

CHAPTER 03

第三章

國際合作及 機構事務處

International
Cooperation and
Corporate Services
Department

職責

國際合作及機構事務處設國際合作科及機構事務科。國際合作科主要肩負以下職責：

- 透過培訓及交流，向國際社會推廣香港的反貪經驗、廉潔文化及穩健的法治，並助力國家建立廉潔“一帶一路”；
- 推動香港特區與內地和澳門特區的廉政協作；
- 進行反貪研究及分析；以及
- 營運國際反貪局聯合會（聯合會）秘書處。

機構事務科協助廉政專員履行《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；以及
- 編製《廉政公署年報》。

機構事務科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。

策略

國際合作方面：

- 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》（《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《公約》下的責任；以及
- 配合國家“一帶一路”倡議及粵港澳大灣區（大灣區）發展戰略，積極以香港的反貪經驗，助力國家建設高質量廉潔“一帶一路”及大灣區。

DUTIES

The International Cooperation and Corporate Services Department (ICD) comprises the International Cooperation Branch (ICB) and Corporate Services Branch (CSB). The major responsibilities of ICB are to:

- promote Hong Kong's anti-corruption experience, probity culture and strong rule of law to the international community through training and exchange, contributing to our country's development of a clean Belt and Road (B&R);
- 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).

CSB assists the Commissioner in exercising his statutory duties under the *Independent Commission Against Corruption Ordinance* (Cap 204), and is responsible for the general administration of the Independent Commission Against Corruption (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*.

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

STRATEGIES

In respect of international cooperation, it is to:

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

機構事務方面：

- 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；
- 制定政策並統籌政策的推行，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；以及
- 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

國際交流及宣傳

廉署一直發揮“背靠祖國、聯通世界”的獨特優勢，在《公約》的框架下，與世界各地的反貪機構交流經驗，助力國家建設廉潔“一帶一路”，為全球反貪事業作出貢獻。

截至二零二三年底，國際合作科已與超過70個《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。

廉政公署、國際反貪局聯合會與聯合國毒品和犯罪問題辦公室共同發布《加強青年參與反貪腐倡議全球政策指南》

The ICAC, the International Association of Anti-Corruption Authorities and the United Nations Office on Drugs and Crime launching jointly the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work*

- encourage capacity building, knowledge and experience sharing to fulfil the ICAC's obligations under the UNCAC; and
- in support of the national B&R Initiative and the development strategy of the GBA, ICB actively leverages Hong Kong's anti-corruption experience to foster a high-quality and clean B&R and GBA.

The strategy for corporate services 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 prioritise the use of government resources to ensure cost-effectiveness, affordability and sustainability.

INTERNATIONAL COOPERATION

International Engagement and Publicity

The ICAC leverages its unique advantage of “backed by the motherland and connected to the world” to exchange experiences with ACAs worldwide under the framework of the UNCAC to foster a clean B&R, contributing to the global anti-corruption cause.

By the end of 2023, ICB has established connections for training cooperation with over 70 States Parties to the UNCAC, most of which are B&R countries.



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商領袖、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，宣揚香港的完善法治、有效反貪制度，以及廉潔社會環境，並拓展廉署的國際聯繫網絡。

國際合作科支援廉政專員在二零二三年九月訪問奧地利，與聯合國毒品和犯罪問題辦公室（聯合國毒罪辦）及國際反腐敗學院進行雙邊會議，探討共同推展國際反貪交流及合作。廉署隨後更和聯合國毒罪辦成立工作小組，勾劃未來合作藍圖。

此外，資深廉署人員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，並與各地反貪機構代表進行會面，探討合作方向。這些場合包括“加強最高審計機構與反腐敗機構之間合作的區域研討會”、“加強東南亞國家追回被盜資產能力國際研討會”、“東南亞司法網絡”全體會議、亞洲開發銀行和經濟合作及發展組織第11屆亞太區反貪污行動計劃區域會議、“太平洋反腐敗地區會議”、“第三屆塔什干反貪論壇”及聯合國亞洲及遠東預防犯罪和罪犯待遇研究所《公約》培訓課程。

聯合國毒罪辦於二零二三年十二月在美國舉行《公約》第十屆締約國會議。廉署派員分別以中國代表團成員及聯合會名義參加該會議。在會議期間，廉署與聯合國毒罪辦及其他國際機構合辦兩場特別活動，向來自世界各地的與會者分享實踐國際反貪執法合作的見解，以及推出《加強青年參與反貪腐倡議全球政策指南》。該指南由廉署、聯合會及聯合國毒罪辦合編，為全球反貪機構就加強青年參與推動反貪腐事業提供實用參考。此外，廉署代表亦應邀分別在聯合國全球反腐敗執法機構業務網路及摩洛哥廉政及反腐敗局的特別活動中，向與會者分享財務調查及預防貪污的經驗。

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 the ICAC’s corporate website and e-News, to promote Hong Kong’s strong rule of law, effective anti-graft system and clean society, as well as to extend the ICAC’s international liaison network.

In September 2023, ICB coordinated the Commissioner’s visit to Austria. During the visit, bilateral meetings were held with the United Nations Office on Drugs and Crime (UNODC) and the International Anti-Corruption Academy to explore joint advancement of international anti-corruption exchanges and cooperation. Subsequently, a working group was established between the ICAC and UNODC to map out future collaboration blueprints.

Additionally, experienced ICAC officers shared Hong Kong’s successful anti-corruption model, experiences, and good practices in various international events, and engaged in meetings with representatives from ACAs around the world to explore collaboration. These international events included the “Regional Workshop on Enhancing the Collaboration between Supreme Audit Institutions and Anti-Corruption Bodies”, the “International Seminar on Enhancing Capacity to Recover Stolen Assets in Southeast Asia”, the “Plenary Meeting of the South East Asia Justice Network”, the “11th Regional Conference of the Anti-Corruption Initiative for Asia and the Pacific” organised by the Asian Development Bank and the Organisation for Economic Co-operation and Development, the “Pacific Anti-Corruption Regional Conference”, “Third Tashkent Anti-Corruption Forum” and the UNCAC training course organised by the United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders.

In December 2023, UNODC held the 10th Session of the Conference of the States Parties to UNCAC in the United States. The ICAC sent representatives to participate in the conference as members of the delegation of the People’s Republic of China and on behalf of the IAACA. During the conference, the ICAC co-organised two special events with UNODC and other international organisations, offering global representatives insights into international collaboration in anti-graft law enforcement, as well as launching the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work*. This policy guide, jointly developed by the ICAC, the IAACA and UNODC, serves as a practical



廉政公署代表參加《聯合國反腐敗公約》第十屆締約國會議，向來自世界各地的與會者分享香港反貪的良好做法

ICAC representatives attending the 10th Session of the Conference of the States Parties to the *United Nations Convention against Corruption* to share with participants from around the world on Hong Kong's anti-corruption good practices

reference for ACAs worldwide in strengthening youth participation in the fight against corruption. Additionally, ICAC officers shared experiences in financial investigations and corruption prevention at the special events organised by the United Nations Global Operational Network of Anti-Corruption Law Enforcement Authorities and the National Authority for Probity, Prevention and Fight Against Corruption of Morocco, respectively.



執行處助理處長前往斐濟參加“太平洋反腐敗地區會議”，與區內反貪專家分享廉政公署主動阻截貪污罪行的策略及經驗

Assistant Director of the Operations Department participating in the Pacific Anti-Corruption Regional Conference in Fiji to share with anti-corruption experts the ICAC's proactive approach in the fight against corruption

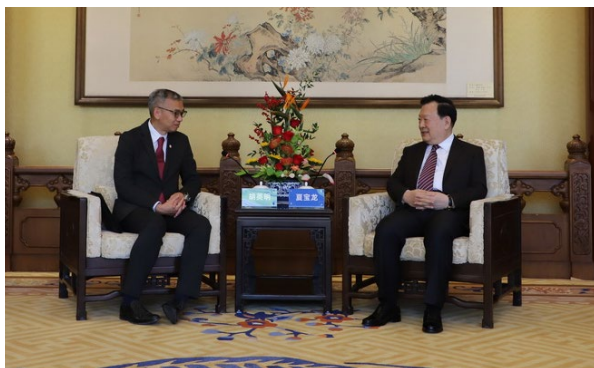
與內地和澳門特區的廉政協作

廉署與內地及澳門的反貪機關一直保持緊密聯繫。廉政專員在二零二三年多次到訪內地，與國家監察委員會（國家監委）、相關中央部委以及多個省市的監察委員會交流最新反貪工作和廉政建設發展。此外，為全力配合國家反腐工作及大灣區的發展戰略，廉政專員亦於二零二三年七月到訪大灣區，與廣東省監察委員會、澳門廉政公署（澳廉）以及廣州、深圳、東莞和珠海市監察委員會的領導會面。國家監委和澳廉同意與廉署攜手推進合作項目，包括舉辦執法實務工作坊、為三地企業合編廉潔營商指南及舉辦反腐專業培訓。在國家監委的支持及統籌下，首個三地反腐執法實務工作坊計劃於二零二四年舉行，而廉署亦正在全力推進廉潔營商指南的編製工作。

Anti-Corruption Collaboration with the Mainland and Macao Special Administrative Region

The ICAC has maintained close connections with the counterparts in the Mainland and Macao. In 2023, the Commissioner paid official visits to the Mainland to exchange views on the latest anti-corruption initiatives and developments with the National Commission of Supervision (NCS), related central authorities and commissions of supervision of different provinces and cities. To fully support national anti-corruption policies and the development strategy of the GBA, the Commissioner also visited the GBA in July 2023 and met the heads of the Guangdong Provincial Commission of Supervision, the Commission Against Corruption of Macao (CCAC), and the municipal commissions of supervision of Guangzhou, Shenzhen, Dongguan, and Zhuhai. NCS and CCAC agreed to work hand in hand with the ICAC to implement collaborative initiatives, including organising joint practical workshops on law enforcement, developing a guide for doing business with integrity and providing joint anti-corruption training

廉署亦全力配合國家“一帶一路”倡議，積極以香港的反貪經驗，助力國家高質量共建“一帶一路”，建設廉潔之路。二零二三年十月，廉政專員出席了於北京舉行的“第三屆‘一帶一路’國際合作高峰論壇”，並在“廉潔絲綢之路專題論壇”發言，分享廉署在共建廉潔“一帶一路”方面的工作及成果。廉署亦參加了由商務及經濟發展局在二零二三年十二月舉辦的“‘一帶一路’國家在港企業大灣區商貿考察團”，向“一帶一路”國家的企業代表介紹廉署在建設廉潔“一帶一路”的角色。



廉政專員分別訪問內地部委及澳門廉政公署就肅貪倡廉工作交流意見

Commissioner visiting authorities in the Mainland and Commission Against Corruption of Macao respectively for exchanging views on anti-corruption initiatives

programmes for enterprises in the GBA. Under the support and coordination of the NCS, it is planned that the first joint practical workshop on law enforcement will be held in 2024. The ICAC is also actively working on the development of the guide for doing business with integrity.

The ICAC fully supports the national B&R Initiative and leverages Hong Kong's anti-corruption experience to contribute to the high-quality development of the clean B&R. In October 2023, the Commissioner attended the “Third Belt and Road Forum for International Cooperation” held in Beijing, and shared at the “Thematic Forum on Clean Silk Road” the ICAC’s work and achievements in contributing to the clean B&R. The ICAC also participated in the “Belt and Road Business Mission to GBA for Overseas Enterprises in Hong Kong” organised by the Commerce and Economic Development Bureau in December 2023 and promoted the ICAC’s role in the development of the clean B&R to the business delegates from B&R countries.



反貪研究及分析

反貪研究為廉署的國際合作提供重要支援。年內，國際合作科開展多項反貪研究，以支援國際反貪能力建設培訓。另外，國際合作科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

廉署自二零二二年起接任聯合會主席以來，在全球反貪領域發揮領導角色，推動國際反貪合作以有效落實《公約》。新設置的聯合會秘書處辦公室在二零二三年四月正式啓用，標誌著廉署對聯合會發展的全力支援。

在廉署的統籌下，聯合會在二零二三年舉辦多個國際或區域性的反貪培訓活動，讓世界各地的反貪機構及國際組織就財務及法證調查、國際反貪協作、倡廉教育和青年參與等課題交流經驗。

聯合會於二零二三年召開了三次執行委員會會議和一次會員代表大會，商討聯合會的工作策略及計劃。廉政專員年內亦與執行委員會成員舉行了14次雙邊會議，就會務發展及雙方合作等議題交換意見。聯合會於二零二三年九月開設了官方 Facebook 專頁，以加強聯繫全球反貪人員，分享最新反貪資訊，並邀請國際反貪領袖透過專頁分享他們對國際反貪發展的看法，促進經驗分享。

Anti-Corruption Research and Analysis

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

International Association of Anti-Corruption Authorities

Since January 2022, the ICAC has assumed the presidency of IAACA, taking a leadership role in the global anti-corruption arena and promoting international cooperation to effectively implement the UNCAC. In April 2023, the new office of the IAACA Secretariat was officially inaugurated, marking the ICAC's full commitment to supporting the development of the IAACA.

Under the coordination of the ICAC, the IAACA organised international or regional training activities in 2023, enabling ACAs from around the world and international organisations to exchange experiences on topics such as financial and forensic investigations, international anti-corruption cooperation, as well as anti-corruption education and youth engagement.

In 2023, the IAACA held three Executive Committee Meetings and one General Meeting to discuss its work strategies and plans. The Commissioner also had 14 bilateral meetings with members of the Executive Committee to exchange views on the development of the IAACA and collaboration between the parties. In September 2023, the IAACA launched an official Facebook page to strengthen connections with graft-fighters around the world and share the latest anti-corruption information. International anti-corruption leaders were invited to share their insights on this Facebook page, thereby fostering the sharing of experiences.



廉政專員與國際反貪局聯合會會員分享他作為主席的願景

Commissioner sharing his visions as President of the International Association of Anti-Corruption Authorities with members of the Association



廉政專員歡迎國際反貪局聯合會執行委員會委員到訪廉政公署及出席國際反貪局聯合會秘書處辦公室開幕禮

Commissioner greeting the Executive Committee members of the International Association of Anti-Corruption Authorities during their visit to the ICAC and the opening of the office of the Secretariat of the Association

在廉政公署的支持下，國際反貪局聯合會在香港舉行執行委員會會議

With the support of the ICAC, the Secretariat of the International Association of Anti-Corruption Authorities holding an Executive Committee Meeting



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。

人力資源管理

廉署在二零二三年的編制及在職人數列載於附錄一。年內，共有76位部門職系及31位一般及支援職系人員離職，總流失率為7.8%。

CORPORATE SERVICES

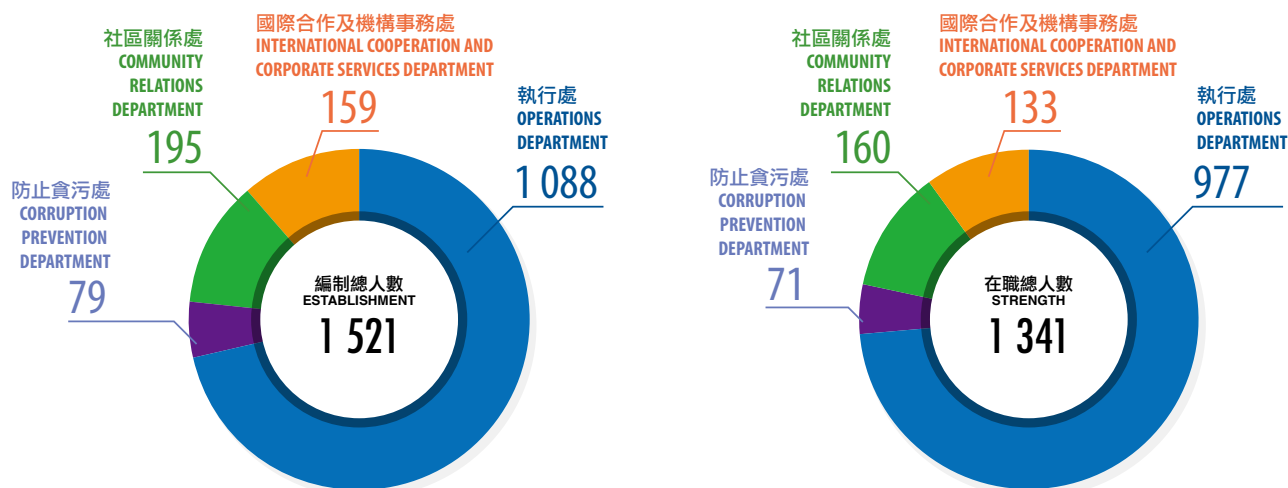
Finance Matters

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*. The 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.

Human Resource Management

The establishment and staff strength of the ICAC as at 31 December 2023 are shown in Appendix 1. During the year, 76 departmental grades officers and 31 general and support grades officers ceased service with the ICAC, resulting in an overall wastage rate of 7.8%.

圖表 3-1：編制及在職人數
Figure 3-1: 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 78% 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。

二零二三年，人力資源發展小組共舉辦了 65 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 3 325 人及 1 237 人。當中包括“國家發展系列”講座，內容涵蓋國家的政策與發展規劃、政治體制及政府組織架構、經濟新發展策略、環境及

ICAC staff are normally appointed on gratuity-bearing agreements. Some 78% of the staff are departmental grades and are remunerated on 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 (HRD) is responsible for the training and development of departmental grades officers from the Corruption Prevention Department, the Community Relations Department, ICD and the general and support grades officers, as well as arranging general training for officers of the Operations Department. HRD also manages the training facilities of the ICAC, including its Learning Resources Centre, Cyber Learning Centre, Training Camp, multi-purpose hall and gymnasium.

In 2023, 65 in-house courses and seminars were conducted and officers were arranged to attend various training courses organised by government departments and external training institutions, with accumulated attendances of 3 325 and 1 237 officers respectively. They included a Training Series on National Development with seminars covering national policy and development

生態系統保護政策及粵港澳大灣區創新科技及發展前瞻等，共有 983 位同事出席。

planning, political system and government structure, new economic development and strategies, environment and ecosystem protection policies and the GBA's innovative technology and development prospects, with a total of 983 officers attending.

國家的政策與發展規劃講座

Seminar on National Policy and Development Planning



國家環境及生態系統保護政策及發展策略講座

Seminar on National Environment and Ecosystem Protection Policies and Development Strategies



國家政治體制及政府組織架構講座

Seminar on National Political System and Government Structure

此外，人力資源發展小組亦舉辦內部講座和課程，以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及工作技巧，課程包括應對傳媒技巧、社交媒體內容推廣、國際禮儀英文函件寫作、國際法、公約及條約課程、項目管理、手機攝影及攝錄技巧、軟件應用及團隊建立等，共有 390 位同事參加。

為了加深部門職系同事對區議會選舉的認識，人力資源發展小組舉辦了區議會選舉跨

In-house seminars and courses were also conducted to help officers keep abreast of the latest trend in their related fields as well as to further enhance their professional competencies and job skills. They included workshops on Media Handling, Content Marketing on Social Media, English Correspondence Writing according to International Protocols, International Laws, Conventions and Treaties, Event Management, Smartphone Photography and Videography, Software Applications and Team Building, with a total of 390 officers attending.

部門簡介會，以協助同事支援區選的工作，有 824 位同事出席。此外，94 位同事也參加了有系統的管理技巧培訓課程，包括演講技巧、有效人際關係及網絡、創意解難優化決策、影響力及談判技巧等。人力資源發展小組亦為防止貪污處 45 位同事舉辦團隊建立工作坊，以及為 15 位新入職部門職系人員安排入職培訓。

項目管理工作坊

Event Management Workshop



手機攝影及攝錄技巧課程

Smartphone Photography and Videography Workshop

To enhance officers' understanding about the District Council Election, inter-departmental briefings on District Council Election were organised for 824 officers who were deployed to provide support for the District Council Election. In addition, a total of 94 officers participated in Structured Management Training Curriculum covering presentation skills, effective interpersonal and networking skills, creative problem solving and decision making, and influencing and negotiation skills. Team Building Workshop for the Corruption Prevention Department and Induction Course for Departmental Grades Officers were organised and attended by 45 and 15 newly recruited officers respectively.

應對傳媒技巧工作坊

Workshop on Media Handling



團隊建立工作坊

Team Building Workshop



防止貪污處團隊建立工作坊

Team Building Workshop for the Corruption Prevention Department

內地國情班於二零二三年全面恢復，共有 47 位同事分別參加了在廣東及北京國家行政學院舉辦的“香港特別行政區廉政公署廣東培訓考察團”和“香港廉政公署中高級人員培訓班”，同事在培訓班結束後更舉辦了學習分享會，共有 533 位同事出席。另外，有兩位同事參加了由新加坡國立大學李光耀公共政策學院舉辦的高級管理人員培訓課程。

National Studies Programmes fully resumed in 2023. A total of 47 officers attended the National Studies Course for ICAC Officers held in Guangdong and the National Studies Course for ICAC Senior and Middle-Ranking Officers held at National Academy of Governance in Beijing. The subsequent sharing sessions by course participants on the National Studies Course was attended by 533 officers. Separately, two officers attended the Senior Management Programme organised by Lee Kuan Yew School of Public Policy, National University of Singapore.



國家行政學院香港廉政公署中高級人員培訓班

National Studies Course for ICAC Senior and Middle-Ranking Officers held at National Academy of Governance

為響應每年四月十五日的“全民國家安全教育日”，人力資源發展小組在三月推出網上“國家安全知多少有獎問答挑戰賽”，藉此提高同事對國家安全的意識，以及增進同事對《中華人民共和國憲法》、《中華人民共和國香港特別行政區基本法》和《中華人民共和國香港特別行政區維護國家安全法》的認識，共有 140 位同事參與。此外，為提高同事對網絡安全的警覺性，所有同事已完成修讀防止仿冒詐騙網上課程。

In support of the designated “National Security Education Day” for 15 April each year, HRD organised a prize-winning online quiz in March to raise staff’s awareness of national security and enhance their knowledge of the *Constitution of the People’s Republic of China*, *Basic Law of the Hong Kong Special Administrative Region* and *Law of the People’s Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region*. A total of 140 officers participated in the quiz. Additionally, to enhance staff’s alertness to cyber security, all staff had to complete the Anti-Phishing Online Training.

職員關係與福利

職員關係小組專責照顧廉署職員的福祉。為協助同事在工作與生活之間取得平衡，職員關係小組與廉署職員康樂會不時舉辦各項康體及福利活動，並鼓勵同事積極參與義工服務及慈善活動，為有需要的人士提供協助，回饋社會。此外，職員關係小組亦會透過行之有效的職員協商委員會制度，加強管職雙方就有關服務條件、福利及共同關注事宜的溝通；以及推行職員建議書計劃，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。

Staff Relations and Welfare

Staff Relations Section (SR) is designated to take care of the well-being of staff members. To facilitate staff members to achieve a work-life balance, SR and the ICAC Staff Club organise wellness and welfare activities from time to time. Besides, they encourage staff to participate in volunteer services and charitable activities to offer assistance to the community in need, contributing to the society. Through the time-tested staff consultative committee system, SR has enhanced communications between management and staff on matters relating to conditions of service, welfare and issues of common concern. Moreover, SR implements the Staff Suggestions Scheme to encourage staff to make suggestions to improve resource management, work efficiency and environmental protection measures, etc.

康體聯誼活動

Sporting, recreational, wellness and social activities

認可香薰治療師向廉政公署人員講解香薰治療及教授自我按摩手法

Certified aromatherapist delivering a workshop on aromatherapy and aroma massage



廉政公署人員參與“藝術與身心靈—園藝治療”工作坊，認識園藝治療及親手創作自己的植物盆景

Staff attending “Horticultural Therapy” workshop to enjoy the fun of pot planting and making their own bonsai



廉政公署人員踴躍參與龍舟比賽及廉政公署運動比賽

Staff actively participating in the Dragon Boat Race and ICAC sports competitions





廉政公署人員帶同小朋友組成“親子隊”共同體驗定向旅程

Staff forming “family teams” with their children to experience the fun of orienteering



義工及慈善活動

Volunteer services and charitable activities



廉政公署人員參與渣打香港馬拉松的義工活動及紀律部隊挑戰盃

Staff participating in the volunteer services of the Standard Chartered Hong Kong Marathon and its Disciplined Services Challenge Cup



廉政公署人員與家人及“廉政之友”青年屬會會員一起參加“香港中文大學賽馬會瞳心童行計劃”，守護兒童眼睛健康

Staff together with their family members and members of Youth Chapter of the “ICAC Club” joining the volunteer services of “CUHK Jockey Club Myopia Prevention Programme” to safeguard the health of children's eyes

廉政公署人員帶同家人一起參與“惜食堂” - 愛心飯盒製作義工活動，推動珍惜食物文化，並為社會加添正能量

Staff together with their family members joining “Food Angel” - Meal Box Preparation to advocate the virtue of cherishing food and to promote positive energy for the community



廉政公署人員參加香港特奧執法人員火炬跑，為慈善出一分力

Staff participating in the Law Enforcement Torch Run for Special Olympics Hong Kong to make contribution for charity

廉政專員率領廉政公署人員參加健康快車慈善跑步活動

Commissioner and staff participating in the Lifeline Express Charity Run/Walk



超過 60 名廉政公署人員、退休人員、“廉政大使”及“廉政之友”為樂施會毅行者活動提供義工服務

More than 60 staff, retired staff, “ICAC Ambassadors” and “ICAC Club” members joining Oxfam Trailwalker to provide volunteer services

獎章和嘉許狀

二零二三年，廉署有一名人員獲頒授香港廉政公署卓越獎章和兩名人員獲頒授香港廉政公署榮譽獎章。此外，有 130 名人員獲頒授長期服務獎項，以及七名人員及七個組／小組獲頒授部門首長嘉許狀。

AWARDS AND COMMENDATIONS

In 2023, one officer was awarded the Hong Kong ICAC Medal for Distinguished Service and two officers were awarded the Hong Kong ICAC Medal for Meritorious Service. In addition, 130 officers received long service awards while seven officers and seven groups/sections 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卓越獎章及香港廉政公署榮譽獎章的廉政公署人員合照

Commissioner and directorate officers taking photo with the awardees of the Hong Kong ICAC Medal for Distinguished Service and the Hong Kong ICAC Medal for Meritorious Service

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。年內，廉署接待了來自三個國際組織、40 個國家及地區共 1 584 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。

NON-LOCAL VISITORS

As one of the leading ACAs in the world, the ICAC regularly shares its experience in fighting and preventing corruption with organisations from all over the world. In the year, 1 584 persons from three international organisations and 40 countries and territories visited the Commission. 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.