

Vacancy for
Workman II (Commission Against Corruption)
(Ref: RE 2026/05)

The Independent Commission Against Corruption (“ICAC”) is looking for suitable candidates to fill vacancies of Workman II (Commission Against Corruption).

Salary: Model Scale 1 Pay Scale Point 0 (HK\$15,175 per month) to
Model Scale 1 Pay Scale Point 8 (HK\$17,880 per month).

Entry Requirements:

Candidates should –

- (a) have completed Primary 6 education, or equivalent;
- (b) have one year of relevant work experience;
- (c) be able to communicate in Cantonese/Chinese and simple English, and to read and write simple Chinese and simple English; and
- (d) have a pass result in the Basic Law and National Security Law Test (“BLNST”).

Candidates will also be required to pass a trade test.

Basic Law and National Security Law Test:

A pass result in the BLNST is an entry requirement for all ICAC jobs. Only those candidates who have passed the BLNST will be considered for appointment.

For candidates who have not taken the BLNST or have not attained a pass result in the BLNST at the time of application, they may still apply for the job and arrangements will be made for them to take the relevant BLNST during the recruitment process.

Duties:

Workmen II (Commission Against Corruption) are mainly deployed to work indoors and outdoors on –

- (a) general manual labour duties, such as – moving and loading/unloading furniture, equipment, bulky items and other supplies, cleaning office areas, setting up venues for meetings and activities, etc.; and

- (b) general office support duties, such as – manning reception counter, opening and locking office doors, providing tea services, operating office appliances, handling simple telephone enquiries, as well as receipt and dispatch, mailing, sorting, photocopying and binding of documents/letters, etc.

Successful candidates may be required to work overtime and irregular hours subject to operational needs.

Terms of Appointment:

Appointment will normally be on 2½ years' agreement terms, including a probationary period for the initial 24 months. Subject to the appointee's consistently high standard of performance and conduct, an end-of-contract gratuity may be granted and the agreement may be renewed. The amount of gratuity payable will be the sum which, when added to the ICAC's contribution to a Mandatory Provident Fund ("MPF") Scheme for the appointee as required by the MPF Schemes Ordinance (Cap. 485), equals to 25% of the total basic salary of the substantive office drawn during the period of agreement.

Enquiry Telephone Number: 2826 3128 / 2899 3754

Closing Date for Application: 5 June 2026

Newspaper(s) Advertised and Date(s):

Sing Tao Daily (22 May 2026) and Recruit (22 and 26 May 2026)

General Notes:

- (a) Candidates must be permanent residents of the Hong Kong Special Administrative Region at the time of appointment unless specified otherwise.
- (b) As an Equal Opportunities Employer, the ICAC is committed to eliminating discrimination in employment. The vacancy advertised is open to all applicants meeting the basic entry requirement irrespective of their disability, sex, marital status, pregnancy, age, family status, sexual orientation and race.
- (c) The entry pay, terms of appointment and conditions of service to be offered are subject to the provisions prevailing at the time the offer of appointment is made.
- (d) The information on the monthly salary and maximum pay point is for reference only and may be subject to changes.
- (e) Fringe benefits include paid leave, medical and dental benefits, and where appropriate, assistance in housing.

- (f) Where a large number of candidates meet the specified entry requirements, the ICAC may devise shortlisting criteria to select the better qualified candidates for further processing. In these circumstances, only shortlisted candidates will be invited to attend the trade test and/or selection interview.
- (g) An invitation to the trade test and/or selection interview does not imply that a candidate has met the entry requirements of the post.
- (h) It is the Government's policy to place people with a disability in appropriate jobs wherever possible. If a disabled candidate meets the entry requirements, he/she will be invited by the ICAC to attend the trade test and/or selection interview without being subject to further shortlisting. Applicants who have declared disabilities found suitable for appointment may be given an appropriate degree of preference over other applicants whose suitability for appointment is considered comparable to that of the former. The Government's policy and other related measures on employment of persons with disabilities are set out in the booklet "Employ People Based on Their Abilities – Application for Government Jobs by Persons with Disabilities" which is available for reference on the CSB's website at <http://www.csb.gov.hk> under "Administration of the Civil Service – Appointments".
- (i) Towards the application deadline, our on-line system would likely be overloaded due to large volume of applications. To ensure timely completion of your on-line application, it is advisable to submit the application as early as possible.

How To Apply:

Applications should be made **on or before 5 June 2026** by submitting –

- (a) an **online application** through the [ICAC's Electronic Recruitment System](#) ("the System"); or
- (b) a completed **paper application form [G.F. 340 (Rev. 7/2023)]** by post or in person to the following address –

Executive Officer/Personnel 1
Independent Commission Against Corruption
303 Java Road
North Point, Hong Kong
(Please quote "RE 2026/05" on the envelope)

At this stage of application, all applicants are not required to attach any originals/copies of diploma/certificates, transcripts or other qualification documents/proof of work experiences.

Applications which are incomplete, late, not duly signed (applicable to paper applications only), not made in the prescribed form or submitted by fax or e-mail will not be considered [Notes (1) to (3)]. Applicants are responsible for verifying their applications and will bear any consequences arising from any inaccuracies or discrepancies therein.

Candidates who are selected for further consideration will normally receive an invitation in about six to eight weeks from the closing date for application **by email or by post**. Applicants are encouraged to provide a valid email address in the application form. To avoid missing any invitation or notification, candidates are responsible for (i) ensuring that the settings of their email accounts do not block emails from the ICAC; and (ii) checking each incoming mailbox (including the spam folder) of email account and the mailbox of the correspondence address regularly. Those who do not receive any invitation may assume that their applications are unsuccessful.

Notes

- (1) *The postmark date on the envelope will be regarded as the date of submission of application. To avoid delayed or unsuccessful delivery of applications by post, please ensure that the correct address is clearly printed or written on the envelope and sufficient postage has been affixed before posting. Mail items bearing insufficient postage will not be delivered to the ICAC and will be returned to the sender or disposed of by the Hongkong Post, where appropriate. Applicants will bear any consequences arising from paying insufficient postage.*
- (2) *Paper application forms [G.F. 340 (Rev. 7/2023)] are obtainable from any Home Affairs Enquiry Centres of District Offices, Home Affairs Department or any Job Centres of the Employment Services Division, Labour Department, or can be downloaded [here](#).*
- (3) *The new version of application form for Government jobs G.F. 340 (Rev. 7/2023) has been in use with effect from 26 July 2023. Candidates who apply for ICAC jobs advertised on or after 26 July 2023 should use the new G.F. 340 (Rev. 7/2023). If candidates submit the old version form [G.F. 340 (Rev. 3/2013)], they will be required to fill in the new G.F. 340 (Rev. 7/2023) afresh and submit it within seven days upon request. If candidates fail to submit the new G.F. 340 (Rev. 7/2023) within the stipulated deadline, their applications will not be processed further.*

Information provided will be treated in the strictest confidence.