristics of the penal population and updates the penal population projections to provide assessments of future needs.

Drug abuse incidence of offenders before admission, self-harm, violent and disciplinary behaviours of offenders in custody and recidivism of discharged local offenders and effectiveness of the Risks and Needs Assessment and Management Protocol for Offenders are monitored to best promote correctional treatment, operation and administrative effectiveness. Policy formulation, decision making and problem solving all benefit from the statistical analyses, research findings and technical insights provided by the Section.

# 7 环保管理

## Green Management

本署在各方面的运作均以环保为重要考虑因素，严格执行与环保有关的法例、规定及标准，力求保持良好记录及取得明显改善。惩教设施的设计及运作均贯彻环保的原则，同时切实执行节省资源措施。此外，本署致力减少废物，藉著循环使用物资、采购和使用环保制品和原料，以及提高职员及在囚人士的环保意识等，确保环境得到优良的保育。

### 环保管理及责任

环保委员会配合相关条例的规定，订定本署的环保目标，落实环保措施。在参考职员、在囚人士、伙伴及其他方面的意见后，该委员会推行由本署制订的政策。环境审核小组会在院所进行全面环境审核，然后向委员会汇报审核结果及提出改善建议，以供部门职员分享。年内，歌连臣角惩教所和励敬惩教所被选为全面环境审核的目标。

The Department always places ecological considerations in high priorities in every aspect of its operation. We strictly comply with relevant laws, regulations and standards pertaining to protecting the environment and strive to maintain excellent records and achieve demonstrable improvements. Correctional facilities are designed and operated in an environmental-friendly manner, while conservation of resources remains tightly enforced throughout. Going hand in hand, waste reduction, recycling, ecologically-sound supplies and education of staff and persons in custody are all pivotal components in departmental efforts towards good stewardship of the environment.

### Environmental Management and Accountability

The Green Manager's Committee sets environmental objectives and adopts measures in line with relevant regulations. With feedback from staff, persons in custody, partners and other sources, the Committee implements policies mandated by the Department. The Environmental Auditing Team conducts comprehensive audit at institutions, reports the findings and makes recommendations to the Committee for sharing among staff members. Cape Collinson Correctional Institution and Lai King Correctional Institution were chosen as audit targets in 2014.

喜灵洲戒毒所设立有机堆肥屋，处理厨馀及园林废物，把废物循环转化为有用的物料。

*An Organic Composting Plant has been installed at Hei Ling Chau Addiction Treatment Centre to treat food waste and yard waste and recycle them into useful products.*









本署参加一年一度的香港花卉展览，吸引不少学生在摊位写生。  
*Students do drawing at CSD's booth at the annual Hong Kong Flower Show.*



## 环保措施

措施包括节省能源、使用可再生能源和环保管理，并逐步引入节能的电器及照明系统，以代替传统的装置。本署重视有效运用资源，致力减少浪费，节约用水，以及控制办公室的各项运作消耗。年内进行的具体工作，包括致力加强在惩教设施及职员宿舍推行废物源头分类、提高工场物料及院所厨余循环再用的效率、以及增加采购对环境造成最少不良影响的工业生产原料和设备，例如使用含再造成分的纸张制造名片和政府信封，及对破损的玻璃纤维院所家具进行翻新和维修以减少固体废物等。惩教设施的化学及医疗废物则由注册承办商处理，并经严格监管。各院所的设施及所有部门车辆亦已加强废气排放管制。

在减少厨余方面，罗湖惩教所连续第二年推行「真识食 — 珍惜食」计划。该计划鼓励在囚人士自愿减少主粮的份量，包括米饭、薄饼和马铃薯。年内的参加者约占院所所在囚人口的八成，每月平均节省15 000碗白饭。由于反应良好，计划现已推广至马坑监狱、励愿惩教所和大榄女惩教所。设置在罗湖惩教所的厨余机，每天可以处理100公斤厨余，能把回收的厨余转化为有机肥料，绿化院所周边的环境。为进一步促进有机废物的循环使用，喜灵洲戒毒所设立有机堆肥屋，处理厨余及园林废物，把这些废物循环成有用的物料。

此外，我们定期检查及提升污水处理和隔滤系统，防止排放有害环境的污水，同时杜绝污染源头。减低噪音污染是另一项重要工作，院所内所有地方均已实行监管噪音水平措施，并按情况需要，特别是在工场，提供适当的听觉保护装置。我们亦定期进行空气质素评估，以保障所有人的健康。

## 环保合作

本署与其他机构及组织紧密联系，推行环保运动。我们与政府物流服务署合作，在壁屋监狱的洗衣工场及其他四间院所，全面采用更环保的生化柴油。

年内，我们邀请了两家电力公司分别在壁屋和白沙湾洗衣工场进行能源审核，以评估现时工场内的能源消耗效益及寻求改善方案。该两所工场都能在该次审核中，寻找到节约能源的契机，如利用节能照明系统和机器。

## 自然保育运动

我们采用符合高环保标准的供应商服务，并通过提供保育训练及与生态有关的课程，致力教育职员和在囚人士。为提高职员及公众人士对保育环境的意识，本署参加一年一度的香港花卉展览，我们的参展作品获得不少赞誉。



## Environmental Initiatives

Our environmental initiatives include energy conservation and use of renewable energy, green housekeeping and gradual replacement of conventional electrical appliances and lighting with energy saving types. The Department adheres to full accountability in resource utilisation and works vigilantly to limit wastage, conserve water and control office-related consumption. Concrete actions in the year include enhancing efforts in source separation of wastes at facilities and staff quarters, improving recycling efficiency for materials used in workshops and food waste from institutions, increasing procurement of raw materials and equipment with minimal adverse environmental impacts for industrial production such as using paper with recycled content to produce name cards and government envelopes, refurbishing and repairing the worn and torn fiberglass institution furniture to reduce solid wastes, etc. Chemical and clinical by-products from facilities are handled by licensed contractors and strictly regulated. Emissions controls have been augmented in both institutional infrastructure and all motor vehicles of the Department.

The "Waste No Food" Scheme has been run by Lo Wu Correctional Institution (LWCI) to reduce leftover in meals for the second consecutive year. Persons in custody are encouraged to reduce the portion of their staple food including rice, chapatti and potatoes on a voluntary basis. This year, around 80% of the penal population at the Institution has joined the Scheme, resulting in an average of 15 000 bowls of rice being saved each month. In view of the encouraging response to the Scheme, it has been extended to Ma Hang Prison, Nei Kwu Correctional Institution and Tai Lam Centre for Women. The food waste decomposing machine installed at LWCI can handle 100 kg of leftover daily and process the leftover collected into organic fertiliser. The organic fertiliser is used for growing plants in the vicinity of the Institution for greening purposes. As a further step to promote

the recycling of organic wastes, an Organic Composting Plant has been installed at Hei Ling Chau Addiction Treatment Centre to treat both food waste and yard waste and recycle them into useful products.

Sewage treatment and filtration systems are regularly inspected and upgraded to prevent the discharge of polluted effluent and to reign in any possible sources of contamination. Noise pollution reduction is a major issue. Noise levels at all locations are monitored and, where necessary and notably at workshops, proper ear protection are provided. Regular air quality assessments are conducted to safeguard the health and well-being of all.

## Green Cooperation

Environmental campaigns are made possible through close ties with other agencies and organisations. In cooperation with the Government Logistics Department, greener biodiesel fuel has been in use at Pik Uk Laundry and four other institutions.

Two power companies were invited to conduct energy audit respectively at Pik Uk Laundry and Pak Sha Wan Laundry in order to review the current energy consumption performance and explore ways to enhance energy efficiency. Based on the recommendations, energy saving opportunities have been identified by using more energy efficient lighting system and machinery.

## Conservation Campaigns

We use suppliers complying with high environmental standards, and strive to educate our staff and persons in custody with conservation training and formal ecology-related classes. To promote the awareness of staff and the public on environmental conservation, we took part in the annual Hong Kong Flower Show and won notable accolades for our efforts.



丰力楼利用天台种植，推动环保。  
*Rooftop planting at Phoenix House promotes environmental protection.*



# 附录

## Appendices

惩教署总部组织图(二零一四年十二月三十一日)  
 Organisation chart of Correctional Services Department  
 Headquarters (as at 31.12.2014)



署长  
Commissioner

邱子昭  
YAU Chi-chiu



副署长  
Deputy Commissioner

林国良  
LAM Kwok-leung

更生事务  
Rehabilitation

助理署长  
Assistant Commissioner

邓秉明  
TANG Ping-ming



行动  
Operations

助理署长  
Assistant Commissioner

胡英明  
WOO Ying-ming



服务质素  
Quality Assurance

助理署长  
Assistant Commissioner

简志强  
KAN Chi-keung



人力资源  
Human Resource

助理署长  
Assistant Commissioner

罗益民  
LAW Yick-man



行政及策划  
Administration and Planning

政务秘书  
Civil Secretary

曹振华  
CHO Chun-wah, Herman



工业及职业训练 总经理  
Industries and Vocational Training  
General Manager





# 惩教署总部、职员训练院及惩教设施位置图

Locations of Correctional Services Department Headquarters,  
Staff Training Institute and Correctional Facilities

(二零一四年十二月三十一日)  
as at 31. 12. 2014





**H** 惩教署总部  
CSD Headquarters

**S** 职员训练院  
Staff Training Institute

## 惩教设施 Correctional facilities

**1** 罗湖惩教所  
Lo Wu Correctional Institution

**2** 壁屋惩教所  
Pik Uk Correctional Institution

**3** 壁屋监狱  
Pik Uk Prison

**4** 伊利沙伯医院羁留病房  
Custodial ward at Queen Elizabeth Hospital

**5** 百勤楼  
Pelican House

**6** 丰力楼  
Phoenix House

**7** 励行更生中心  
Lai Hang Rehabilitation Centre

**8** 荔枝角收押所  
Lai Chi Kok Reception Centre

**9** 励敬惩教所  
Lai King Correctional Institution

**10** 芝兰更生中心  
Chi Lan Rehabilitation Centre

**11** 大榄女惩教所  
Tai Lam Centre for Women

**12** 大榄惩教所  
Tai Lam Correctional Institution

**13** 紫荆楼  
Bauhinia House

**14** 蕙兰更生中心  
Wai Lan Rehabilitation Centre

**15** 小榄精神病治疗中心  
Siu Lam Psychiatric Centre

**16** 歌连臣角惩教所  
Cape Collinson Correctional Institution

**17** 大潭峡惩教所  
Tai Tam Gap Correctional Institution

**18** 赤柱监狱  
Stanley Prison

**19** 东头惩教所  
Tung Tau Correctional Institution

**20** 白沙湾惩教所  
Pak Sha Wan Correctional Institution

**21** 马坑监狱  
Ma Hang Prison

**22** 玛丽医院羁留病房  
Custodial ward at Queen Mary Hospital

**23** 喜灵洲惩教所  
Hei Ling Chau Correctional Institution

**24** 喜灵洲戒毒所  
Hei Ling Chau Addiction Treatment Centre

**25** 励顾惩教所  
Nei Kwu Correctional Institution

**26** 励新惩教所  
Lai Sun Correctional Institution

**27** 塘福惩教所  
Tong Fuk Correctional Institution

**28** 石壁监狱  
Shek Pik Prison

**29** 沙咀惩教所  
Sha Tsui Correctional Institution

**30** 励志更生中心  
Lai Chi Rehabilitation Centre

## 香港惩教署 2014 年年报 Hong Kong Correctional Services Annual Review 2014

设计：易设计香港有限公司  
Design: In Design HK Limited

惩教署工业及职业训练组印制  
Industries and Vocational Training Section,  
Correctional Services Department

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### 兑换率

除另有说明外，本年报所用的「元」均指港元。自一九八三年十月十七日起，政府透过发行钞票机制，将港元与美元挂钩，以 7.8 港元兑 1 美元为固定汇率。

### Exchange Rate

When dollars are quoted in this Review, they are, unless otherwise stated, Hong Kong dollars. Since 17 October 1983, the Hong Kong dollar has been linked to the US dollar, through an arrangement in the note-issue mechanism, at a fixed rate of HK\$7.8 = US\$1.

年报网上版载有附录，含详细数字，可在惩教署网站 <http://www.csd.gov.hk> 下载。

The internet version of this Annual Review contains appendices with detail figures. It can be downloaded from the Correctional Services Department website: <http://www.csd.gov.hk>.

本年报所载资料经多方核证，力求准确无误。如有谬误遗漏，或因使用有关资料而引致任何损失、作为或不作为，或因依据有关资料而得出任何意见，香港特别行政区政府均无须负上任何责任。

Every effort has been made to ensure accuracy. The Government of the Hong Kong Special Administrative Region is not responsible for any inaccuracies, errors or omissions in this Review, or for any loss, action, or inaction arising from the use of, or for advice based on, any information therein.

各惩教院所人口 (以二零一四年十二月三十一日计算)  
Population in Penal Institutions (as at 31.12.2014)

院所 Institution	监狱囚犯 / 所员 Prisoners / Inmates	还押犯 Remands	羁留者 Detainees
<b>监狱</b>	<b>PRISON</b>		
喜灵洲惩教所	Hei Ling Chau Correctional Institution	390	-
荔枝角收押所	Lai Chi Kok Reception Centre	326	986
励敬惩教所	Lai King Correctional Institution	51	22
罗湖惩教所	Lo Wu Correctional Institution	1 023	160
马坑监狱	Ma Hang Prison	106	-
白沙湾惩教所	Pak Sha Wan Correctional Institution	269	-
壁屋惩教所	Pik Uk Correctional Institution	172	108
壁屋监狱	Pik Uk Prison	340	-
石壁监狱	Shek Pik Prison	422	-
赤柱监狱	Stanley Prison	1 139	-
大榄女惩教所	Tai Lam Centre for Women	103	74
大榄惩教所	Tai Lam Correctional Institution	437	-
大潭峡惩教所	Tai Tam Gap Correctional Institution	106	-
塘福惩教所	Tong Fuk Correctional Institution	703	-
东头惩教所	Tung Tau Correctional Institution	268	-
<b>戒毒所</b>	<b>DRUG ADDICTION TREATMENT CENTRE</b>		
喜灵洲戒毒所	Hei Ling Chau Addiction Treatment Centre	426	-
励新惩教所	Lai Sun Correctional Institution	49	-
励顾惩教所	Nei Kwu Correctional Institution	133	-
<b>教导所</b>	<b>TRAINING CENTRE</b>		
歌连臣角惩教所	Cape Collinson Correctional Institution	134	-
<b>劳教中心</b>	<b>DETENTION CENTRE</b>		
沙咀惩教所	Sha Tsui Correctional Institution	61	-
<b>更生中心</b>	<b>REHABILITATION CENTRE</b>		
励志更生中心	Lai Chi Rehabilitation Centre	23	-
励行更生中心	Lai Hang Rehabilitation Centre	12	-
芝兰更生中心	Chi Lan Rehabilitation Centre	8	-
蕙兰更生中心	Wai Lan Rehabilitation Centre	4	-
<b>精神病治疗中心</b>	<b>PSYCHIATRIC CENTRE</b>		
小榄精神病治疗中心	Siu Lam Psychiatric Centre	180	62
<b>总数 Total :</b>	<b>6 885</b>	<b>1 412</b>	-

备注 : 不包括根据《监狱规则》第 21 条规定羁留的 24 名婴儿及在中途宿舍居住的 17 名宿员。

Note : 24 infants detained under Prison Rules 21 and 17 residents in Half-way Houses are excluded.



按还押犯 / 监狱囚犯 / 所员类别划分的收纳人数  
Admission of Remands / Prisoners / Inmates by Category

类别 CATEGORY		男 Male			女 Female		
		2012	2013	2014	2012	2013	2014
<b>A. 还押犯 Remands</b>							
1.	聆讯的法院 For hearing in :						
(a)	区域法院 District Court						
	不足21岁 Under 21 years	24	16	12	2	2	5
	21岁及以上 21 years and over	189	175	182	34	52	32
(b)	裁判法院 Magistrates' Courts						
	不足21岁 Under 21 years	476	485	323	83	107	52
	21岁及以上 21 years and over	4 830	5 063	4 399	1 481	1 622	1 368
2.	于高等法院受审 For trial at the High Court						
	不足21岁 Under 21 years	10	4	9	1	0	0
	21岁及以上 21 years and over	19	29	42	8	8	11
3.	等候报告确定是否适合判入戒毒所 Pending suitability report for sentence to a drug addiction treatment centre						
	不足21岁 Under 21 years	224	208	100	33	40	23
	21岁及以上 21 years and over	1 164	1 137	1 089	227	275	225
4.	等候报告确定是否适合判入教导所 # Pending suitability report for sentence to a training centre #						
	不足21岁 Under 21 years	44	49	24	44	40	34
5.	等候报告确定是否适合判入劳教中心 ## Pending suitability report for sentence to a detention centre ##						
	不足21岁 Under 21 years	478	444	308	不适用N.A.	不适用N.A.	不适用N.A.
	21岁及以上 21 years and over	133	102	81	不适用N.A.	不适用N.A.	不适用N.A.
6.	等候报告确定是否适合判入更生中心 Pending suitability report for sentence to a rehabilitation centre						
	不足21岁 Under 21 years	37	41	18	30	21	14
	<b>小计 Sub-total :</b>	<b>7 628</b>	<b>7 753</b>	<b>6 587</b>	<b>1 943</b>	<b>2 167</b>	<b>1 764</b>
<b>B. 定罪监狱囚犯 / 所员 Convicted Prisoners / Inmates</b>							
1.	判处监禁 Sentenced to imprisonment						
	不足21岁 Under 21 years	281	267	231	91	87	63
	21岁及以上 21 years and over	7 919	7 728	6 780	3 560	3 405	2 901
2.	召回惩戒院所 Recalled to a correctional institution						
	不足21岁 Under 21 years	10	13	10	7	1	3
	21岁及以上 21 years and over	11	17	15	1	0	0

备注：# 包括等候报告判入教导所 / 更生中心犯人。

Notes: Including those pending suitability reports for sentencing to a training / rehabilitation centre.

## 包括等候报告判入劳教中心 / 教导所 / 更生中心犯人。

Including those pending suitability reports for sentencing to a detention / training / rehabilitation centre.

类别 CATEGORY		男 Male			女 Female		
		2012	2013	2014	2012	2013	2014
<b>B. 定罪监狱囚犯 / 所员 (续) Convicted Prisoners / Inmates (cont'd)</b>							
3.	判处羁押在戒毒所 Sentenced to undergo detention in a drug addiction treatment centre						
	不足21岁 Under 21 years	168	153	82	39	40	16
	21岁及以上 21 years and over	801	779	729	223	251	214
4.	召回戒毒所 Recalled to a drug addiction treatment centre						
	不足21岁 Under 21 years	101	84	46	17	33	17
	21岁及以上 21 years and over	597	654	637	216	235	190
5.	判处羁押在教导所 Sentenced to undergo detention in a training centre						
	不足21岁 Under 21 years	113	121	77	9	7	13
6.	召回教导所 Recalled to a training centre	58	62	54	8	6	9
7.	判处羁押在劳教中心 Sentenced to undergo detention in a detention centre						
	不足21岁 Under 21 years	85	102	100	不适用N.A.	不适用N.A.	不适用N.A.
	21岁至24岁 21 - 24 years	16	14	17	不适用N.A.	不适用N.A.	不适用N.A.
8.	召回劳教中心 Recalled to a detention centre						
	不足21岁 Under 21 years	32	20	23	不适用N.A.	不适用N.A.	不适用N.A.
	21岁及以上 21 years and over	2	3	2	不适用N.A.	不适用N.A.	不适用N.A.
9.	判处羁押在更生中心 Sentenced to undergo detention in a rehabilitation centre						
	不足21岁 Under 21 years	125	125	61	24	31	17
10.	召回更生中心 Recalled to a rehabilitation centre	39	35	32	18	17	14
	<b>小计 Sub-total :</b>	<b>10 358</b>	<b>10 177</b>	<b>8 896</b>	<b>4 213</b>	<b>4 113</b>	<b>3 457</b>
<b>C. 民事犯 Civil Prisoners</b>							
1.	债务人 Debtors	0	0	1	0	0	0
2.	藐视罪 * Contemnors *	-	-	-	-	-	-
3.	根据《监狱规则》第188(1)(h)条规定予以羁押 Detained under Prison Rule 188(1)(h)	0	0	2	0	0	0
	<b>小计 Sub-total :</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>D. 羁留者 Detainees</b>							
		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>总数 Total :</b>	<b>17 986</b>	<b>17 930</b>	<b>15 486</b>	<b>6 156</b>	<b>6 280</b>	<b>5 221</b>

\* 自二零零九年起，监狱囚犯包括触犯藐视罪的在囚人士。  
Starting from 2009, contemnors are included in prisoners.



按罪行类别及性别划分的收纳人数 (二零零五至二零一四年)  
Admission of Prisoners / Inmates by Type of Offence and Sex (2005-2014)

罪行类别 / 性别 Type of Offence / Sex	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>违反合法权力</b> Against Lawful Authority										
男 Male	694	710	671	519	427	380	433	400	415	333
女 Female	590	467	258	240	192	144	107	94	118	109
小计 Sub-total :	<b>1 284</b>	<b>1 177</b>	<b>929</b>	<b>759</b>	<b>619</b>	<b>524</b>	<b>540</b>	<b>494</b>	<b>533</b>	<b>442</b>
<b>违反公众道德</b> Against Public Morality										
男 Male	809	748	650	529	563	544	516	534	508	413
女 Female	91	73	66	43	42	38	25	30	32	27
小计 Sub-total :	<b>900</b>	<b>821</b>	<b>716</b>	<b>572</b>	<b>605</b>	<b>582</b>	<b>541</b>	<b>564</b>	<b>540</b>	<b>440</b>
<b>侵害人身</b> Against the Person										
男 Male	691	727	762	724	673	694	562	522	510	477
女 Female	53	77	79	84	81	85	81	61	66	40
小计 Sub-total :	<b>744</b>	<b>804</b>	<b>841</b>	<b>808</b>	<b>754</b>	<b>779</b>	<b>643</b>	<b>583</b>	<b>576</b>	<b>517</b>
<b>侵害财产</b> Against Property										
男 Male	4 294	4 043	3 609	3 167	3 135	3 003	3 026	2 810	2 720	2 410
女 Female	905	919	871	874	941	951	932	867	867	704
小计 Sub-total :	<b>5 199</b>	<b>4 962</b>	<b>4 480</b>	<b>4 041</b>	<b>4 076</b>	<b>3 954</b>	<b>3 958</b>	<b>3 677</b>	<b>3 587</b>	<b>3 114</b>
<b>违反刑事法</b> Against the Penal Code										
男 Male	905	1 042	865	905	747	766	636	551	517	372
女 Female	886	835	706	868	648	620	444	387	329	224
小计 Sub-total :	<b>1 791</b>	<b>1 877</b>	<b>1 571</b>	<b>1 773</b>	<b>1 395</b>	<b>1 386</b>	<b>1 080</b>	<b>938</b>	<b>846</b>	<b>596</b>
<b>违反本地法律</b> Against Local Laws										
男 Male	6 028	4 916	4 216	3 938	3 640	3 361	2 841	2 687	2 594	2 199
女 Female	7 332	5 515	3 621	3 426	3 143	3 006	2 146	2 120	1 985	1 708
小计 Sub-total :	<b>13 360</b>	<b>10 431</b>	<b>7 837</b>	<b>7 364</b>	<b>6 783</b>	<b>6 367</b>	<b>4 987</b>	<b>4 807</b>	<b>4 579</b>	<b>3 907</b>
<b>毒品罪行</b> Drug Offences										
男 Male	1 963	1 895	2 151	2 309	2 538	2 239	2 007	2 004	2 025	1 873
女 Female	282	261	349	348	404	400	373	387	424	412
小计 Sub-total :	<b>2 245</b>	<b>2 156</b>	<b>2 500</b>	<b>2 657</b>	<b>2 942</b>	<b>2 639</b>	<b>2 380</b>	<b>2 391</b>	<b>2 449</b>	<b>2 285</b>
<b>所有罪行</b> All Offences										
男 Male	15 384	14 081	12 924	12 091	11 723	10 987	10 021	9 508	9 289	8 077
女 Female	10 139	8 147	5 950	5 883	5 451	5 244	4 108	3 946	3 821	3 224
总数 Total :	<b>25 523</b>	<b>22 228</b>	<b>18 874</b>	<b>17 974</b>	<b>17 174</b>	<b>16 231</b>	<b>14 129</b>	<b>13 454</b>	<b>13 110</b>	<b>11 301</b>

按性别、惩教计划及定罪时年龄组别划分的收纳人数(二零零五至二零一四年)  
Admission of Prisoners / Inmates by Sex, Correctional Programme  
and Age Group upon Conviction (2005-2014)

性别 / 计划 / 年龄 Sex / Programme / Age	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>男 MALE</b>										
<b>监狱 Prison</b>										
不足21岁 Under 21 years	496	384	332	370	388	345	285	281	267	231
21岁及以上 21 years and over	12 831	11 855	10 783	9 880	9 520	9 108	8 451	7 919	7 728	6 780
<b>戒毒所 Drug Addiction Treatment Centre</b>										
不足16岁 Under 16 years	0	0	0	3	7	12	6	9	8	2
16至20岁 16 - 20 years	54	42	89	146	241	232	223	159	145	80
21岁及以上 21 years and over	1 440	1 161	1 041	931	1 004	838	722	801	779	729
<b>教导所 Training Centre</b>										
不足16岁 Under 16 years	11	17	12	6	12	12	18	14	32	20
16至20岁 16 - 20 years	117	147	137	135	98	85	86	99	89	57
<b>劳教中心 Detention Centre</b>										
不足16岁 Under 16 years	27	32	35	45	40	32	15	19	23	16
16至20岁 16 - 20 years	177	154	194	181	147	116	97	66	79	84
21至24岁 21 - 24 years	54	39	37	50	33	21	17	16	14	17
<b>更生中心 Rehabilitation Centre</b>										
不足16岁 Under 16 years	44	56	53	58	56	36	20	29	25	6
16至20岁 16 - 20 years	133	194	211	286	177	150	81	96	100	55
<b>女 FEMALE</b>										
<b>监狱 Prison</b>										
不足21岁 Under 21 years	1 097	828	375	314	225	206	113	91	87	63
21岁及以上 21 years and over	8 775	7 059	5 261	5 253	4 826	4 686	3 698	3 560	3 405	2 901
<b>戒毒所 Drug Addiction Treatment Centre</b>										
不足21岁 Under 21 years	12	15	29	57	81	57	48	39	40	16
21岁及以上 21 years and over	192	180	213	179	239	220	212	223	251	214
<b>教导所 Training Centre</b>										
不足21岁 Under 21 years	7	10	9	6	12	11	6	9	7	13
<b>更生中心 Rehabilitation Centre *</b>										
不足16岁 Under 16 years	22	15	21	36	22	26	15	7	5	6
16至20岁 16 - 20 years	34	40	42	38	46	38	16	17	26	11



接受惩教署羁管者类别及性别划分的平均每日人口(二零零五至二零一四年)  
Average Daily Population under CSD Management by Type of Person and Sex (2005-2014)

羁管者类别 / 性别 Type of Person / Sex	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
<b>监狱囚犯 Prisoners</b>										
男 Male	7 237	7 016	6 703	6 151	5 849	5 778	5 717	5 436	5 264	4 974
女 Female	2 121	1 947	1 779	1 684	1 669	1 543	1 350	1 280	1 228	1 204
小计 Sub-total :	<b>9 358</b>	<b>8 963</b>	<b>8 482</b>	<b>7 834</b>	<b>7 518</b>	<b>7 321</b>	<b>7 067</b>	<b>6 716</b>	<b>6 492</b>	<b>6 178</b>
<b>戒毒所所员 Drug Addiction Treatment Centre Inmates</b>										
男 Male	663	611	543	485	543	611	583	626	603	564
女 Female	121	123	131	129	160	171	186	171	186	179
小计 Sub-total :	<b>783</b>	<b>734</b>	<b>674</b>	<b>614</b>	<b>703</b>	<b>782</b>	<b>769</b>	<b>797</b>	<b>790</b>	<b>743</b>
<b>教导所所员 Training Centre Inmates</b>										
男 Male	247	228	255	239	194	175	169	170	183	164
女 Female	28	21	18	13	18	20	17	13	16	17
小计 Sub-total :	<b>275</b>	<b>249</b>	<b>273</b>	<b>252</b>	<b>212</b>	<b>195</b>	<b>186</b>	<b>184</b>	<b>200</b>	<b>180</b>
<b>劳教中心所员 Detention Centre Inmates</b>										
男 Male	145	118	124	141	127	95	73	59	53	60
<b>更生中心所员 Rehabilitation Centre Inmates</b>										
男 Male	90	110	142	193	162	120	98	84	84	59
女 Female	35	31	38	39	45	42	29	20	21	15
小计 Sub-total :	<b>125</b>	<b>141</b>	<b>180</b>	<b>232</b>	<b>207</b>	<b>162</b>	<b>127</b>	<b>104</b>	<b>105</b>	<b>74</b>
<b>还押犯 Remands</b>										
男 Male	1 224	1 081	1 213	1 198	1 303	1 279	1 180	1 159	1 286	1 284
女 Female	246	201	229	237	253	239	256	229	280	278
小计 Sub-total :	<b>1 470</b>	<b>1 283</b>	<b>1 442</b>	<b>1 435</b>	<b>1 555</b>	<b>1 518</b>	<b>1 436</b>	<b>1 388</b>	<b>1 567</b>	<b>1 561</b>
<b>中途宿舍宿员 Residents of Half-way Houses</b>										
男 Male	42	42	44	40	41	38	36	30	29	31
女 Female	5	5	7	8	12	8	8	8	4	1
小计 Sub-total :	<b>47</b>	<b>47</b>	<b>51</b>	<b>47</b>	<b>53</b>	<b>46</b>	<b>44</b>	<b>38</b>	<b>33</b>	<b>32</b>
<b>羁留者 Detainees #</b>										
男 Male	124	211	258	208	125	44	*	*	0	*
女 Female	62	103	117	117	113	33	*	*	*	*
小计 Sub-total :	<b>187</b>	<b>314</b>	<b>375</b>	<b>325</b>	<b>238</b>	<b>77</b>	*	*	*	*
<b>所有羁管者类别 All Types of Persons</b>										
男 Male	<b>9 772</b>	<b>9 417</b>	<b>9 281</b>	<b>8 655</b>	<b>8 346</b>	<b>8 140</b>	<b>7 856</b>	<b>7 564</b>	<b>7 504</b>	<b>7 136</b>
女 Female	<b>2 618</b>	<b>2 432</b>	<b>2 320</b>	<b>2 227</b>	<b>2 269</b>	<b>2 055</b>	<b>1 846</b>	<b>1 721</b>	<b>1 736</b>	<b>1 694</b>
总数 Total :	<b>12 390</b>	<b>11 849</b>	<b>11 601</b>	<b>10 882</b>	<b>10 615</b>	<b>10 196</b>	<b>9 702</b>	<b>9 285</b>	<b>9 240</b>	<b>8 830</b>

备注 : 由于四舍五入关系,个别项目的数字加起来可能与总数略有出入。

Notes : Individual figures may not add up to the total due to rounding.

# 包括在二零零五年八月八日至二零一零年四月十四日期间于青山湾入境事务中心的羁留者。

该中心于二零一零年四月十五日交还入境事务处管理。

Including persons detained in the Castle Peak Bay Immigration Centre during the period from 8 August 2005 to 14 April 2010.

The centre was handed over to the Immigration Department on 15 April 2010.

\* 少于0.5

Less than 0.5.

二零一四年成年及年轻在囚人士参加公开考试及课程成绩  
Result of External Examination and Courses Taken by Adult and Young Offenders in 2014

考试 Examination		考生人次 No. of Candidates	试卷数目 No. of Papers	及格数目 Pass	「良」 级数目 Credit	「优」 级数目 Distinction	及格率 Passing Rate
香港中学文凭考试 Hong Kong Diploma of Secondary Education Examination		18	88	38	43	4	96.59%
广东省高等教育自学考试 Self-Taught Higher Education Examinations (Higher Education Bureau of Guangdong Province)		3	4	1	0	0	25.00%
英国城市专业学会 City & Guilds							
簿记及会计 Book-keeping and Accounts	第一级 Level 1	26	26	7	N.A.	8	57.69%
	第二级 Level 2	10	12	2	N.A.	1	25.00%
	第三级 Level 3	2	3	1	N.A.	0	33.33%
商业财务 Business Finance	第一级 Level 1	51	51	8	N.A.	25	64.71%
	第二级 Level 2	20	21	6	N.A.	6	57.14%
	第三级 Level 3	8	8	4	N.A.	4	100.00%
中文电子表格处理 Chinese Spreadsheet Processing	初级 Essential	62	62	22	N.A.	21	69.35%
	中级 Intermediate	8	8	4	N.A.	2	75.00%
中文字处理 Chinese Word Processing	初级 Essential	100	100	30	N.A.	39	69.00%
	中级 Intermediate	12	12	2	N.A.	2	33.33%
国际综合英语(专为母语为非英语人士而设) International English for Speakers of Other Languages	Preliminary	111	111	29	N.A.	58	78.38%
	Access	44	44	15	N.A.	21	81.82%
	Achiever	30	30	17	N.A.	2	63.33%
	Communicator	5	5	4	N.A.	1	100.00%
	Mastery	1	1	0	N.A.	0	0.00%
	Expert	1	1	1	N.A.	0	100.00%
国际综合英语会话(专为母语为非英语人士而设) International Spoken English for Speakers of Other Languages	Preliminary	42	42	22	N.A.	11	78.57%
	Achiever	2	2	1	N.A.	1	100.00%
	Access	5	5	1	N.A.	2	60.00%
	Communicator	4	4	1	N.A.	3	100.00%
实用数据处理 Practical Data Processing	初级 Essential	1	1	1	N.A.	0	100.00%
英文电子表格处理 Spreadsheet Processing Techniques	初级 Essential	4	4	0	N.A.	3	75.00%
英文字处理 Word Processing Techniques	初级 Essential	60	60	19	N.A.	26	75.00%
	中级 Intermediate	5	5	0	N.A.	0	0.00%
小计(英国城市专业学会): Sub-total(C & G):		614	618	197	N.A.	236	70.06%



英国伦敦工商会 London Chamber of Commerce & Industry							
簿记学 Book-keeping	第一级 Level 1	12	12	0	3	0	25.00%
簿记与会计学 Book-keeping and Accounts	第二级 Level 2	6	6	1	1	0	33.33%
商务管理 Business Administration	第二级 Level 2	1	1	0	0	0	0.00%
商务核算 Business Calculations	第二级 Level 2	1	1	0	0	0	0.00%
成本会计 Cost Accounting	第三级 Level 3	2	2	1	0	0	50.00%
商务英语 English for Business	第一级 Level 1	15	15	2	3	5	66.67%
市场营销 Marketing	第二级 Level 2	1	1	0	0	0	0.00%
文本产生 Text Production	第一级 Level 1	3	3	2	0	0	66.67%
小计(英国伦敦工商会): Sub-total(LCC & I):		<b>41</b>	<b>41</b>	<b>6</b>	<b>7</b>	<b>5</b>	<b>43.90%</b>
英国皇家音乐学院乐理考试 ABRSM Music Theory Examination		12	12	0	0	12	100.00%
考试总计: Examination Total:		<b>688</b>	<b>763</b>	<b>242</b>	<b>50</b>	<b>257</b>	<b>71.95%</b>

课程 Course	报读人次 No. of Candidates	课程数目 No. of Courses	及格数目 Pass	「良」 级数目 Credit	「优」 级数目 Distinction	及格率 Passing Rate
香港管理专业协会 Hong Kong Management Association	103	138	124	N.A.	N.A.	<b>89.86%</b>
香港公开大学 Open University of Hong Kong	162	297	80	101	21	<b>68.01%</b>
香港中文大学专业进修学院 School of Continuing and Professional Studies The Chinese University of Hong Kong	243	259	220	N.A.	N.A.	<b>84.94%</b>
以色列公开大学 Open University of Israel	3	3	N.A.	N.A.	N.A.	<b>N.A.</b>
课程总计: Course Total:	<b>511</b>	<b>697</b>	<b>424</b>	<b>101</b>	<b>21</b>	<b>78.34%</b>

二零一四年 成年及年轻在囚人士获取职业技能认可资格						
Vocational Qualifications Obtained by Adult and Young Offenders in 2014						
考试 Examination	人次 No. of Entries	及格 数目 Pass	「良」 级数目 Credit	「优」 级数目 Distinction	及格率 Passing Rate	
<b>英国城市专业学会</b>						
<b>City and Guilds</b>						
商品零售原理 Retailing Principles	第一级 Level 1	47	3	25	19	100.00%
商品零售实操 Retailing Practice	第一级 Level 1	61	59	N.A.	N.A.	96.72%
专业美发原理 Hairdressing Principles	第一级 Level 1	50	32	14	2	96.00%
专业美发实操 Hairdressing Practice	第一级 Level 1	54	54	N.A.	N.A.	100.00%
餐饮服务实操 Food and Beverage Service Practice	第一级 Level 1	24	24	0	0	100.00%
餐饮服务原理 Food and Beverage Service Principles	第一级 Level 1	14	0	1	13	100.00%
中文字处理 Chinese Word Processing	初级 Essential	46	33	0	3	78.26%
中文电子表格处理 Chinese Spreadsheet Processing	初级 Essential	16	9	0	1	62.50%
顾客服务 Customer Service		41	38	N.A.	N.A.	92.68%
销售 Selling		24	23	N.A.	N.A.	95.83%
木工工艺基础证书 Skills Proficiency Cert. in Basic Carpentry		6	6	N.A.	N.A.	100.00%
水喉洁具工艺基础证书 Skills Proficiency Cert. in Basic Plumbing		11	11	N.A.	N.A.	100.00%
电气装置工艺基础证书 Skills Proficiency Cert. in Basic Electrical Installation		9	9	N.A.	N.A.	100.00%
<b>小计Sub-total:</b>		<b>403</b>	<b>301</b>	<b>40</b>	<b>38</b>	<b>94.04%</b>
<b>制衣业训练局</b>						
<b>Clothing Industry Training Authority</b>						
成衣营商及市场学课程 Clothing Marketing Course		37	37	0	0	100.00%
<b>小计Sub-total:</b>		<b>37</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>100.00%</b>
<b>职业训练局</b>						
<b>Vocational Training Council</b>						
基础发型设计证书 Certificate in Elementary Hairdressing		34	33	N.A.	N.A.	97.06%
美容护理证书 Certificate in Beauty Care		23	22	N.A.	N.A.	95.65%
空调制冷初阶证书 Certificate in Air-conditioning and Refrigeration		26	26	N.A.	N.A.	100.00%
港式茶餐厅运作 Hong Kong Style Cafe Operations Course		57	57	N.A.	N.A.	100.00%
基础中式厨务理论与实习证书课程 Basic Chinese Cooking Theory and Practice		88	88	N.A.	N.A.	100.00%
旅行社助理证书课程 Certificate in Travel Agent Assistant Course		33	30	N.A.	N.A.	90.91%
中式厨艺及酒楼服务 Chinese Cookery and Chinese Restaurant Service		29	29	N.A.	N.A.	100.00%
<b>小计Sub-total:</b>		<b>290</b>	<b>285</b>	<b>0</b>	<b>0</b>	<b>98.28%</b>



<b>建造业议会</b>					
<b>Construction Industry Council</b>					
细木工中级工艺测试					
Joiner Intermediate Trade Test	34	28	N.A.	N.A.	82.35%
水喉工中级工艺测试					
Plumber Intermediate Trade Test	10	9	N.A.	N.A.	90.00%
空调制冷设备技工(电力控制)中级工艺测试					
Refrigeration/Air-conditioning/Ventilation Mechanic (Electrical Control) Intermediate Trade Test	8	8	N.A.	N.A.	100.00%
金属工中级工艺测试					
Metal Worker Intermediate Trade Test	28	27	N.A.	N.A.	96.43%
髹漆及装饰工中级工艺测试					
Painter Intermediate Trade Test	16	16	N.A.	N.A.	100.00%
电气布线工中级工艺测试					
Electrical Wireman Intermediate Trade Test	31	31	N.A.	N.A.	100.00%
混凝土工中级工艺测试					
Concretor Intermediate Trade Test	16	16	N.A.	N.A.	100.00%
控制板装配工中级工艺测试					
Control Panel Assembler Intermediate Trade Test	24	24	N.A.	N.A.	100.00%
钢筋屈扎工中级工艺测试					
Bar Bender & Fixer Intermediate Trade Test	26	26	N.A.	N.A.	100.00%
木模板工(楼宇工程)中级工艺测试					
Carpenter (Formwork-Building Construction) Intermediate Trade	27	27	N.A.	N.A.	100.00%
砌砖课程					
Certificate in Tiling	13	13	N.A.	N.A.	100.00%
墙纸课程					
Certificate in Wall Papering	13	13	N.A.	N.A.	100.00%
髹漆及装饰课程					
Certificate in Painting and Decoration Course	15	13	N.A.	N.A.	86.67%
钢筋屈扎工艺证书课程					
Bar-Bending & Fixing Skill Certificate Course	26	26	N.A.	N.A.	100.00%
木模板工艺证书课程					
Timber Formwork Skill Certificate Course	27	27	N.A.	N.A.	100.00%
建造工友(指定行业)安全训练课程(钢筋屈扎工)					
Specified Trade Safety Training Certificate (Bar Bender and	26	26	N.A.	N.A.	100.00%
建造工友(指定行业)安全训练课程(木模板工)					
Specified Trade Safety Training Certificate (Carpenter)	34	34	N.A.	N.A.	100.00%
建造业平安咭					
Construction Industry Safety Card Course	168	168	N.A.	N.A.	100.00%
<b>小计Sub-total:</b>	<b>542</b>	<b>532</b>	<b>0</b>	<b>0</b>	<b>98.15%</b>
<b>雇员再培训局</b>					
<b>Employees Retraining Board</b>					
仓务员证书课程					
Certificate in Warehouse Keeper Training	16	16	N.A.	N.A.	100.00%
化妆助理证书课程					
Certificate in Cosmetician Assistant Training	18	18	N.A.	N.A.	100.00%
园艺助理证书课程					
Certificate in Horticulture Assistant Training	73	72	N.A.	N.A.	98.63%
基本计算机概念和键盘操作单元证书课程					
Module Certificate in Fundamental Computer Concepts & Keyboard Operation	110	98	N.A.	N.A.	89.09%
展台建造及布置证书课程					
Certificate in Booth Setting & Decoration	19	19	N.A.	N.A.	100.00%
展销摊位装卸证书课程					
Certificate in Exhibition Booth Setting & Decoration Training	20	16	N.A.	N.A.	80.00%
厨务助理证书课程					
Certificate in Chef Assistant Training	35	35	N.A.	N.A.	100.00%
搬运物流证书课程					
Certificate in Removal & Logistics Training	70	69	N.A.	N.A.	98.57%
字处理单元证书课程					
Module Certificate in Word Processing	130	116	N.A.	N.A.	89.23%
洗衣工场助理证书课程					
Certificate in Laundry Assistant Training	38	31	N.A.	N.A.	81.58%
环境洁净服务员证书课程					
Certificate in Environmental Hygiene & Cleaning Worker	53	50	N.A.	N.A.	94.34%
职业普通话 I 单元证书课程					
Module Certificate in Vocational Putonghua	15	15	N.A.	N.A.	100.00%
餐饮及宴会服务员证书课程					
Certificate in Catering & Banquet Attendant Training	20	20	N.A.	N.A.	100.00%

<b>雇员再培训局</b>					
<b>Employees Retraining Board</b>					
零售店务员证书课程					
Certificate in Retail Salesperson Training	36	36	N.A.	N.A.	100.00%
专业美甲师证书课程					
Certificate in Nail Technician Training	17	17	N.A.	N.A.	100.00%
护理员证书课程					
Certificate in Care Worker Training	38	38	N.A.	N.A.	100.00%
优质的士司机(的士笔试)基础证书课程					
Certificate in Professional Taxi Driver Training (Taxi Written Test)	13	11	N.A.	N.A.	84.62%
文字处理 I 基础证书课程					
Foundation Certificate in Word Processing I	74	68	N.A.	N.A.	91.89%
计算机概念和键盘操作基础证书课程					
Foundation Certificate in Computer Concepts and Keyboard Operation	113	107	N.A.	N.A.	94.69%
<b>小计Sub-total:</b>	<b>908</b>	<b>852</b>	<b>0</b>	<b>0</b>	<b>93.83%</b>
<b>释前职业训练课程</b>					
<b>Pre-Release VT Programme</b>					
食物卫生经理课程					
Food Hygiene Certificate for Hygiene Manager	212	212	N.A.	N.A.	100.00%
面包制作基础理论					
Basic Bread Making Training Course	24	24	N.A.	N.A.	100.00%
清洁技巧初阶					
Elementary Cleaning Skill	21	21	N.A.	N.A.	100.00%
叉式铲车操作员训练课程					
Forklift Truck Operator Training	24	24	N.A.	N.A.	100.00%
电气制置课程					
Electrical Installation	23	22	N.A.	N.A.	95.65%
零售及店铺运作课程					
Retail & Shop Operation	27	27	N.A.	N.A.	100.00%
洗衣技巧初阶课程					
Elementary Laundry Skill	75	75	N.A.	N.A.	100.00%
计算机应用					
Computer Application	20	20	N.A.	N.A.	100.00%
龙门式起重机操作员证明书训练课程					
Overhead Crane Operator Certificate Course	17	17	N.A.	N.A.	100.00%
<b>小计Sub-total:</b>	<b>443</b>	<b>442</b>	<b>0</b>	<b>0</b>	<b>99.77%</b>
<b>其他</b>					
<b>Others</b>					
<b>小计Sub-total:</b>	<b>26</b>	<b>16</b>	<b>0</b>	<b>4</b>	<b>76.92%</b>
<b>合计Overall:</b>	<b>2649</b>	<b>2465</b>	<b>40</b>	<b>42</b>	<b>96.15%</b>



善后辅导计划的个案统计及成功率  
Statistics on Caseload and Success Rates of Supervision Programmes

善后辅导计划 Supervision Programme	更生者性别 Sex of Rehabilitated Offenders	二零一四年获释 而须受监管个案 Discharged Under Supervision in 2014	于二零一四年 十二月三十一日 仍接受监管个案 Under Active Supervision as at 31/12/2014	二零一四年 监管期满个案 Supervision Expired in 2014	二零一四年成功 完成监管个案 Successfully Completed in 2014	成功率 Success Rates
戒毒所 Drug Addiction Treatment Centre	男 Male	814	690	908	472	52%
	女 Female	260	301	272	135	50%
	小计 Sub-total :	1 074	991	1 180	607	51%
教导所 Training Centre	男 Male	126	301	102	67	66%
	女 Female	11	19	11	9	82%
	小计 Sub-total :	137	320	113	76	67%
劳教中心 Detention Centre	男少年犯 Male young offender	89	74	86	81	94%
	男青年犯 Male young adult	16	15	12	12	100%
	小计 Sub-total :	105	89	98	93	95%
更生中心 Rehabilitation Centre	男 Male	96	92	119	113	95%
	女 Female	22	20	26	25	96%
	小计 Sub-total :	118	112	145	138	95%
少年囚犯 Young Prisoner	男 Male	149	147	165	149	90%
	女 Female	11	11	13	13	100%
	小计 Sub-total :	160	158	178	162	91%
囚犯监管试释 Release Under Supervision	男 Male	4	43	16	16	100%
	女 Female	3	8	5	5	100%
	小计 Sub-total :	7	51	21	21	100%
释前就业 Pre-release Employment	男 Male	25	6	29	29	100%
	女 Female	2	0	4	4	100%
	小计 Sub-total :	27	6	33	33	100%
监管释囚 Post-release Supervision	男 Male	267	398	243	218	90%
	女 Female	21	25	19	19	100%
	小计 Sub-total :	288	423	262	237	90%
有条件释放 Conditional Release	男 Male	2	4	1	1	100%
	女 Female	0	0	0	-	-
	小计 Sub-total :	2	4	1	1	100%
释后监管 Supervision After Release	男 Male	9	15	2	2	100%
	女 Female	0	0	0	-	-
	小计 Sub-total :	9	15	2	2	100%
所有计划 All Programmes	男 Male	1 597	1 785	1 683	1 160	69%
	女 Female	330	384	350	210	60%
	总数 Total :	1 927	2 169	2 033	1 370	67%

## 社区参与助更生委员会 (二零一四年) Committee on Community Support for Rehabilitated Offenders (2014)

### 委员会成员 Membership

名誉顾问 Honorary Advisor	刘汉华先生, SBS, CStJ, JP	Mr Steve LAU Hon-wah, SBS, CStJ, JP
主席 Chairman	萧楚基先生, BBS, MH, JP	Mr SIU Chor-kee, BBS, MH, JP
副主席 Vice-Chairman	邓秉明先生 (惩教署)	Mr TANG Ping-ming (Correctional Services Department)
委员 Members	冯婉娴女士 罗乃新女士, MH 李臻麟博士, JP 蔡晓慧女士 谢永龄博士, MH 杨万里先生, JP 梁昌明博士, MH 梁绍安先生 李逢乐先生 尹思捷先生 郑承峰博士 何伟权博士 李淑慧女士	Ms Mandy FUNG Yuen-han Ms Nancy LOO, MH Dr LEE Yuk-lun, JP Miss Sherry TSAI Hiu-wai Dr John TSE Wing-ling, MH Mr YEUNG Man-lee, JP Dr Raymond LEUNG Cheong-ming, MH Mr Clifford LEUNG Siu-on Mr LI Fung-lok Mr Ivan WAN Sze-chit Dr CHENG Shing-fung Dr HO Wai-kuen Ms LEE Shuk-wai, Anthea
	民政事务总署代表 香港警务处代表 政府新闻处代表 社会福利署代表	Representative of the Home Affairs Department Representative of the Hong Kong Police Force Representative of the Information Services Department Representative of the Social Welfare Department
秘书 Secretary	苏黄淑英女士 (惩教署)	Mrs Betty SO (Correctional Services Department)

### 职责范围 Terms of Reference

- (1) 就更生人士重投社会的计划及策略, 向惩教署署长提供意见;  
To advise the Commissioner of Correctional Services on the programmes and re-integration strategies of rehabilitated offenders into the community; and
- (2) 藉教育、宣传及大众参与, 呼吁社会人士对更生人士多加支持。  
To promote community support for rehabilitated offenders through education, publicity and public involvement.



**二零一四年助更生宣传活动**  
**Publicity Activities for Rehabilitated Persons in 2014**

日期 Date	活动 Activities / Events	备注 Remarks
一月至十二月 January to December	继续播放主题为「给更生人士一个机会」的电视宣传短片及电台宣传声带，呼吁市民接纳及支持更生人士 Continued broadcast of the “Give Rehabilitated Offenders A Chance” television and radio Announcements in the Public Interest (API), appealing for public acceptance of and support for rehabilitated persons	该辑宣传短片及宣传声带在本港电视台及电台播出，得到多个政府部门、公营机构、公共屋邨、非政府机构及商业机构支持在其管理地点如小区会堂等播放，并上载到惩教署网页、互联网和 YouTube 播放 The APIs have been broadcast in local TV and Radio stations during Government air time and at venues managed by various government departments, public organisations, public housing estates, non-government organisations and commercial organisations such as community halls, and uploaded onto CSD website, the Internet and YouTube
一月至十二月 January to December	继续张挂宣传海报及大型横额 Continued display of posters and giant wall banners	该辑宣传海报及大型横额在惩教院所、多个政府部门、公营机构、公共屋邨及非政府机构的管理地点张挂 The posters and giant wall banners have been displayed at correctional institutions and venues managed by various government departments, public organisations, public housing estates and non-government organisations
一月至十二月 January to December	进行以学生及青少年为对象的更生先锋计划 - 包括教育讲座,「面晤在囚人士计划」及「绿岛计划」下的参观惩教院所活动, 参观香港惩教博物馆、青少年座谈会, 延展训练营及「创艺展更生」话剧音乐汇演 Implementation of the Rehabilitation Pioneer Project (RPP) for students and youth - including education talks, visits to correctional institutions under the Personal Encounter with Prisoners Scheme and the Green Haven Scheme, visits to the Hong Kong Correctional Services Museum, Student Forum, extended training camps and a Drama and Music Performance of "Creation and Rehabilitation".	署方不断优化计划内容, 加入新元素, 于三月四日举行的青少年座谈会, 首次采用「论坛剧场」形式推行, 即场邀请出席学生作角色扮演及参与话剧中的讨论环节, 以增强互动效果。此外, 本署于二零一四年期间继续为本地中学学生举办了十次「更生先锋延展训练营」, 共 174 名青少年参加 To enhance the programme, CSD adopted a forum theatre format for the first time in the Student Forum held on 4 March. Students were invited to participate in a role play and a sharing session to strengthen the interactive effect. Moreover, ten extended training camps were further organised for local secondary school students in 2014 for a total of 174 young people.

日期 Date	活动 Activities / Events	备注 Remarks
一月至十二月 January to December	增进青少年在囚人士就业机会的社会企业「有粽计划」 The "Rice Dumpling Production Project", a social enterprise project to enhance employability of young.	计划自二零零八年八月成立以来, 共 99 名在囚人士参加了该计划和接受食品安全及卫生的训练, 当中 24 人正式获聘用为「厨房员」。另外, 当中 76 名青少年在参与培训课程后, 于餐饮业或食品制造业工作 99 inmates had participated and received basic training in food safety and hygiene since the implementation of this Project in August 2008. Of them, 24 were formally employed by Bright Services Co. Ltd, a social enterprise managed by the Society of Rehabilitation and Crime Prevention, Hong Kong while 76 were/are engaged in the food and beverage field
一月十五日 January 15	赤柱监狱证书颁发典礼 Certificate Presentation Ceremony at Stanley Prison	
三月七日至十六日 March 7 - 16	香港花卉展览 2014 (惩教署展区) Hong Kong Flower Show 2014 (CSD Exhibition Booth)	惩教署设立展区, 向社会大众展示在囚人士种植的花卉, 并宣扬助更生信息 The CSD had set up an exhibition booth in the Flower Show to exhibit the flowers planted by persons in custody as well as promote rehabilitation messages
三月十九日 March 19	罗湖惩教所证书颁发典礼 Certificate Presentation Ceremony at Lo Wu Correctional Institution	
六月二十五日 June 25	「助更生 展所长」更生人士就业研讨会 "Unleashing Rehabilitated Offenders' Potential" Employment Symposium	就业研讨会联同香港大学犯罪学中心举办, 是次为第七届。超过 200 名来自过百间商业机构、社会企业、法定团体代表及社会各界人士出席 The Symposium, which was the seventh to date, was co-organised by the Centre for Criminology of the University of Hong Kong. More than 200 representatives from over 100 business organisations, social enterprises, statutory bodies and social sectors attended
七月十一日 July 11	爱羣义工团有限公司暨惩教更生义工团嘉许礼 Oi Kwan Volunteer Group Ltd. cum CSD Rehabilitation Volunteer Group Awards Presentation Ceremony	
七月二十四日 July 24	二零一四至一五年度助更生宣传活动简介会 2014-15 District-based Publicity Activities for Rehabilitated Persons Briefing	向所有分区扑灭罪行委员会简介「2014-15 年助更生宣传活动」 Briefings for all District Fight Crime Committees on the 2014-15 Publicity Campaign for Rehabilitated Persons
九月二十四日 September 24	歌连臣角惩教所证书颁发典礼 Certificate Presentation Ceremony at Cape Collinson Correctional Institution	



日期 Date	活動 Activities / Events	備註 Remarks
九月二十六日 September 26	首办「聘」出未来 – 更生人士视像职业招聘会 First Video Conferencing Job Fair for Rehabilitated Offenders	招聘会联同香港中华厂商联合会及商界助更生委员会有限公司举办。超过 70 间来自 17 个行业的商业机构参加，提供超过 700 个职位空缺，吸引来自 21 个院所共 400 多名在囚人士申请 The Job Fair was jointly held with the Chinese Manufacturers' Association of Hong Kong and Merchants Support for Rehabilitated Offenders Committee Limited. More than 70 business firms from 17 trades offered over 700 vacancies applied by more than 400 persons in custody from 21 institutions
十月八日 October 8	励敬惩教所证书颁发典礼 Certificate Presentation Ceremony at Lai King Correctional Institution	
十一月一日 November 1	电视综艺节目「全城响应助更生」 TV Variety Show “Support Offender Rehabilitation for a Safer and More Inclusive Society”	该节目于无线电视翡翠台播映 The show was broadcast on Jade Channel of Television Broadcasts Limited
十一月十九日 November 19	石壁监狱证书颁发典礼 Certificate Presentation Ceremony at Shek Pik Prison	
十一月二十六日 November 26	非政府机构论坛「提升更生服务效益的策略」 NGO Forum on “Strategies to enhance the effectiveness of offender rehabilitation programme”	论坛与香港城市大学合办。约 250 位非政府机构代表、学者、义工和惩教署人员出席 The Forum was co-organised with the City University of Hong Kong. Around 250 NGO representatives, scholars, volunteers and members of the CSD attended the forum
十二月 December	制作及派发印有助更生信息之 2015 年历咭及证件胶套予有兴趣团体 Production and distribution of 2015 calendar card and plastic card holder with publicity message to interested parties	
十二月十三日至十九日 December 13-19	第 49 届工展会(惩教署摊位) The 49 <sup>th</sup> Hong Kong Brands and Products Expo (CSD booth)	向市民大众介绍惩教署工业及职业训练 Introduced to the public the provision of Industries and Vocational Training of the CSD
十二月十八日 December 18	壁屋惩教所证书颁发典礼 Certificate Presentation Ceremony at Pik Uk Correctional Institution	
十二月二十二日至二十八日 December 22 to 28	在囚人士感恩周 Thank-you NGO Week	辖下 28 个惩教设施以感恩为主题，举行不同形式的感恩活动，让在囚人士答谢一直与惩教署合作的非政府机构人员和义工 28 correctional facilities held various types of thank-you activities to let persons in custody express their gratitude towards personnel and volunteers of NGOs

**二零一四年个人/社区团体的捐献及合办的活动项目**  
**Donations by and Collaborative Projects with**  
**Individual / Community Organisations in 2014**

个人/团体 Individual/Organisation	捐款(元) Donation (\$)	合办项目 Collaboration project
梁绍安先生 Mr LEUNG Siu-on	7,500	在二零一四年一月以这款项捐助「在囚人士教育信托基金」, 为在囚人士提供教育资助 Providing education subsidy for persons in custody with the donation made to the "Prisoners' Education Trust Fund" in January 2014
何伟权博士 Dr HO Wai-kuen	50,000	在二零一四年一月以这款项捐助「在囚人士教育信托基金」, 为在囚人士提供教育资助 Providing education subsidy for persons in custody with the donation made to the "Prisoners' Education Trust Fund" in January 2014
华革爱心工程有限公司 CRA Benevolent Fund Limited	80,000	在二零一四年三月以这款项捐助「在囚人士教育信托基金」, 为在囚人士提供教育资助 Providing education subsidy for persons in custody with the donation made to the "Prisoners' Education Trust Fund" in March 2014
通善坛 Tung Sin Tan	250,000	在二零一四年五月以这款项捐助「在囚人士教育信托基金」, 为在囚人士提供教育资助 Providing education subsidy for persons in custody with the donation made to the "Prisoners' Education Trust Fund" in May 2014
	150,000	资助制作在二零一四年十一月举办的电视综艺节目, 呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
九龙乐善堂 Lok Sin Tong Benevolent Society, Kowloon	400,000	资助分区扑灭罪行委员会在二零一四至一五年度举办的地区性宣传活动 Sponsoring district-based publicity activities organised by District Fight Crime Committees in 2014-15
	150,000	资助制作在二零一四年十一月举办的电视综艺节目, 呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation



个人/团体 Individual/Organisation	捐款(元) Donation (\$)	合办项目 Collaboration project
一名社会人士 An Individual	500,000	<p>在二零零九年二月成立「更生基金」,为在囚人士提供教育及职业训练资助,计划为期三年,第一(二零零九年二月)、第二(二零一零年四月)及第三(二零一一年二月)年各获得的捐助为港币三十万元,合共港币九十万元。该计划原于二零一二年十月结束。鉴于基金能够成功鼓励在囚人士持续进修,在二零一三年再成立新资助计划,为在囚人士提供教育资助,计划为期三至五年,新计划首年(二零一三年六月)及第二年(二零一四年六月)分别获得捐款港币五十万元</p> <p>Providing education and vocational training subsidy for inmates under the “New Life Foundation”, a subsidy scheme set up in February 2009 for three years. A total sum of \$900,000 was received with donations of \$300,000 each in February 2009, April 2010 and February 2011 to fund the three years’ operation. The Foundation ended in October 2012. In view of the success of the Foundation in encouraging the continuing education of persons in custody, education subsidy was provided for inmates under a new subsidy scheme in 2013 for three to five years with donations of HK\$500,000 received in June 2013 and June 2014 respectively</p>
善心会有限公司 Loving Care Association Limited	100,000	<p>在二零一四年六月以这款项捐助「在囚人士教育信托基金」,为在囚人士提供教育资助</p> <p>Providing education subsidy for persons in custody with the donation made to the “Prisoners’ Education Trust Fund” in June 2014</p>
孙大伦博士 Dr SUN Tai-lun	500,000	<p>在二零一四年六月以这捐助予「犯人福利基金」,资助推行社区教育</p> <p>Donation under the “Prisoners’ Welfare Fund” for promoting community education in June 2014</p>
关顾更生人士会 Care of Rehabilitated Offenders Association	1,680,000	<p>在二零一四年十月以这款项捐助「在囚人士教育信托基金」,为在囚人士提供教育资助</p> <p>Providing education subsidy for persons in custody with the donation made to the “Prisoners’ Education Trust Fund” in October 2014</p>
	150,000	<p>资助制作在二零一四年十一月举办的电视综艺节目,呼吁公众接纳更生人士</p> <p>Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation</p>
蓬瀛仙馆 Fung Ying Seen Koon	150,000	<p>资助制作在二零一四年十一月举办的电视综艺节目,呼吁公众接纳更生人士</p> <p>Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation</p>
商界助更生委员会 Merchants Support for Rehabilitated Offenders	150,000	<p>资助制作在二零一四年十一月举办的电视综艺节目,呼吁公众接纳更生人士</p> <p>Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation</p>
凤凰慈善基金会 Phoenix Charitable	150,000	<p>资助制作在二零一四年十一月举办的电视综艺节目,呼吁公众接纳更生人士</p> <p>Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation</p>

个人/团体 Individual/Organisation	捐款(元) Donation (\$)	合办项目 Collaboration project
保良局 Po Leung Kuk	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
博爱医院 Pok Oi Hospital	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
啬色园 Sik Sik Yuen	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
仁济医院 Yan Chai Hospital	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
仁爱堂 Yan Oi Tong	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
国际佛光会香港协会 Buddha's Light International Association of Hong Kong	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
孔教学院 Confucian Academy	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
东华三院 Tung Wah Group of Hospitals	150,000	资助制作在二零一四年十一月举办的电视综艺节目，呼吁公众接纳更生人士 Sponsoring the TV variety show staged in November 2014 to appeal for community support for offender rehabilitation
香港赛马会慈善信托基金 The Hong Kong Jockey Club Charities Trust	356,081.12	五年内资助港币五百一拾万元研发专为本地性罪犯而设的心理评估工具综合组套，计划由二零一零年四月展开，四年内共获得的资助为港币 3,215,130.38 元 Providing a grant of \$5.1 million for a 5-year project commenced in April 2010 on the Construction of Risks and Needs Assessment Tools for Sex Offenders, with a total subsidy of HK\$3,215,130.38 in the past four years
加拿大领使馆 Consulate General of Canada in Hong Kong and Macao	-	在二零一四年二月捐赠书籍予院所图书馆 Donation of books to institutional libraries in February 2014
哥伦比亚领使馆 General Consulate of Colombia in Hong Kong	-	在二零一四年四月捐赠书籍予赤柱监狱图书馆 Donation of books to library of Stanley Prison in April 2014



个人/团体 Individual/Organisation	捐款(元) Donation (\$)	合办项目 Collaboration project
安哥拉领使馆 Consulate General of the Republic of Angola in Hong Kong	-	在二零一四年四月捐赠书籍予赤柱监狱, 石壁监狱及罗湖惩教所图书馆 Donation of books to libraries of Stanley Prison, Shek Pik Prison and Lo Wu Correctional Institution in April 2014
一名社会人士 An Individual	-	在二零一四年六月捐赠书籍予罗湖惩教所图书馆 Donation of books to library of Lo Wu Correctional Institution in June 2014
张沛松纪念中学 Chang Pui Chung Memorial School	-	在二零一四年七月捐赠书籍予青少年院所图书馆 Donation of books to libraries of young offenders' institutions in July 2014
荷兰领使馆 Netherlands Consulate General in Hong Kong and Macao	-	在二零一四年七月捐赠书籍予院所图书馆 Donation of books to institutional libraries in July 2014
佛教慈悲基金会香港分会 The Buddhist Compassion Relief Tzu-Chui Foundation (Hong Kong)	-	在二零一四年十月捐赠书籍予院所图书馆 Donation of books to institutional libraries in October 2014
法国领使馆 Consulate General of France in Hong Kong and Macau	-	在二零一四年十一月捐赠书籍予院所图书馆 Donation of books to institutional libraries in November 2014
印度领使馆 Consulate General of India	-	在二零一四年十一月捐赠书籍予赤柱监狱图书馆 Donation of books to library of Stanley Prison in November 2014
智利领使馆 Consulate General of Chile in Hong Kong & Macau SAR	-	在二零一四年十一月捐赠书籍予院所图书馆 Donation of books to institutional libraries in November 2014
叶维义太平绅士 Mr. V-nee Yeh, JP	-	在二零一四年十二月捐赠书籍予东头惩教所图书馆 Donation of books to library of Tung Tau Correctional Institution in December 2014
通利琴行 Tom Lee Music	-	在二零一四年三月捐赠数码钢琴予励敬惩教所 Donation of a digital piano to the Lai King Correctional Institution in March 2014
总数 Total:	6,023,581.12	

## STAFF TRAINING INSTITUTE 职员训练院

Training Course ( December 2014)  
二零一四年度十二月份训练课程

Course Title 课程	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
<b>Recruit Training 入职训练</b>	<b>25</b>	<b>1502</b>	<b>535</b>	<b>37802</b>
<b>Development Training 发展训练</b>	<b>263</b>	<b>321</b>	<b>5246</b>	<b>15857</b>
<b>Overall 总计</b>	<b>288</b>	<b>1823</b>	<b>5781</b>	<b>53659</b>

Table 1 Recruit Training Course  
(表一 入职训练课程)

<i>Recruit Training</i>	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
Recruit Officer Training Course - A0002 惩教主任入职训练课程 (171-172 )	2	87	35	1544
Course for Officer appointed under Special Appointment Scheme - A0003 惩教主任特别委任计划课程 (169)	1	50	3	150
Recruit Assistant Officer Training Course - A0001 惩教助理入职训练课程 (455-456)	2	32	59	949
Recruit Officer Training Course - A0002 惩教主任入职训练课程(167-170)	4	393	69	6742
Recruit Assistant Officer Training Course - A0001 惩教助理入职训练课程 (445-454)	9	887	312	28075
Induction Training Course for Technical Instructor - A0005( Phase I) 工艺导师入职训练课程(第一阶段)	7	53	57	342
Induction Training Course for Technical Instructor - A0005( Phase II) 工艺导师入职训练课程 (第二阶段)	1	10	9	90
Basic First Aid Training Course - A0317 急救基础训练课程	14	4.5	380	1710
<b>Total:</b>	<b>25</b>	<b>1502</b>	<b>535</b>	<b>37802</b>

Table 2 Development Training Course  
(表二 发展训练课程)

<i>Tactical and Escort Duties Knowledge Training</i>	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
Escort Duty Training Course (with e-learning) - A0239 押解职务训练课程 (包括e-learning)	3	8	81	648
Tactical Defensive Team Training Course -A0442 战术防御小组训练课程	4	3	110	330
Defensive Control Tactics Trainer Course -A0235 防御控制战术训练员课程	1	8	20	160
Defensive Control Tactics Trainer Refresher Course - A0241 防御控制战术训练员复修课程	2	2	58	116
Control and Handcuffing Techniques Refresher Course - A0464 使用手扣技巧复修课程 (一天)	6	1	101	101
Control & Handcuffing Techniques Training Course - A0462 使用手扣技巧训练课程	1	3	17	51
Tactical Defensive Team Refresher Training Course -A0484 战术防御小组复修训练课程	11	1	277	277
Supplementary Training Course on Outside Hospital and Clinic Escort Duties - A0494 外间医院及诊所押解职务辅助训练课程	5	1	111	111
Correctional Emergency Response Team Training Course - AE240 惩教紧急应变队训练课程	1	35	13	455
Training Workshop for Handling of Violent Disturbance by PICs - A0523 处理在囚人士暴力行为工作坊	4	1	132	132
One Day Handcuffs Trainer Training Course for Female Institutions - A0510 女性院所手扣训练员训练课程 (一天)	2	1	39	39
Training Workshop in Handling Emergency Situations in the Vicinity of Institution - A0527 处理院所外围紧急情况工作坊	7	1	309	309
<b>Total:</b>	<b>47</b>	<b>65</b>	<b>1268</b>	<b>2729</b>



<i>Information Technology Application Training</i>	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
Penal Record Information System II for Day Orderly Officer (with e-learning) - AE241 服刑记录数据系统 II 训练课程(值日官) (包括e-learning)	8	1	121	121
Penal Record Information System II for REH (with e-learning) - AE243 服刑记录数据系统 II 训练课程(更生事务) (包括e-learning)	3	1	7	7
Penal Record Information System II for Reception Office Duties (with e-learning) - AE244 服刑记录数据系统 II 训练课程(收押室) (包括e-learning)	4	2.5	35	87.5
Penal Record Information System II for Security Office (with e-learning) - AE245 服刑记录数据系统 II 训练课程(保安) (包括e-learning)	3	1	16	16
Penal Record Information System II for Visit Room (with e-learning) - AE246 服刑记录数据系统 II 训练课程(探访室) (包括e-learning)	3	1	21	21
<b>Total:</b>	<b>21</b>	<b>6.5</b>	<b>200</b>	<b>252.5</b>

<i>Command Course</i>	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
Junior Command Course (with e-learning) - AE107 初级指挥课程 (包括e-learning)	2	10	53	530
Intermediate Command Course - A0108 中级指挥课程	1	10	25	250
Intermediate Command Course (Higher) - A0109 中级指挥课程 (深造)	1	10	23	230
Senior Command Course - A0110 高级指挥课程	1	2	15	30
<b>Total:</b>	<b>5</b>	<b>32</b>	<b>116</b>	<b>1040</b>

<i>Development Training</i>	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
2 Days First Aid Refresher Training Course - A0308 急救复修训练课程 (两天)	21	2	552	1104
Assistant Officer I Development Course - AE101 一级惩教助理发展课程	5	6	144	864
Two Days Team Building Course - A0479 两天团队训练课程	15	2	207	414
Principal Officer Refresher Course - AE106 高级惩教主任复修课程	2	4	41	164
Assistant Officer II Refresher Course - AE103 二级惩教助理复修课程	10	2	309	618
Assistant Officer I Refresher Course - AE104 一级惩教助理复修课程	8	2	220	440
Officer Refresher Course - AE105 惩教主任复修课程	2	4	39	156
Detention Centre Course (with e-Learning) - AE209 劳教中心课程 (包括 e-learning)	2	11	44	484
Assistant Officer Refresher and Development Course (with e-Learning) - AE102 惩教助理复修发展课程(包括 e-learning)	6	10	172	1720
Drug Addiction Treatment Centre Course (with e-Learning) - AE210 戒毒所课程 (包括 e-learning)	2	5	48	240
Training Centre and Rehabilitation Centre Course (with e-Learning) - AE211 教导中心和更生中心课程 (包括 e-learning)	2	5	46	230
Control Room Duties Course (with e-Learning) - AE214 控制室职务训练课程 (包括 e-learning)	8	3	153	459
Operating of Terrestrial Trunked Radio System Training Course - A0490 无线电系统运作课程	5	1	15	15
Training Course for Reception Officer-in-Charge (with e-Learning) AE227 收押室主管课程 (包括 e-learning)	1	5	8	40
Reception Office Assistant Course (with e-Learning) AE228 收押室助理课程 (包括 e-learning)	1	4	14	56
Visit Room Duties Training Course (with e-Learning) - AE229 探访室职务训练课程 (包括 e-learning)	1	3	21	63
<b>Total:</b>	<b>91</b>	<b>72</b>	<b>2033</b>	<b>7067</b>

**Physical & Adventure Training**

	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
Half Day Physical Education Instructor Refresher Course - A0236 体育导师复修课程(半天)	8	0.5	207	103.5
Physical Education Instructor Training Course - A0203 体育导师训练课程	1	36	11	396
One Day Physical Education Instructor Refresher Course - A0482 体育导师复修课程(一天)	3	1	135	135
<b>Total:</b>	<b>12</b>	<b>49.5</b>	<b>353</b>	<b>634.5</b>

**Drill and Weaponry**

	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
Tower Duty Training Course - A0215 瞭望塔职务训练课程	12	2	107	214
Tower Duty Refresher Training Course - A0247 瞭望塔职务复修训练课程	9	1	67	67
Departmental Guard of Honour - A0448 部门仪仗队训练课程	1	2	19	38
Continuation Training for CERT - Firearms Practice - A0417 惩教紧急应变队枪械延续训练(散弹枪射击)	8	1	70	70
Drill Instructor Refresher Course - A0529 步操导师复修课程	1	3	12	36
Continuation Training Firearm for CERT (Revolver) - A0254 惩教紧急应变队枪械延续训练(点38左轮手枪射击)	5	1	50	50
Advance Drill Training Course - A0415 高级步操训练课程	1	1	25	25
<b>Total:</b>	<b>37</b>	<b>11</b>	<b>350</b>	<b>500</b>

**Others**

	Frequency 次数	Duration 修业日数	No. of Participants 参加人数	No. of Training Days 训练日数
Dog Handler Training Course - A0253 警卫犬训练员课程	1	7	4	28
Smart Teen Challenge Camp - 5 Days 多元智能跃进计划	6	5	117	585
Hospital In-service Training Course - A0212 医院在职训练课程	2	50	42	2100
Video Taking Technique Course - A0306 摄影技巧课程	3	1	45	45
Institutional-based Mentorship Programme(IBMP) Training Course for Nominated Mentors - B9078 「院所为本学长计划」学长训练课程	4	2	112	224
e_Mentoring Workshops - A0322 网上导师课程	21	1	514	514
First Aid Remedial Examination Course - A0345 急救复试课程	6	0.5	32	16
Gas Welding Safety Training Course - B9090 气体焊接安全训练课程	3	1	22	22
Home Nursing Training Course - A0419 家庭护理学训练课程	1	5	18	90
Training Course Management System Users Training Course - A0524 培训课程管理系统操作员训练课程	2	0.5	15	7.5
Training Course Management System Adminstrators Training Course - A0525 培训课程管理系统管理员训练课程	1	0.5	5	2.5
<b>Total:</b>	<b>50</b>	<b>85</b>	<b>926</b>	<b>3634</b>



二零一四年获嘉奖人员名单  
**Commendations to Staff in 2014**

银紫荆星章

The Silver Bauhinia Star (SBS)

单日坚 Mr. SIN Yat-kin, CSDSM

香港惩教事务卓越奖章

Hong Kong Correctional Services Medal for Distinguished Service (CSDSM)

林国良 Mr. LAM Kwok-leung

简志强 Mr. KAN Chi-keung

香港惩教事务荣誉奖章

Hong Kong Correctional Services Medal for Meritorious Service (CSMSM)

钟子纶 Ms. CHUNG Chi-lan

曾振华 Mr. TSANG Chun-wa

钟赐昌 Mr. CHUNG Chi-cheong

尹任华 Mr. WAN Yum-wah, Pip

叶永强 Mr. YIP Wing-keung

公务员事务局局长嘉奖

Secretary for the Civil Service's Commendation

林金英 Ms. LAM Kam-ying

曾广华 Mr. TSANG Kwong-wah

区上力 Mr. AU Sheung-lak, Alak

陈子明 Mr. CHAN Chi-ming, Billy

## 署长嘉奖

## Commissioner's Commendation

何国文	Mr. HO Kwok-man
王祖兴	Mr. WONG Chao-hing, Andrew
林国良	Mr. LAM Kwok-leung, CSDSM
老慕贞	Miss LO Mo-ching, Marenda
梁伟强	Mr. LEUNG Wai-keung
徐兆邦	Mr. TSUI Siu-bong, Bob
黄成达	Mr. WONG Shing-tat

## 助理署长嘉奖

## Assistant Commissioner's Commendation

杜远秀	Ms. TO Yuen-sau, Roxan
黎金兴	Mr. LAI Kam-hing
陈振威	Mr. CHAN Chun-wai
欧阳志荣	Mr. AU YEUNG Chi-wing
陈家乐	Mr. CHAN Ka-lok
吴树勋	Mr. NG Shu-fan
苏建国	Mr. SO Kin-kwok
潘世明	Mr. POON Sai-ming
黎嘉昌	Mr. LAI Ka-cheong
张树仁	Mr. CHEUNG Shu-yan
丛翠仪	Ms. TSUNG Chui-yee
林庆伟	Ms. LAM Hing-wai
谭佩霞	Ms. TAM Pui-ha
梁浩基	Mr. LEUNG Ho-kei, Toby
潘国洪	Mr. PUN Kwok-hung
张镇辉	Mr. CHEUNG Chun-fai
叶浩荣	Mr. IP Ho-wing
陈文忠	Mr. CHAN Man-chung, Simon
钟丽芳	Ms. CHUNG Lai-fong, Janice
温明淇	Mr. WAN Ming-ki, Henry
周毅文	Mr. CHAU Ngai-man



利颖君	Ms. LEI Veng-kuan, Winnie
李铭筠	Ms. LI Ming-kwan, Kelly
刘启俊	Mr. LAU Kai-chun, Alex
陈耀南	Mr. CHAN Yiu-nam
冯振远	Mr. FUNG Chun-yuen
梁文聪	Mr. LEUNG Man-chung
赵柏基	Mr. CHIU Pak-kei, Kenneth
卢善政	Ms. LO Sin-ching, Joyce
梁伟兴	Mr. LEUNG Wai-hing
吴伟明	Mr. NG Wai-ming
廖东喜	Mr. LIU Tung-hei
曾伟文	Mr. TSANG Wai-man
李英健	Mr. LI Ying-kin
谢龙群	Mr. HSIEH Lung-kwan
郭峻成	Mr. KWOK Chun-shing
卢启文	Mr. LO Kai-man
李曼瑜	Ms. LEE Man-yue, Aubrey
戴友芳	Mr. TAI Yau-fong
徐灼标	Mr. TSUI Cheuk-piu
陈凤珊	Ms. CHAN Fung-san
林赐良	Mr. LAM Che-leung
李佩玲	Ms. LI Pui-ling
萧国良	Mr. SIU Kwok-leung
黎伟迪	Mr. LAI Wai-tik, Ricky
麦伟明	Mr. MAK Wai-ming, Franco
黎志良	Mr. LAI Chi-leung
杨永健	Mr. YEUNG Wing-kin
梁天行	Mr. LEUNG Tin-hang
郑伟雄	Mr. CHENG Wai-hung
郑永安	Mr. CHENG Wing-on
张志基	Mr. CHEUNG Chi-kei, Branden
郑 玮	Mr. CHENG Wai
钟天宋	Mr. CHUNG Tin-sung

二零一四年到访香港惩教署的内地、澳门及海外机构/人士名单  
**List of Mainland, Macao and Overseas Organisations/Visitors to CSD in 2014**

月份 Month	到访机构/人士 Organisations / Visitors
01/14	国际关系学院院长陶坚博士 President of University of International Relations, Mainland China, Dr TAO Jian
01/14	广东省监狱管理局 Guangdong Prison Administrative Bureau
01/14	香港城市大学 - 第八届中国高级法官研修班 City University of HK-8 <sup>th</sup> Advanced Programme for Chinese Senior Judges
01/14	全国人大内务司法委员会副主任委员王胜明先生 Vice-Chairperson of the Internal and Judicial Affairs Committee of the National People's Congress, Mainland China, Mr WANG Sheng-ming
02/14	上海市人民检察院陈旭检察长 Chief Procurator of Shanghai People's Procuratorate, Mainland China, Mr CHEN Xu
02/14	国家地方港澳办主任考察团 Delegation from Provincial/Municipal Hong Kong and Macao Affairs Office Directors
02/14	Ministry of Social & Family Development of Singapore
03/14	Singapore Prison Service
03/14	President of Korean Bar Association, Mr WE Chul-whan
03/14	香港公共行政学院 - 德宏州公安局小区戒毒、禁毒和缉毒专题研修班
03/14	中国人民解放军驻港部队 The People's Liberation Army Hong Kong Garrison
04/14	香港中文大学法律学院 - 清华大学内地法官及检察普通法培训课程 The Chinese University of HK Faculty of Law-Law School of Tsinghua University, the National Judges College, People's Courts and Procuratorates in China
04/14	Delegation from Moscow City Government and Consulate General of the Russian Federation in the HKSAR
05/14	Embassy of the Republic of the Fiji



月份 Month	到访机构/人士 Organisations / Visitors
05/14	香港中文大学普通法法学硕士课程进修计划（2013-2014 年度） The Chinese University of HK -Attachment of Mainland Officials under Common Law Training Scheme 2013/2014
05/14	澳门法务局社会重返厅
06/14	Department of Correction of Thailand
06/14	香港城市大学 - 第九届中国高级法官研修班 City University of HK-9 <sup>th</sup> Advanced Programme for Chinese Senior Judges
06/14	云南省监狱管理局 Yunnan Province Prison Administrative Bureau
06/14	中华人民共和国常驻联合国日内瓦办事处和瑞士 其他国际组织代表团特命全权大使、常驻代表吴海龙先生 Ambassador Extraordinary and Plenipotentiary and Permanent Representative of Permanent Mission of PRC to the United Nations Office at Geneva and Other International Organisations in Switzerland, Mr. WU Hailong
07/14	The Zambia Law Development Commission
07/14	香港浸会大学 - 清华大学《香港研究》暑期研习班
07/14	江苏省监狱管理局 Jiangsu Province Prison Administration Bureau
07/14	香港大学内地法律工作人员普通法训练计划（2013-2014 年度） University of Hong Kong - Attachment of Mainland Officials under Common Law Training Scheme 2013/2014
08/14	贵州省公务员局 - 公安民警培训班
08/14	The Embassy of the United Republic of Tanzania and Consulate of the United Republic of Tanzania
08/14	General Executive Agency of Court Decision of Mongolia
08/14	中国文化大学(台湾)社会科学院邵宗海教授 Dean and Professor of the College of Social Sciences of the Chinese Culture University in Taiwan, Professor SHAW Chonghai

月份 Month	到访机构/人士 Organisations / Visitors
09/14	香港吸烟与健康委员会 「第七届两岸四地烟害防制交流研讨会」 7 <sup>th</sup> Cross-strait Conference on Tobacco Control, Hong Kong Council on Smoking and Health
09/14	Department of Security and Economy, Geneva
10/14	中国国际问题研究院院长曲星教授 President of China Institute of International Studies, Mainland China, Professor QU Xing
10/14	上海市司法局局长郑善和 Bureau Chief of Shanghai Municipal Bureau of Justice, Mainland China, Mr ZHENG Shanhe
10/14	中国人民解放军驻港部队 The People's Liberation Army Hong Kong Garrison
10/14	澳门监狱-监狱看守技巧进阶课程
11/14	台湾矫正署 Agency of Correction, Taiwan
11/14	深圳市司法局
11/14	National Resilience Institute of the Republic of Indonesia
11/14	陕西省副省长王莉霞女士 Vice-governor of Shanxi Province, Mainland China, Ms WANG Lixia
11/14	国务院法制办公室副主任甘藏春先生 Deputy Director of the Legislative Affairs Office of China's State Council, Mainland China, Mr GAN Zangchun
11/14	上海市商务委员会主任尚玉英女士 Chairwoman of Shanghai Municipal Commission of Commerce, Mainland China, Ms SHANG Yuying
12/14	Ministry of Justice Republic of Korea
12/14	中华人民共和国驻德意志联邦共和国 特命全权大使史明德先生 Ambassador Extraordinary and Plenipotentiary of PRC to Germany, Mr SHI Mingde



二零一三及二零一四年投诉调查组接收由在囚人士及公众人士提出的个案数目  
**No. of cases received by Complaints Investigation Unit (CIU)**  
**from persons in custody and the public in 2013 and 2014**

年份 Year		2013	2014
<b>A</b>	<b>由投诉调查组展开调查的个案</b> <b>Cases entailing CIU investigation</b>	122	94
	-使用非必要武力 <i>-Use of unnecessary force</i>	19	12
	-行为不当 <i>-Misconduct of staff</i>	61	38
	-疏忽职守 <i>-Negligence of duty</i>	13	12
	-滥用权力 <i>-Abuse of authority</i>	11	19
	-纪律行动不公正 <i>-Injustice in disciplinary action</i>	17	12
	-不满院所的政策或程序 <i>-Institutional policy / procedure</i>	1	1
<b>B</b>	<b>由投诉调查组监察院所处理的个案<sup>①</sup></b> <b>Cases handled by institutions under CIU monitoring<sup>①</sup></b>	65	39
<b>C</b>	<b>由投诉调查组处理的重复投诉个案<sup>②</sup></b> <b>Repeated complaints handled by CIU<sup>②</sup></b>	311	158
<b>D</b>	<b>由投诉调查组处理的求助／查询个案<sup>③</sup></b> <b>Cases of requests / enquiries handled by CIU<sup>③</sup></b>	168	147
	<b>总数 Total (A+B+C+D)</b>	666	532

	年份 Year	2013	2014
<b>E</b>	<b>由惩教署投诉委员会批签通过投诉调查组的调查结果</b> <b>Findings of CIU investigation endorsed by Correctional Services Department Complaints Committee (CSDCC)</b>	122	87
	- 证明属实 - <i>Substantiated</i>	0	2
	- 证实另有别情 - <i>Substantiated other than reported</i>	0	0
	- 无法完全证实 - <i>Not fully substantiated</i>	1	0
	- 虚假 - <i>False</i>	18	13
	- 虚假及恶意 - <i>False &amp; malicious</i>	0	0
	- 并无过错 - <i>Faultless</i>	11	6
	- 未能证实 - <i>Not Proven</i>	0	0
	- 无法证实 - <i>Unsubstantiated</i>	53	48
	- 终止调查 - <i>Curtailed</i>	25	14
	- 无从追查 - <i>Not Pursuable</i>	14	4
	- 撤回 - <i>Withdrawn</i>	0	0
<b>F</b>	<b>经惩教署投诉委员会复核的个案</b> <b>Cases re-examined by CSDCC</b>	15	13
<b>G</b>	<b>向惩教署署长提出上诉的个案</b> <b>Cases of appeal to Commissioner of Correctional Services</b>	1	5
<b>H</b>	<b>惩教署投诉委员会批签通过的服务改善建议</b> <b>Recommendation for service improvement endorsed by CSDCC</b>	32	17

- ① 投诉个案属于性质轻微及与院所运作有关，例如院所环境、膳食及探访安排等。  
The cases were complaints of minor and operational nature such as institutional environment, diet and visit arrangement
- ② 投诉个案由同一投诉人重复地提出，而其性质按常理是无聊及惹人生厌的投诉。为避免该投诉人继续滥用本署的投诉处理服务及节省资源，投诉调查组循简易的行政程序处理有关个案。  
Those complaints were grievances of, by common sense, frivolous or vexatious nature repeatedly raised by the same complainant. In order to prevent the complainant from further abusing the complaints handling service of the Department, CIU handled those cases in a simple administrative way.
- ③ 个案经由电邮或电话热线提出，或透过 1823 政府电话中心转介。  
The cases were raised either via CIU email, phone calls or referred by 1823 Call Centre.



**惩教署主要工程计划**  
Major Works Projects in Correctional Services Department

工程代号 Project Code	工程名称 Project	工程类别 Category of Project
3076LC	大榄女惩教所重建计划 Redevelopment of Tai Lam Centre for Women	基本工程项目 Capital Project
3062JA	屯门虎地纪律部队宿舍重建计划 Redevelopment of Disciplined Services Quarters in Fu Tei, Tuen Mun	基本工程项目 Capital Project
3129KA	柴湾水务署总部暨香港及离岛分署大楼及惩教署总部大楼 Water Supplies Department Headquarters with Hong Kong and Islands Regional Office and Correctional Services Department Headquarters Building in Chai Wan	基本工程项目 Capital Project
3063JA	香港仔田湾房屋署旧职员宿舍重建计划 Redevelopment of the ex-Housing Staff Quarters in Tin Wan, Aberdeen	基本工程项目 Capital Project
3077LC	塘福惩教所重建计划 Redevelopment of Tong Fuk Correctional Institution	基本工程项目 Capital Project
CO-977	励敬惩教所附属设施改善工程 Improvement works of the ancillary facilities at Lai King Correctional Institution	小型工程项目 Minor Building Works
CO-603	小榄精神病治疗中心大闸范围保安设施改善工程 Upgrading of the Security Standard of Main Gate Area at Siu Lam Psychiatric Centre	小型工程项目 Minor Building Works
不适用 N.A.	各惩教院所的囚室、囚仓及工场等消防系统改善工程 Fire Services Upgrading to workshops, cells and dormitories etc. in CSD Institutions	翻新工程 Refurbishment Works

惩教工业所提供的货品及服务的商业价值  
Commercial Value of Goods and Services  
Provided By Correctional Services Industries

	2013 (\$'000)	2014 (\$'000)
<b>制造业:</b> <b>Manufacturing :</b>		
制衣 Garment Making	77 172	121 633
木工 Carpentry	20 264	20 641
金属制品 Metal Work	8 279	5 607
标志制作 Sign Making	6 988	5 928
玻璃纤维制品 Fibreglass Products	12 681	13 768
混凝土预制品 Precast Concrete Products	1 574	1 538
皮革制品 Leather Products	18 828	22 282
针织 Knitting	1 840	1 006
印刷 Printing	5 790	5 990
信封制造 Envelope Making	3 234	3 121
小计 Sub-total:	156 650	201 514
<b>服务:</b> <b>Services :</b>		
为其他部门提供洗熨服务 Laundry for other departments	92 501	89 696
内部洗熨服务 Domestic Laundry	103 533	150 602
书籍装订 Bookbinding	6 694	14 450
其他服务 Miscellaneous Services	4 829	4 357
小计 Sub-total:	207 557	259 105
<b>总值 Total:</b>	<b>364 207</b>	<b>460 619</b>
园地维修 Labour for Grounds Maintenance	15 255	14 940



按行业划分的在囚人士工作人数(以二零一四年十二月三十一日计算)

Employment of persons in custody by trades

as at 31 December 2014

行业 TRADE	戒毒所/教导所/劳教中心/ 更生中心 DATC/TC/DC/RC*	监狱 PRISON	总数 TOTAL
书籍装订 Bookbinding	25	443	468
木工 Carpentry	-	267	267
信封制造 Envelope Making	26	218	244
玻璃纤维产品 Fibreglass Products	64	77	141
制衣 Garment Making	38	1 530	1 568
针织 Knitting	-	81	81
皮革制品 Leather Products	-	198	198
金属制品 Metalwork	13	87	100
混凝土预制品 Precast Concrete Products	-	35	35
印刷 Printing	-	33	33
标志制作 Sign Making	-	121	121
洗熨 Laundry	96	764	860
其他 Miscellaneous	12	168	180
总数 TOTAL	274	4 022	4 296

\* DATC : Drug Addiction Treatment Centre

TC : Training Centre

DC : Detention Centre

RC : Rehabilitation Centre







HKCS

HKCS

惩教署总部

## Correctional Services Department Headquarters

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电邮：

e-mail:

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