

Appendix 13 Training and Development Activities

Programme	No. of classes	
	2003	2004
Professional training for Service Members		
Inspector Refresher Course	11	0
Inspector Continuation Course	0	1
Chief Customs Officer Refresher Course	7	0
Senior Customs Officer Supervisory Course	0	1
Senior Customs Officer Refresher Course	26	0
Customs Officer Refresher Course	40	1
Chief Customs Officer Supervisory Course	2	0
Special training courses in : Vehicle driving Use of extendible baton Empty hand control tactics Use of Oleoresin Capsicum foam Use of firearms Firing range management	96	180
Identification of Endangered Species and Import Control of Animals and Plants	2	2
Train-the-Trainer on job-related issues	1	1
English Oral Communication Course for Chief Customs Officer	1	1
Annual Fitness Test for all officers	NA	NA
Firing Tests for all officers	NA	NA
Professional training for Trade Controls grade officers		
Refresher Courses for Trade Controls grade officers	8	0
Train-the-Trainer on job-related issues	0	1
Seminar / briefing sessions on trade controls-related issues	0	66
Workshops on Closer Economic Partnership Arrangement (CEPA)	11	0
Seminar / briefing sessions on trade controls-related issues	28	66
Courses on Civil Service Shared Values	14	0
Promotional sessions on corruption prevention	4	1
Courses on Civil Service Shared Values	0	9
Job-related English and Chinese language courses	7	3
Continuing Development for Customs Investigators		
Basic Investigation Course	6	3
Basic Intelligence Analysis Course	1	0
Operational Intelligence Analysis Course	1	0
Raiding Techniques Course	6	3
Case Processing Techniques Course (for uniformed officers and Customs Investigators)	5	4
Handling of Computer Equipment and Digital Information Course	2	1
Train-the-Trainers Course on Video Interview System	0	1
Basic Source Management Course for Informer Handlers	0	1
Firing Practice (a total of 184 days in 4 rounds)	NA	0
Development of Middle and Senior Managers		
Customs Management Development Course for Assistant Superintendents and Chief Trade Controls Officers	2	1
Customs Command Course for Senior Inspectors and Senior Trade Controls Officers	1	1
Advanced Communication Skill Training Workshop for Senior Superintendents and Principal Trade Controls Officers	0	1
Media Communication Workshop for Senior Superintendents, Superintendents and Principal Trade Controls Officers	0	2
Seminar on Disciplinary Proceedings for Assistant Superintendents and Superintendents	1	0
Developmental courses for all officers		
Leadership and Team Building via the Battlefield (Wargame)	4	1
Team Building & Leadership Outward Bound Course	0	2
Effective Teamwork & Personal Development Outward Bound Course	0	2
Workshop on Stress Management	4	2
Training for Mainland Customs officials		
Anti-Sumgging and Narcotics Control Course for the Mainland Customs	1	2
Intellectual Property Rights Protection Course for the Mainland Customs	0	2
Valuation Techniques Course	1	0
Human Resources Management Course	1	1
Multi-media Training		
Taining videos on professional skills and job-related issues	21	15