

國際合作及
機構事務處

第三章

CHAPTER 03

International Cooperation
and Corporate Services
Department



ICAC

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CONTOUR

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國際合作及機構事務處協助廉政專員履行《廉政公署條例》(第204章)所訂明的職責,負責廉政公署(廉署)的一般行政,包括:

- 修訂及執行《廉政公署常規》;
- 財政管理及開支預算;
- 人力資源管理;
- 職員關係與福利;及
- 編製《廉政公署年報》。

國際合作及機構事務處亦負責物料與服務供應及採購、辦公室策劃及管理、總務、翻譯服務、檔案管理及環境管理工作。

在國際合作方面則主要肩負以下職責:

- 提供國際反貪能力建設培訓和諮詢服務;
- 向國際社會宣傳香港的廉潔文化、有效的反貪制度及穩健的法治;
- 推動粵港澳大灣區的廉政協作;
- 進行反貪研究及分析;及
- 營運國際反貪局聯合會(聯合會)秘書處。

組織

國際合作及機構事務處由一名處長執掌,轄下設有兩個科,分別為國際合作科及機構事務科。

策略

國際合作科的策略包括:

- 加強與國際反貪伙伴合作,推動全球打擊貪污,維持廉署在國際反貪工作的先導地位。
- 連結世界各地反貪機構預防和打擊貪污,以促進落實《聯合國反腐敗公約》,並以反腐敗作為共同的目標。
- 鼓勵能力建設、知識和經驗分享,以履行廉署在《聯合國反腐敗公約》下的責任。

DUTIES

The International Cooperation and Corporate Services Department (ICD) assists the Commissioner in exercising his statutory duties under the *Independent Commission Against Corruption Ordinance* (Cap 204). ICD is responsible for the general administration of the ICAC including matters relating to:

- Revision and execution of the Commission Standing Orders;
- Control of finance and estimates of expenditure;
- Human resource management;
- Staff relations and welfare; and
- Publication of *ICAC Annual Report*.

ICD is also responsible for the procurement and supplies of goods and services, office accommodation management, general office support, translation, records management and green management.

Regarding international cooperation, the major responsibilities are to:

- provide international capacity building training and consultancy service;
- promote Hong Kong's probity culture, effective anti-corruption regime and strong rule of law to the international community;
- sustain anti-corruption collaboration in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA);
- conduct anti-corruption research and analysis; and
- operate the Secretariat of the International Association of Anti-Corruption Authorities (IAACA).

STRUCTURE

ICD is headed by a Director and it comprises two branches, namely the International Cooperation Branch (ICB) and Corporate Services Branch.

STRATEGIES

The strategy of ICB is to:

- Enhance collaboration with international counterparts to advance the global fight against corruption and sustain the ICAC as the forerunner in the anti-corruption cause;

機構事務科為廉署提供專業資源管理及行政支援，其策略包括：

- 提供全方位的資源管理及行政支援服務，提升工作效率，確保廉署運作暢順。
- 制定政策並就政策推行擔任統籌角色，以加強機構管治，確保廉署運作符合政府的政策、規則及規例。
- 審視廉署使用政府資源的情況和訂立優先次序，確保資源運用合乎成本效益和負擔能力，並具可持續性。

國際合作

國際反貪能力建設培訓和諮詢服務

廉署自二零一七年起，在《聯合國反腐敗公約》框架下，加強為其他司法管轄區（尤其是“一帶一路”國家）的反貪機構提供反貪能力建設培訓和諮詢服務。

截至二零二二年年末，國際合作科已與約 70 個《聯合國反腐敗公約》締約國就培訓合作建立聯繫，當中大部分為“一帶一路”國家。年內，國際合作科分別為約旦、肯亞、老撾、摩洛哥、羅馬尼亞、斯里蘭卡、泰國及阿拉伯聯合酋長國的反貪機構舉辦八次線上培訓課程，合共約 150 名海外反貪官員受惠。隨着全球的旅遊限制逐漸解除，國際合作科將會在二零二三年年初恢復舉辦面授培訓課程。

廉署人員於調查技能線上培訓中，與世界各地反貪機構人員分享調查工作的經驗及進行情境分析

ICAC officers speaking at online training in investigation techniques to share with participants from anti-corruption agencies around the world their experience and work and to conduct a hypothetical case study

- Engage anti-corruption agencies (ACAs) worldwide in preventing and fighting corruption to foster the implementation of the United Nations Convention against Corruption (UNCAC) and keep fighting corruption a common front; and
- Encourage capacity building, knowledge and experience sharing to fulfil ICAC's obligations under UNCAC.

The Corporate Services Branch provides professional resource management and administrative support to the ICAC. Its strategy is to:

- Provide multi-faceted resource management and administrative support services to facilitate the smooth and efficient operation of the ICAC;
- Formulate and co-ordinate policies to strengthen corporate governance and safeguard compliance with government policies, rules and regulations; and
- Scrutinise and prioritize the use of government resources to ensure cost-effectiveness, affordability and sustainability.

INTERNATIONAL COOPERATION

International Capacity Building Training and Consultancy Service

Since 2017, the ICAC has been strengthening international capacity building training and consultancy service to ACAs of other jurisdictions, in particular the Belt and Road (B&R) countries, under the framework of UNCAC.

By the end of 2022, ICB has established connections with around 70 States Parties to the UNCAC, most of which are B&R countries. During the year, ICB organised eight online training programmes for ACAs in Jordan, Kenya, Laos, Morocco, Romania, Sri Lanka, Thailand and the United Arab Emirates respectively, benefitting around 150 overseas graft-fighters. With the gradual lifting of travel restrictions around the world, ICB will resume face-to-face training programmes in early 2023.



除舉辦培訓課程外，國際合作科亦分別與汶萊、厄瓜多爾、斐濟、約旦、吉爾吉斯斯坦、尼泊爾、尼日利亞、阿拉伯聯合酋長國和烏茲別克斯坦的反貪機構進行深入的線上交流。廉政專員亦親自與印度尼西亞駐香港總領事館代表團及來港考察香港反貪制度的阿拉伯聯合酋長國阿布扎比問責局高層代表團會面，分享廉署打擊和預防貪污的經驗，以及闡述香港的良好法治、穩定社會環境及廉潔文化。同時亦了解這些反貪機構的培訓需要，為進一步商議培訓合作提供堅實的基礎。

廉政專員與阿布扎比問責局高層代表團分享香港的反貪經驗

The Commissioner sharing with the Abu Dhabi Accountability Authority on Hong Kong's anti-corruption experience



Apart from organising training programmes, ICB had in-depth exchange with ACAs of Brunei Darussalam, Ecuador, Fiji, Jordan, Kyrgyzstan, Nepal, Nigeria, the United Arab Emirates and Uzbekistan respectively through online platforms. The Commissioner also had face-to-face meetings with a delegation from the Consulate General of Indonesia in Hong Kong and a high-level delegation from the Abu Dhabi Accountability Authority of the United Arab Emirates which came to Hong Kong for studying the city's anti-corruption system. These exchanges allowed the ICAC to impress upon the delegations our experience in fighting and preventing corruption as well as Hong Kong's strong rule of law, stable social environment and integrity culture, and also provided us with an opportunity to understand these countries' training needs that served as a solid base for training cooperation in the future.



廉政專員與印度尼西亞駐香港總領事館代表團會面

The Commissioner meeting with the delegation from the Consulate General of Indonesia in Hong Kong

廉署繼續透過國際反貪平台輸出寶貴反貪經驗。應聯合國毒品和犯罪問題辦公室（辦公室）邀請，廉署正與辦公室合作編製加強青年參與推動反貪腐的全球政策指南。專家小組年內訪問了世界十多個反貪及相關機構和數十名全球青年代表，當中包括四名廉署青年組織“愛·廉結”的成員，並將透過聯合會秘書

The ICAC continued to export its valuable anti-corruption experience through international platforms. Upon invitation from the United Nations Office on Drugs and Crime (UNODC), the ICAC is developing jointly with UNODC a global policy guide on youth engagement and empowerment in anti-corruption efforts. During the year, the expert team interviewed more than a dozen anti-corruption and related organisations in the world and tens of global youth representatives, including four members of ICAC's youth group "i-League", and would conduct a

處向全球反貪機構進行問卷調查。這份嶄新的指南預計於二零二三年下半年推出，供各國的反貪機構參考，同時藉此標誌《聯合國反腐敗公約》通過二十周年。

questionnaire survey with ACAs around the world through the IAACA Secretariat. This novel publication is expected to be launched in the second half of 2023 for reference of national ACAs and at the same time marking the 20th anniversary of UNCAC.



編製加強青年參與推動反貪腐全球政策指南的項目小組與廉署“愛·廉結”成員和全球青年代表會面，徵詢他們對青年參與反貪腐活動的意見

The project team for developing the global policy guide on youth engagement and empowerment in anti-corruption efforts having a consultative meeting with members of ICAC's i-League and global youth representatives to collect their views on youth participation in anti-corruption cause

國際宣傳

國際合作科善用各種渠道，例如安排廉署代表到海外訪問及於國際會議發言、接待海外反貪官員和政經領袖、透過廉署網站的“國際視點”線上平台和電子通訊發放信息等，宣揚香港的穩健法治、有效反貪制度，以及廉潔社會環境。

年內，國際合作科又多次支援廉政專員和部門首長與國際評級機構進行線上會議，向他們闡述香港的穩健法治及廉潔情況，和《中華人民共和國香港特別行政區維護國家安全法》以及完善選舉制度實施以來對維持香港安全穩定的正面影響。

International Publicity

ICB made use of a wide range of channels, including arranging ICAC representatives to pay overseas visits and speak in international conferences, receiving overseas anti-corruption officials and government/business leaders, releasing information through the online platform “International Perspective” on ICAC’s corporate website and e-News, to promote Hong Kong’s strong rule of law, effective anti-graft system and corruption-free society.

During the year, ICB also supported the Commissioner and Heads of Department to conduct online meetings with international ranking institutions to introduce them to Hong Kong’s robust rule of law and probity environment, and the positive impact of *The Law of the People’s Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region* and the Improved Electoral System on sustaining the city’s safety and stability.

廉政專員與世界正義工程的高層代表就香港的法治及反貪工作交流意見

The Commissioner exchanging views with senior representatives of the World Justice Project on Hong Kong’s rule of law and anti-corruption work



隨著全球疫情逐漸緩和，廉政專員重啟外訪活動，包括於九月到訪新加坡，及於十二月到訪馬來西亞及泰國，期間與新加坡、汶萊、印度尼西亞、馬來西亞和泰國的反貪機構和駐當地的國際機構代表會面交流，加強反貪協作，並向國際社會說好香港故事。

資深的廉署人員亦在不同的國際場合分享香港成功的反貪模式、經驗和良好做法，其中包括由聯合國毒品和犯罪問題辦公室主辦的東南亞區域執法人員反貪會議、聯合國亞洲及遠東預防犯罪和罪犯待遇研究所主辦的東南亞國家良好管治區域研討會的培訓課程，以及馬來西亞競爭事務委員會主辦的競爭法研討會等。

廉政專員在東南亞區域執法人員反貪會議上分享廉署打擊貪污的經驗

The Commissioner sharing ICAC's experience in combatting corruption at the Regional Anti-Corruption Conference for Law Enforcement Professionals in Southeast Asia



內地聯繫及粵港澳大灣區廉政協作

為配合國家發展與反腐政策，廉署一直與內地及澳門的反貪機關保持緊密聯繫。廉政專員於二零二二年十一月與澳門廉政專員舉行視像會議，交流兩地的肅貪倡廉工作。廉署正積極與國家監察委員會、廣東省監察委員會和澳門廉政公署籌劃，於通關後盡快重啟大灣區廉政建設三地實體會議，商議配合國家“十四五規劃”和粵港澳大灣區發展的反貪協作。

With the global pandemic stabilising gradually, the Commissioner resumed his overseas official visits, including a visit to Singapore in September and another to Malaysia and Thailand in December. During the visits, the Commissioner met with heads of ACAs of Singapore, Brunei Darussalam, Indonesia, Malaysia and Thailand as well as representatives of international organisations there to strengthen the partnership with these agencies. The Commissioner also made use of these opportunities to impress upon the international community the good stories of Hong Kong.

Seasoned ICAC officers shared Hong Kong's successful anti-corruption model and experience as well as best practices in various international events, including the Regional Anti-Corruption Conference for Law Enforcement Professionals in Southeast Asia organised by UNODC, the Regional Seminar on Good Governance for Southeast Asian Countries organised by the United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders, and the Competition Law Conference organised by the Malaysia Competition Commission.

Mainland Liaison and Anti-Corruption Collaboration in the Greater Bay Area

Corresponding to the national development and anti-graft policies, the ICAC continues to maintain close communication with its counterparts in the Mainland and Macao. In November 2022, the Commissioner held an online meeting with the Commissioner of the Commission Against Corruption of Macao to exchange views on the anti-corruption work of Hong Kong and Macao. The ICAC is actively pursuing with the National Commission of Supervision, the Guangdong Provincial Commission of Supervision and the Commission Against Corruption of Macao to resume the face-to-face tripartite meeting to discuss anti-corruption collaboration to support the National 14th Five-Year Plan and the development of GBA once travel restriction is lifted.



廉政專員與澳門廉政專員舉行視像會議，就兩地的肅貪倡廉工作交流意見

The Commissioner holding an online meeting with the Commissioner of Commission Against Corruption of Macao to exchange views on the anti-corruption work of Hong Kong and Macao

反貪研究及分析

反貪研究對廉署的國際合作非常重要。年內，國際合作科開展多項反貪研究，以支援廉署的國際反貪能力建設培訓和諮詢服務。國際合作科亦密切監察國際機構對香港廉潔程度的評級，並就相關調查進行分析，以便制訂合適的應對策略。

國際反貪局聯合會

廉署自二零二二年一月接任聯合會主席以來，由國際合作科營運的聯合會秘書處協助主席及執行委員會成員，利用其廣泛的網絡和透過由廉署倡議的區域協調機制，與世界各地的反貪伙伴建立協作關係，並參與各項國際及區域會議，推動國際反貪合作以有效落實《聯合國反腐敗公約》。

年內，秘書處協助主席及執行委員會推動及開展各項工作，包括主辦及協調反貪會議及培訓，擴大聯合會的網絡並促進各地反貪經驗交流，了解不同反貪機構的培訓需要以策劃適切的能力建設課程，提倡區域協調機制並協助各區域統籌監督強化區內反貪協作；以及發放電子通訊加強會員間溝通。除此之外，秘書處與超過 25 個反貪機構和國際組織聯繫，促進合作；而聯合會的反貪機構會員亦由 123 增至 156 個。

秘書處於二零二二年十二月以線上形式舉行聯合會會員大會，各會員就聯合會未來發展交流寶貴意見，並聽取各區域組別分享推進區內反貪機構間協作的經驗。廉署作為聯合會亞太區域組統籌監督，將於二零二三年初

Anti-Corruption Research and Analysis

Research studies are part and parcel of ICAC's work in international cooperation. During the year, ICB conducted research projects on different subjects to support the anti-corruption capacity building training and consultancy service. ICB also closely monitored Hong Kong's probity rankings released by international institutions, and prepared analyses for these reports for devising suitable work strategies.

International Association of Anti-Corruption Authorities

Since the ICAC took up the Presidency of IAACA in January 2022, the IAACA Secretariat, operated by ICB, supported the President and the Executive Committee members in establishing collaboration with anti-corruption counterparts worldwide through their extensive network and the regional coordination mechanism initiated by the ICAC, participating in global and regional conferences, and fostering international anti-corruption collaboration for the effective implementation of the UNCAC.

During the year, the Secretariat supported the President and the Executive Committee in carrying out IAACA's initiatives, including organising and co-ordinating anti-corruption conferences and training programmes, expanding the network of IAACA and promoting experience sharing around the world, identifying training needs of ACAs for tailoring capacity building programmes, advocating the regional coordination mechanism and supporting regional coordinators in strengthening collaboration among ACAs in the regions, as well as enhancing communications among IAACA members through publishing e-newsletter. In addition, the Secretariat connected with more than 25 ACAs and international organisations for strengthening cooperation, and expanded the organisational membership of the IAACA from 123 to 156.

In December 2022, the Secretariat hosted the IAACA General Meeting in virtual format, at which the members

聯同印度中央監察委員會、馬來西亞反貪污委員會和新加坡貪污調查局為全球的反貪人員舉辦線上培訓，加強他們在法證調查方面的知識和技能。

境外訪客

作為國際社會中具領先地位的反貪機構之一，廉署經常與各國機構分享打擊和預防貪污的經驗。二零二二年，受新型冠狀病毒病疫情以及相關入境限制的影響，部份司法管轄區人員到訪廉署的計劃因而延期或取消。年內，廉署接待了來自一個國際組織、四個國家及地區共 197 名訪客。另一方面，廉署繼續透過網上平台與海內外的反貪機構保持聯繫，分享香港的反貪經驗。

圖表 3-1：廉政公署於二零二二年接待的境外訪客

Figure 3-1: Non-local Visitors to the ICAC in 2022

國家及地區 Countries and Territories	訪客人數 No. of Visitors
內地 Mainland China	182
印度尼西亞 Indonesia	6
墨西哥 Mexico	2
阿拉伯聯合酋長國 United Arab Emirates	5

機構事務

財務事宜

廉署的經費以一個獨立開支總目支付。廉署每年的開支預算，須由貪污問題諮詢委員會審核，然後根據《廉政公署條例》第 14 (1) 條的規定呈交行政長官審批。廉署的帳目須按照一般政府的規例和程序辦理，並如其他政府部門的帳目一樣，受審計署署長審核。

had a fruitful exchange on IAACA's future development and noted the experience sharing by the regional groups in furthering collaboration among ACAs in the regions. The ICAC, serving as the regional coordinator of Asia-Pacific Regional Group in IAACA, will join hands with the Central Vigilance Commission of India, the Malaysian Anti-Corruption Commission and the Corrupt Practices Investigation Bureau of Singapore to organise an online training in early 2023 for anti-corruption practitioners worldwide to strengthen their knowledge of and skills in forensic investigation.

Visitors outside Hong Kong

As one of the leading anti-corruption agencies in the world, the ICAC regularly shares its experience in fighting and preventing corruption with organisations from all over the world. Nevertheless, due to the coronavirus pandemic and the associated travel restrictions and quarantine measures, some visit programmes by delegations from other jurisdictions have been postponed or cancelled. In the year, 197 persons from one international organisation and four countries and territories visited the ICAC. On the other hand, the ICAC continued to maintain close contact with counterparts from other jurisdictions and shared with them our anti-corruption experiences through online platforms.

國際組織 International Organisations	訪客人數 No. of Visitors
歐盟駐港澳辦事處 European Union Office to Hong Kong and Macao	2

CORPORATE SERVICES

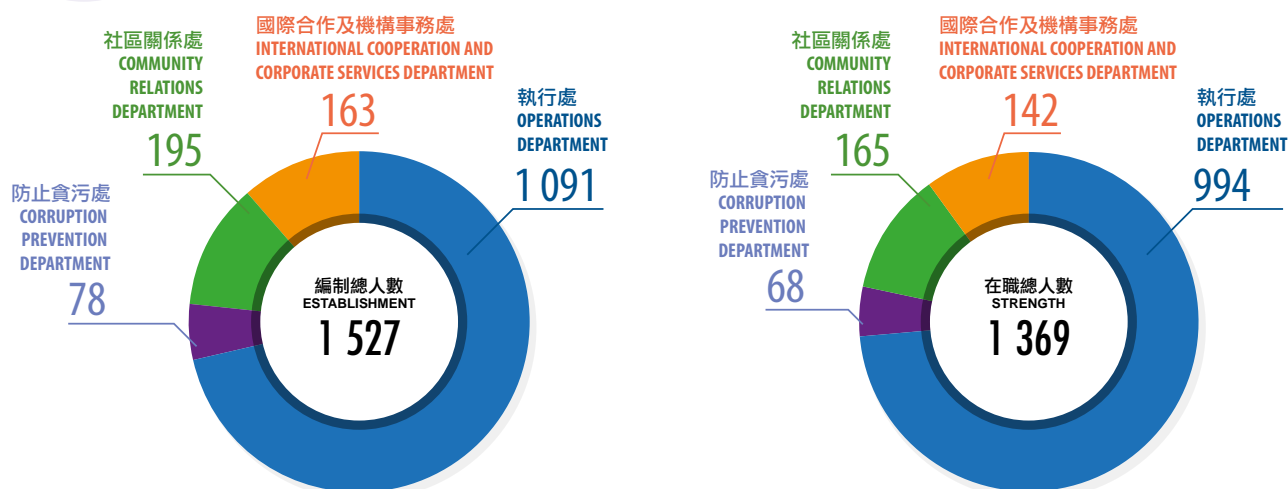
Finance Matters

The ICAC is financed from a single head of expenditure. Its annual estimates are considered by the Advisory Committee on Corruption, before submission to the Chief Executive for approval in accordance with section 14(1) of the *Independent Commission Against Corruption Ordinance*. ICAC's accounts are administered according to government regulations and procedures and are subject to examination by the Director of Audit in the same way as the accounts of other government departments.

人力資源管理

廉署在二零二二年底的編制及在職人數列載於圖表 3-2。年內，共有 69 位部門職系及 35 位一般及支援職系人員離職，總流失率為 7.4%。

圖表 3-2：編制及在職人數
Figure 3-2: Establishment and staff strength



廉署人員通常以合約方式聘用，合約期滿後可獲約滿酬金，當中約 77% 屬廉署部門職系，按廉署人員薪級表支薪，他們的薪酬及服務條件都是根據紀律人員薪俸及服務條件常務委員會所提供的意見而訂定；其餘的人員則屬一般及支援職系，他們的薪酬與同等職級的公務員相同。

培訓及發展

人力資源發展小組負責為防止貪污處、社區關係處和國際合作及機構事務處部門職系人員，以及署內所有一般和支援職系人員提供培訓及發展課程，亦為執行處人員安排一般培訓；並且負責管理各項培訓設施，包括學習資源中心、網上學習中心、訓練營、多用途訓練館及健身室。

二零二二年，小組共舉辦了 81 個內部課程及研討會，並安排同事參加由政府部門及外間培訓機構所舉辦的各項訓練課程，累積參加人數分別為 2 740 人及 1 856 人，當中包括為應對 2019 冠狀病毒病、創新技術以及社

Human Resource Management

The establishment and staff strength of the ICAC as at 31 December 2022 are shown in Figure 3-2. During the year, 69 departmental grades officers and 35 general and support grades officers ceased service with the ICAC, resulting in an overall wastage rate of 7.4%.

ICAC staff are normally appointed on gratuity-bearing agreements. Some 77 per cent of the staff are departmental grades and are remunerated on the ICAC Pay Scale. Their pay and conditions of service are subject to the advice of the Standing Committee on Disciplined Services Salaries and Conditions of Service. The remaining staff members belong to general and support grades and are paid the same salaries as their counterparts in the Civil Service.

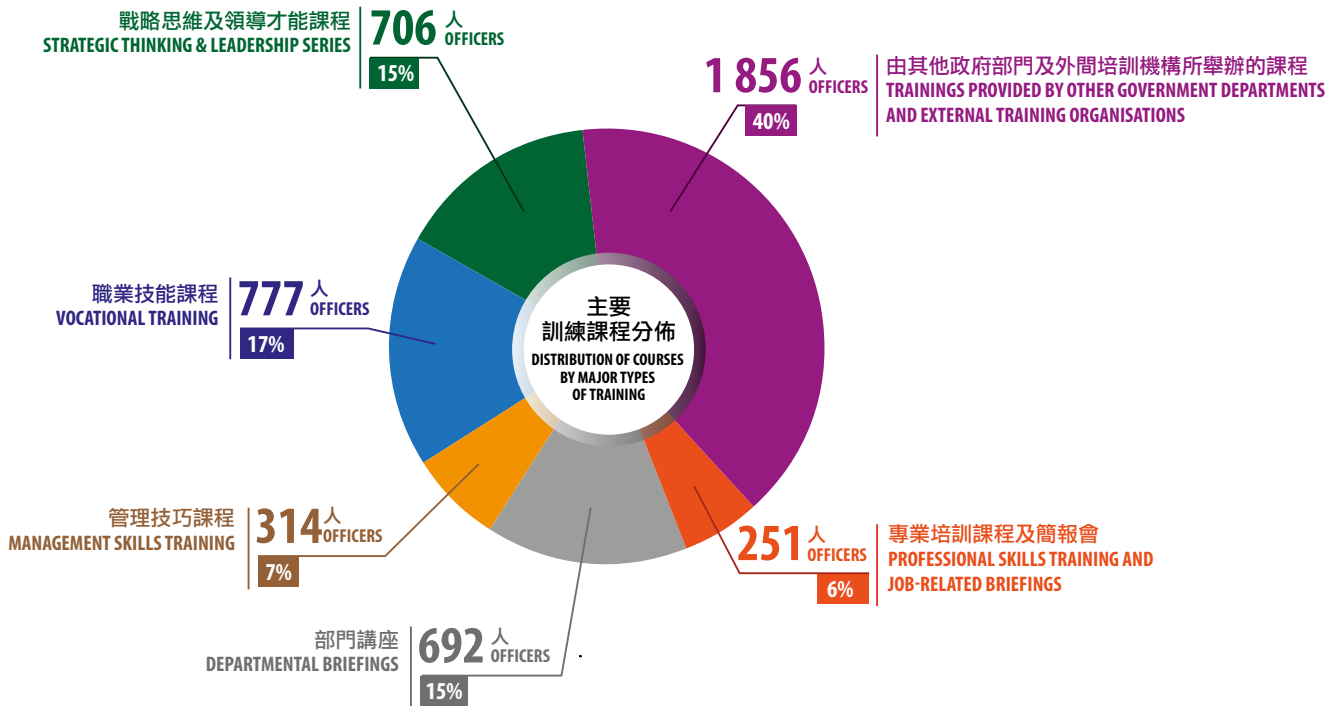
Training and Development

The Human Resource Development Section is responsible for the training and development of officers from the Corruption Prevention Department, the Community Relations Department, ICD and the General and Support Grades, as well as arranging general training for officers of the Operations Department. The Section also manages the training facilities of the ICAC, including its Learning Resources Centre, Cyber Learning Centre (ICLC), Training Camp, multi-purpose hall and gymnasium.

In 2022, 81 in-house courses and seminars were conducted and officers were arranged to attend various training courses organised by government departments

會、經濟和政治形勢的急速轉變所帶來的挑戰而舉辦的戰略思維及領導才能系列課程；以及為協助同事了解其專業領域內最新的發展及提升其專業技能、管理及工作技巧的講座和課程。

and external organisations, with accumulated attendances of 2 740 and 1 856 officers respectively. They included a Strategic Thinking and Leadership Series organised to meet the challenges brought by the COVID-19 epidemic, technology innovation and rapid changes of the social, economic and political landscape, and a wide range of briefings and training to help officers keep abreast of the latest trend in their related fields as well as to further enhance their professional, management and job skills.



課程內容 Course Content

- ISO 37001 反賄賂管理系統、項目 / 活動管理、與青年溝通中建立信任、數碼營銷和虛擬活動的實施趨勢及透過創新科技改變學習體驗課程
 ISO37001:2016 Anti-bribery Management Systems, Project/Event Management, Building Trust in Communicating with Youth, Trend in Digital Marketing and Virtual Event Implementation and Transformation of Learning Experience through Innovation and Technology
- 鄉郊選舉部門講座
 Departmental Briefings on Rural Elections
- 演說、督導、基本管理技巧、有效人際關係及網絡、創意解難優化決策及團隊建立工作坊
 Presentation Skills, Coaching for Results, Fundamental Management Skills, Interpersonal and Networking Skills, Creative Problem Solving and Decision Making, and Team Building Workshop
- 入職課程、行政事務、電腦軟件應用及語文運用
 Induction Courses, Administrative Briefing, Software Applications and Language Courses
- 透視社交媒體資訊、公共服務的領導和持份者的參與、市民對政府的信任—廉政公署如何取得市民信任、廉政公署如何在急速變化的本地和國際環境中保持其地位、創新和科技—廉政公署如何屹立於數碼轉型的環境及「中央全面管治權下的一國兩制」
 Perspectives of Social Media News, Public Service Leadership & Stakeholders Engagement, Public Trust on Government – How Can ICAC Gain Public Trust, How Can ICAC Maintain its Status in the Fast-changing Local and International Environment, Innovation and Technology – How Can ICAC Survive in Digital Transformation, and “One Country, Two Systems”
- 由其他政府部門及外間培訓機構所舉辦的課程
 Various trainings provided by other government departments and external training organisations

戰略思維及領導才能系列課程講座 Strategic Thinking and Leadership Series

「中央全面管治權下的一國兩制」
Seminar on "One Country, Two Systems"



公共服務的領導和持份者的參與
Public Service Leadership and Stakeholders Engagement



透視社交媒體資訊
Seminar on Perspectives of Social Media News

管理課程 Management Course

有效人際關係課程
Effective Interpersonal & Networking Skills



基本管理課程
Fundamental Management Skills

入職課程 Induction Course



部門職系 - 團隊建立工作坊
Departmental Grades - Team Building Workshop

一般職系 - 團隊建立工作坊
General Grades - Team Building Workshop

職員關係與福利

職員關係小組負責處理廉署的職員關係和同事的福利事宜。為了提倡工作與生活之間的平衡，以及照顧廉署人員的福祉，小組與廉署職員康樂會不時舉辦各項康體及福利活動，並鼓勵同事參與義工服務及慈善活動，向社會大眾表達關愛，以及為有需要的人士提供協助。此外，小組亦會透過行之有效的職員協商委員會制度及職員建議書計劃，加強管職雙方就員工關注事宜的溝通。年內，小組舉辦多項活動，包括：

Staff Relations and Welfare

Staff Relations Section is designated to handle staff relations and welfare matters in the ICAC. To promote a work-life balance and take care of the well-being of staff members, during the year, the Section and the ICAC Staff Club organise wellness and welfare activities from time to time. To show care to members of the public and provide assistance to the underprivileged groups in the community, they also encourage staff to participate in volunteer services and charitable activities. The Section also aims at enhancing communications between management and staff through the time-tested staff consultative committee system, welfare visits and Staff Suggestions Scheme. During the year, activities organised by the Section included:

舉行 10 次職員協商委員會

Conducted 10 staff consultative committees meetings

透過定期會議及會面，廉署人員可就有關服務條件、福利及共同關注的事宜表達意見

To allow staff members to express their views on matters relating to conditions of service, welfare and issues of common concern through regular meetings

舉辦 57 項康體聯誼、義工及慈善活動

Organised 57 sporting, recreational, wellness, social activities, volunteer services and charitable activities

向同事推廣健康生活模式，促進工作與生活之間的平衡

To promote a healthy life style and work-life balance among staff

職員建議書計劃收到 52 份建議

52 suggestions received under Staff Suggestions Scheme

鼓勵同事就善用資源、改善工作效率及保護環境等範圍提出建議

To encourage staff to make suggestions to improve resource management, work efficiency or environmental protection measures, etc.

儲蓄互助社擁 868 名社員及近 1.46 億元存款

Credit Union registered 868 members and maintained a total savings of around \$146 million

根據《儲蓄互助社條例》(第 119 章) 鼓勵社員儲蓄，並為社員提供貸款服務

To promote thrift and provide credit facilities to members in accordance with the *Credit Unions Ordinance* (Cap 119)

康體聯誼活動

Sporting, recreational, wellness and social activities

註冊中醫師跟廉署人員分享疫後如何調理身體

Registered Chinese Medicine Practitioner delivering a talk on nurturing a healthy body during epidemic and recovering from infection of COVID-19



廉署人員參與舒緩壓力及保持身心健康的精神健康精讀班

Staff attending Mental Well-being Workshop to relieve pressure and maintain good health



廉署人員帶同家人參加廉政公署足球比賽暨同樂日，享受踢足球的樂趣

Staff together with their family members having fun in the ICAC Football Tournament cum Fun Day



義工及慈善活動

Volunteer services and charitable activities



超過 150 位廉署人員參加 2022 香港特奧執法人員火炬跑，共襄善舉

More than 150 staff participating in the 2022 Law Enforcement Torch Run and raised funds for the Special Olympics

廉政專員率領廉署人員參加健康快車慈善行活動，身體力行完成 3.5 公里慈善行

Commissioner and staff participating in the Lifeline Express Charity Walk and completing a 3.5 km walk



義工及慈善活動

Volunteer services and charitable activities

廉署人員與家人一起參與廉政公署海岸清潔日，清理海岸垃圾，為自然環境出一分力

Staff and their family members joining the ICAC Shorelines Cleanup Day to clean up the shorelines and contribute to the betterment of our environment



廉署人員與廉政之友一起參加「南區寒冬送暖大行動 2022」，探訪獨居長者，讓他們感受到社區關愛與溫暖

Staff and ICAC Club members joining the volunteer services "Warm Visit to Elderly in Southern District 2022" and paying home visit to elderly living alone

職業安全健康

廉署致力為員工提供安全健康的工作間，署內有 90 名職安健主任，負責在其所屬部門內，支援各項有關職安健的計劃和措施，包括顯示屏幕設備評估和工作間安全檢查計劃。

年內，廉署安排了各種職安健活動及培訓課程，包括消防安全講座、體力處理操作、安全使用顯示屏幕設備及一般辦公室安全講座和頰鉢聲音療愈減壓工作坊。為推廣職安健，廉署定期透過內聯網更新及發放相關資訊。

Occupational Safety and Health

The ICAC is committed to providing and maintaining a safe and healthy work environment for all staff. A total of 90 officers are now serving as occupational safety and health (OSH) managers in different units to assist in the implementation of various OSH initiatives and measures, such as Display Screen Equipment Assessment and Office Safety Inspection.

During the year, various activities and training courses such as Fire Safety Talk, Safety Talk on Manual Handling, Display Screen Equipment and General Office Safety, and Sound Therapy Workshop for Stress Reduction were arranged. We also updated and disseminated OSH information through intranet regularly to promote the awareness of OSH.



頌鉢聲音療癒減壓
工作坊

Sound Therapy
Workshop for Stress
Reduction

環境管理

廉署致力提倡及營造環保文化，確保辦公室環境和運作合乎環保原則。由助理處長（機構事務）領導的環境管理工作委員會在部門環保經理的協助下，專責檢討和監察廉署推行環保工作的進展。委員會除負責收集有關環境管理工作的意見和建議外，亦會積極研究各項新的環保措施。在二零二二年，委員會繼續推行各項涵蓋減廢、廢物回收及循環再造、節約能源與用水，以及環保採購的環保措施。

獎章和嘉許狀

二零二二年，廉署有一名人員獲頒授金紫荊星章、一名人員獲頒授銀紫荊星章、一名人員獲頒授香港廉政公署卓越獎章、兩名人員獲頒授香港廉政公署榮譽獎章和一名人員獲頒授行政長官公共服務獎狀。此外，有 95 名人員獲頒授長期服務獎項，以及 32 名人員獲頒授部門首長嘉許狀。

Green Management

The ICAC is committed to promoting and creating an environmentally friendly culture and integrating green measures into our office operation and environment. A dedicated Environmental Management Committee, headed by the Assistant Director (Corporate Services) and assisted by a team of Departmental Green Managers, is tasked to review and monitor ICAC's environmental performance. The Committee also analyses feedback and suggestions on green management and actively identifies new green initiatives. In 2022, the Committee continued to implement green measures through waste reduction, waste recycling and reuse, energy and water conservation, and green procurement.

Awards and Commendations

In 2022, one officer was awarded the Gold Bauhinia Star, one officer was awarded the Silver Bauhinia Star, one officer was awarded the Hong Kong ICAC Medal for Distinguished Service, two officers were awarded the Hong Kong ICAC Medal for Meritorious Service and one officer was awarded the Chief Executive's Commendation for Government/Public Service. In addition, 95 officers also received long service awards and 32 officers received the ICAC Heads of Department's Commendations.



廉政專員和處長級人員與獲頒授香港廉政公署榮譽獎章及行政長官公共服務獎狀的廉署人員合照

Commissioner and senior directorates with the awardees of the Hong Kong ICAC Medal for Meritorious Service and the Chief Executive's Commendation for Government / Public Service