

CHAPTER 04

第四章

**執行處**

**Operations  
Department**

## 法定職責

- 接受及考慮有關指稱貪污行為的投訴，並在切實可行範圍內進行調查。
- 調查任何涉嫌或被指稱觸犯《防止賄賂條例》（第 201 章）、《廉政公署條例》（第 204 章）及《選舉（舞弊及非法行為）條例》（第 554 章）所訂明的罪行。
- 調查任何涉嫌或被指稱由訂明人員藉着或通過不當使用職權而觸犯的勒索罪。
- 調查訂明人員任何與貪污有關連或助長貪污的行為，並向行政長官報告。

## 權力

執行處人員獲賦予權力進行調查，並根據情況，向法院申請或依法行使包括逮捕、扣留、搜查、查閱帳目、要求交出旅行證件和限制處理嫌疑人的資產等權力。

## 審查貪污舉報諮詢委員會

審查貪污舉報諮詢委員會（委員會）成員由行政長官委任。該委員會獨立運作，負責監察廉政公署（廉署）的調查工作。委員會定期舉行會議，審議由執行處擬備的報告，並提供意見。報告包括：

- 重大案件的最新調查進度；
- 歷時超過一年的調查；
- 獲廉署保釋達六個月以上的個案；
- 檢控個案的最新情況；以及
- 已完成調查的案件。

對於已完成調查的案件，廉署會向委員會提交報告建議結束調查，並在有需要的情況下，將案件調查過程中揭露的事宜，轉介予相關政府決策局／部門和公共機構考慮作紀律處分或採取適當行動。

## STATUTORY DUTIES

- Receive and consider complaints alleging corrupt practices, and conduct investigations as far as practicable.
- Investigate any alleged or suspected offences under the *Prevention of Bribery Ordinance* (POBO) (Cap 201), the *Independent Commission Against Corruption Ordinance* (ICACO) (Cap 204) and the *Elections (Corrupt and Illegal Conduct) Ordinance* (ECICO) (Cap 554).
- Investigate any alleged or suspected offences of blackmail committed by a prescribed officer by or through the misuse of office.
- Investigate any conduct of a prescribed officer, which is connected with or conducive to corrupt practices, and report thereon to the Chief Executive.

## POWERS

Operations Department (OPS) officers are empowered to conduct investigations, and exercise powers including arrest, detention, search, access to accounts, request for surrender of travel documents, restraint on suspects' possession or control of assets, in accordance with law or, where appropriate, with court authorisation.

## OPERATIONS REVIEW COMMITTEE

Appointed by the Chief Executive, the Operations Review Committee (ORC) operates independently in overseeing the investigative work of the Independent Commission Against Corruption (ICAC). ORC members meet regularly to review reports prepared by OPS and give recommendations. These reports include:

- updates on the progress of major investigations;
- cases investigated for over a year;
- cases where ICAC bail has been granted for over six months;
- updates on prosecutions; and
- completed investigations.

For completed investigations, the ICAC will make reports to the ORC on recommendation to curtail those investigations, and where necessary, refer matters uncovered during the course of investigations to relevant government bureaux/departments (B/Ds) and public bodies for consideration of disciplinary or appropriate action.

## 檢控

廉署負責調查貪污案件，搜集並分析證據，再轉交律政司考慮是否提出刑事檢控。《防止賄賂條例》訂明該條例第 II 部所列罪行，包括索取或接受利益、賄賂、代理人的貪污交易及管有來歷不明的財產等，須經律政司司長同意，方能提出檢控。

## 貪污案件的來源

### 貪污投訴

市民如遇上任何懷疑貪污行為，無論是否掌握充分證據亦可向廉署舉報。廉署鼓勵市民親臨廉署舉報中心或七間廉署分區辦事處舉報貪污，亦可致電廉署舉報熱線（25 266 366）或致函香港郵政信箱 1000 號舉報。執行處首長級人員每個工作天均會審閱所有新接獲的舉報，以決定是否展開調查，或在適當情況下將資料轉交其他政府決策局／部門和公共機構處理。

在鼓勵市民舉報貪污的同時，廉署亦需要防止相關機制被濫用。《廉政公署條例》第 13B 條列明，任何人士如故意向廉署人員作虛假報告，即屬違法。此外，為保障廉署能有效執行反貪條例及保護受調查人士聲譽，《防止賄賂條例》第 30 條列明，貪污調查的任何細節或受調查人士的身分不會在無合法權限或合理辯解情況下被披露。

### 主動出擊調查策略

由於貪污是一種隱蔽和授受皆悅的罪行，執行處採取主動出擊調查策略，旨在揭發未經舉報的貪污活動，並找出社會上各界別可能出現的貪污情況。這策略正正彰顯廉署剷除貪污的決心，事實亦證明行之有效，讓廉署得以揭發不少嚴重貪污案件，保障公眾利益。

## PROSECUTION

The ICAC is responsible for undertaking corruption investigations, and analysing and forwarding the evidence gathered to the Department of Justice (DoJ) for consideration of institution of prosecution. Under the POBO, the consent of the Secretary for Justice is required for the prosecution of offences listed in Part II of the ordinance, including solicitation or acceptance of advantages, bribery, corrupt transactions with agents and possession of unexplained property.

## SOURCES OF CORRUPTION CASES

### Corruption Complaints

Members of the public may report any suspicion of corruption to the ICAC regardless of whether or not substantial evidence is available. They are encouraged to report corruption in person at the ICAC Report Centre or any of the seven ICAC Regional Offices. Alternatively, they may report corruption via the Complaint Hotline (25 266 366) or by letter (GPO Box 1000). Directorate officers of OPS consider all new complaints received on each working day to decide whether to conduct investigation or, where appropriate, refer them to other government B/Ds and public bodies for action.

While the public is encouraged to report corruption, it is necessary to ensure that the report mechanism is not abused. Under section 13B of the ICACO, any person who intentionally makes a false report to an ICAC officer shall be guilty of an offence. Besides, to ensure the ICAC's effective enforcement of the anti-corruption laws and to protect the reputation of the subject of an investigation, section 30 of the POBO provides that the details of a corruption investigation or the identity of the subject person shall not be disclosed without lawful authority or reasonable excuse.

### Proactive Approach

Since corruption is an insidious crime among consenting parties, OPS adopts a proactive strategy to detect unreported corruption and identify corruption-prone sectors. This approach demonstrates the ICAC's determination to seek out and eradicate corruption wherever it may be, and is proven effective in uncovering serious cases of corruption with a view to safeguarding public interests.



二零二三年區議會選舉於12月10日順利舉行。廉政公署當日派駐超過900名人員到各投票站執勤，即時處理市民查詢和投訴，確保選舉廉潔公正。

The 2023 District Council Election was held smoothly on 10 December. Over 900 ICAC officers were deployed to polling stations across the territory that day to handle enquiries and complaints from the public once received, with a view to ensuring a clean and just election.

## 貪污投訴的統計數字

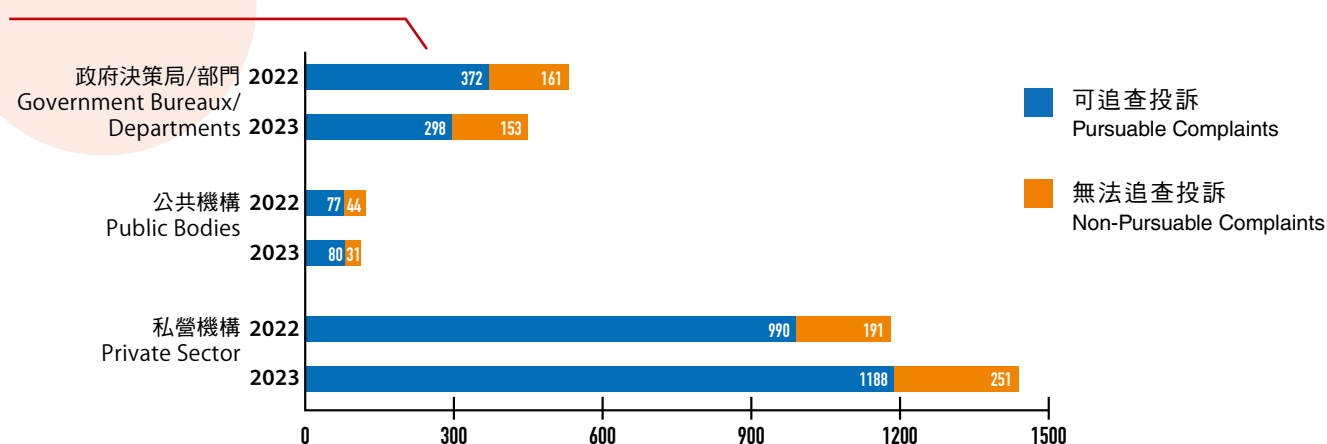
執行處在二零二三年接獲2 001宗貪污投訴（不包括選舉投訴<sup>3</sup>），可追查投訴1 566宗，同比增加均為9%（實質上升數字分別為166宗及127宗）。二零二二年及二零二三年貪污投訴依機構分類數字詳列於圖表4-1。二零二三年錄得最多貪污投訴的三個政府決策局／部門、公共機構及私營機構見附錄二。

## STATISTICS ON CORRUPTION COMPLAINTS

In 2023, OPS received a total of 2 001 corruption complaints (excluding election complaints<sup>3</sup>), of which 1 566 were pursuable complaints. These figures represented a year-on-year increase of 9% (or 166 and 127 complaints respectively) in the number of complaints received and the number of pursuable complaints. A breakdown of the corruption complaints in 2022 and 2023 by sectors is shown in Figure 4-1. The three government B/Ds, public bodies and private sector industries attracting the most corruption complaints in 2023 are shown in Appendix 2.

圖表 4-1：二零二二年及二零二三年接獲的貪污投訴依機構分類（不包括選舉投訴）

Figure 4-1: Corruption Complaints (Excluding Election Complaints) Received in 2022 and 2023 by Sectors



此外，廉署於二零二三年共接獲84宗選舉投訴（當中79宗屬可追查投訴），包括39宗（37宗屬可追查投訴）涉及二零二三年一月舉行的鄉郊一般選舉，而36宗（34宗屬可追查投訴）則涉及二零二三年十二月十日舉行的區議會一般選舉。

The total number of election complaints received by the ICAC in 2023 was 84 (79 of which were pursuable), including 39 (37 of which were pursuable) related to the Rural Ordinary Election held in January 2023, and 36 (34 of which were pursuable) related to the District Council Ordinary Election held on 10 December 2023.

註 Notes | <sup>3</sup> 選舉投訴指涉嫌違反《選舉（舞弊及非法行為）條例》的投訴。  
Election complaints refer to complaints alleging breaches of the ECICO.

## 調查及檢控

## 調查

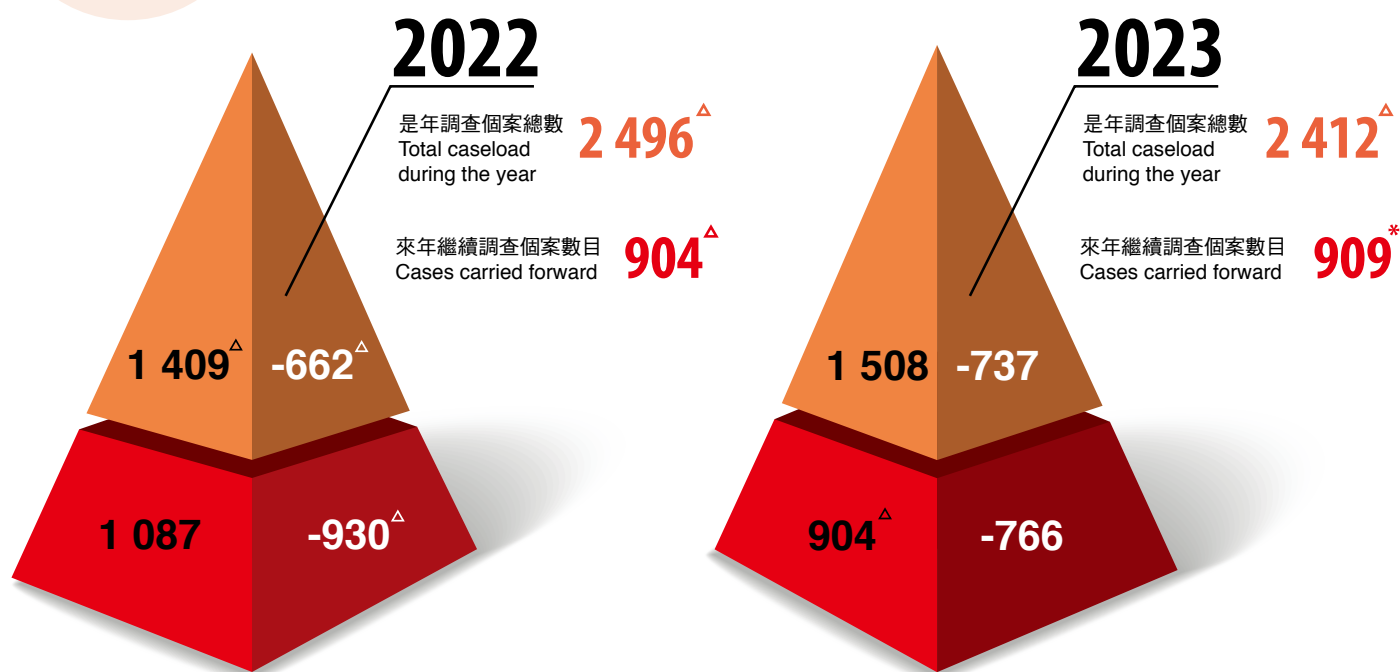
執行處對二零二三年的 1 508 宗新增個案展開調查(不包括選舉案件),較上年增加 7%。年內 1 503 宗個案已完成調查,另有 98 宗正等待律政司的法律意見。二零二二年及二零二三年未完成及已完成調查的個案數目詳列於圖表 4-2。此外,執行處對在二零二三年的 78 宗新增的選舉個案展開調查。二零二三年仍在調查案件已用時間見附錄三。

## INVESTIGATIONS AND PROSECUTIONS

## Investigations

OPS initiated investigation on 1 508 new cases (excluding election cases) in 2023, recording a year-on-year increase of 7%. During the year, 1 503 cases were completed and 98 were pending, awaiting legal advice. The number of cases carried forward and number of cases completed in 2022 and 2023 are set out in Figure 4-2. Separately, investigation was initiated on 78 new election cases in 2023. The time spent on the outstanding investigations is shown in Appendix 3.

圖表 4-2：二零二二年及二零二三年的調查個案數目（不包括選舉案件）  
Figure 4-2: Statistics on Caseload in 2022 and 2023 (Excluding Election Cases)



將重新歸類及已完成調查個案數字更新後得出的最新數字  
△ Figures revised to take into account the reclassification of cases and updating of the number of cases completed

\* 調查案件已用時間見附錄三。

Time spent on investigating the cases is shown in Appendix 3.

■ 年內新增個案數目  
New cases during the year

■ 上年未完成調查的個案數目  
Cases brought forward from previous years

■ 年內新增個案並已完成調查的個案數目  
Cases completed (from those commenced during the year)

■ 上年未完成調查但已於年內完成調查的個案數目  
Cases completed (from those brought forward from previous year)



## 檢控及警誡

二零二三年，廉署共檢控 211 人，當中包括 13 名政府人員、六名公共機構僱員、167 名私營機構人員、18 名涉及政府決策局／部門和公共機構貪污調查的個別人士，以及七名干犯選舉及相關罪行的人士。

根據律政司發出的指引，假如罪行性質輕微，而檢控並不符合公眾利益，廉署在取得律政司的法律意見後，可對犯罪者施行警誡。二零二三年，25 人接受警誡，其中二人涉及選舉個案。過去十年被廉署檢控或警誡的人數詳見附錄四。

## Prosecutions and Cautions

Among the 211 persons prosecuted in 2023, 13 were government servants, six were from public bodies and 167 from the private sector. The rest were 18 private individuals involved in corruption investigations concerning government B/Ds and public bodies and seven involved in election offences.

The guidelines issued by the DoJ provide that upon legal advice, a caution may be administered by the ICAC for minor offences when it is not in the public interest to prosecute. In 2023, among the 25 persons who were formally cautioned, two were involved in election cases. A breakdown of the number of persons prosecuted or cautioned by the ICAC over the last decade is provided in Appendix 4.

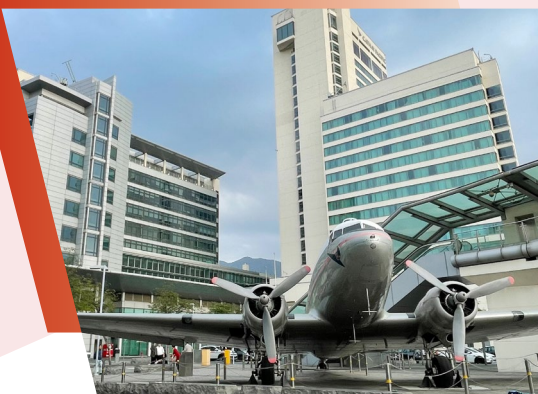


兩間冷氣工程維修承辦商的董事及高級銷售經理，向一名酒店集團總監提供賄款逾 100 萬元，以獲取其集團在澳門酒店一份總值 3,400 萬元的冷氣維修合約，在區域法院分別被判入獄兩年及一年半。法官判刑時指，向代理人提供利益是嚴重罪行，法庭不能容忍賄賂行為，加上案件涉及賄款逾 100 萬元，犯案時間為期兩年半，判監無可避免。

A director and a senior sales manager of two air-conditioning maintenance contractors were respectively sentenced to two years and one and a half years in jail at the District Court for offering bribes of over \$1 million to a director of a hotel group for air-conditioning maintenance contracts of a hotel in Macao worth totalling \$34 million. In sentencing, the Judge remarked that offering advantages to an agent was a serious offence and that the court would not tolerate any corrupt acts. The case involved bribes of over \$1 million offered over the span of two and a half years, hence custodial sentences were inevitable.

三名航空公司機艙服務員收賄共約 90,000 元，協助他人享用員工福利以優惠價購買機票，在區域法院被判入獄五個月至六個月。

Three flight attendants of an airline company were sentenced to jail terms ranging from five to six months at the District Court for accepting bribes totalling about \$90,000 for assisting others to enjoy the staff benefit of purchasing air tickets at concessionary rates.





兩名男子分別在運輸署駕駛考試中犯錯後，以 2,000 和 500 元行賄考官以圖獲考試及格。其中一名男子在裁判法院被判入獄四個月。另一名男子則在裁判法院被判入獄六個月。裁判官斥責被告膽大包天，目無法紀，所犯的貪污罪行性質嚴重，打擊香港的核心利益及價值，玷污本港的廉潔社會風氣。法庭必須判處被告阻嚇性刑罰，以向公眾傳遞正確信息。

Two driving test candidates offered a bribe (in the sum of \$2,000 and \$500) to the examiner with an intent to get a pass after making a mistake in the driving test of the Transport Department. One of them was sentenced to four months' imprisonment at a Magistrates' Court. The other, who was sentenced to six months' imprisonment at a Magistrates' Court, was reprimanded by the Magistrate for defying the law blatantly. It was held by the Magistrate that the corruption offence committed was serious in nature. It struck at the heart of Hong Kong's interest and values, and tarnished the clean social environment. The court had to mete out a deterrent punishment to convey a proper signal to members of the public.

廉政公署就香港國際機場“三跑道系統項目”累計落案起訴 26 人，涉及以貪污形式轉介工作。被告主要為分判商“工頭”，其中 20 人已經認罪或經審訊被定罪，最高判囚 16 個月，另外有四人尚待答辯或審訊。

The ICAC had so far charged 26 people for bribery over referral for employment in relation to the Three-runway System Project of Hong Kong International Airport. Most of the defendants were site team leaders of a sub-contractor of the project. Twenty defendants had pleaded guilty or were found guilty after trial, receiving sentences up to 16 months in jail. Four others were awaiting plea or trial.



此外，對於性質較輕微的選舉違例個案，如律政司認為對違例者提出檢控或施行警誡並不符合公眾利益，會建議廉署向違例者發出警告信。二零二三年，共 60 人因干犯輕微的選舉罪行而接受警告，分別涉及沒有按照《選舉（舞弊及非法行為）條例》第 19 條、第 23（3）條及第 37 條的規定提交選舉申報書。

二零二三年檢控和警誡數字依不同分類見附錄五至七。

For relatively minor electoral breaches, the ICAC will issue warning letters to the offenders on the DoJ's advice if it is considered not in the public interest to prosecute or caution the offenders. In 2023, a total of 60 persons were given warnings by the ICAC for minor election offences concerning failure to lodge election returns in accordance with the requirements set out in sections 19, 23(3) and 37 of the ECICO.

The number of prosecutions and number of cautions in 2023 are set out by categories in Appendices 5 to 7.



## 轉介

廉署在年內將 387 宗非貪污投訴轉交相關政府決策局／部門和公共機構處理，詳情見附錄八。

## 對政府人員所作的紀律處分和行政處理

二零二三年，經委員會審議後，廉署將涉及 62 名政府人員被指行為不當的調查報告，送交相關政府決策局／部門考慮作紀律處分和行政處理。年內，涉及 143 名政府人員的個案已完結（包括二零二三年轉介的 17 名政府人員），其中 101 人須接受紀律處分（包括二零二三年轉介的八名政府人員）。

## Referrals

During the year, the ICAC referred 387 complaints of non-corruption nature to relevant government B/Ds and public bodies. Details of the referrals are provided at Appendix 8.

## DISCIPLINARY AND/OR ADMINISTRATIVE ACTION AGAINST GOVERNMENT SERVANTS

On recommendation of the ORC, reports on alleged misconduct of 62 government servants were forwarded to relevant government B/Ds for consideration of disciplinary and/or administrative action in 2023. Cases involving 143 government servants (including 17 in referrals made in 2023) were completed in the year, resulting in disciplinary action taken against 101 government servants (including eight in referrals made in 2023).



一名懲教署二級懲教助理收賄共逾一萬元，將多項未經授權物品引進荔枝角收押所給一名囚犯，在裁判法院被判入獄六個月。裁判官判刑時稱案件性質嚴重，法庭須向被告判處具阻嚇性刑罰。裁判官同時頒令被告歸還涉案賄款。而同案兩名被告則觸犯向公職人員提供利益罪，分別被判入獄六個月及三個月。

An Assistant Officer II of the Correctional Services Department was sentenced to six months' imprisonment at a Magistrates' Court for accepting bribes totalling over \$10,000 for introducing various unauthorised articles into Lai Chi Kok Reception Centre for a prisoner. In sentencing, the Magistrate remarked that the case involved offences of serious nature, warranting a deterrent sentence. The Magistrate also made a restitution order in respect of the bribes concerned. Two co-defendants found guilty of offering an advantage to a public servant were sentenced to jail terms of six months and three months respectively.

一名警長接受賄款 50 萬元，以協助一名商人處理一宗三合會社團的債務追討調查，在區域法院被判入獄 18 個月。法官判刑時斥責被告利用其警隊內的人脈關係犯案，影響市民對警隊的信心及期望，法庭必須判處具阻嚇性的刑罰。

A Police Sergeant was sentenced to 18 months' imprisonment at the District Court for accepting a bribe of \$500,000 for assisting a businessman over an investigation regarding a debt collection matter involving a triad society. In sentencing, the Judge reprimanded the defendant for using his connection in the Police to commit the offence which undermined the public expectation and the trust placed on the Police, warranting a deterrent sentence.





## 舉報中心及扣留中心

### 舉報中心

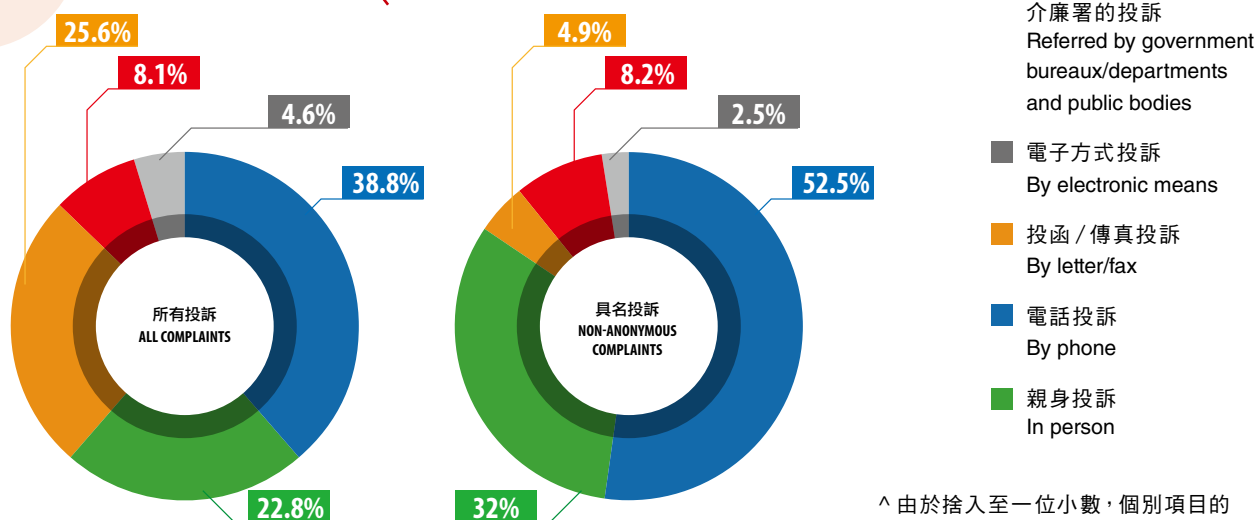
執行處的舉報中心 24 小時運作，接受市民舉報及查詢。廉署各分區辦事處接獲的舉報及查詢，亦會轉交舉報中心處理。二零二三年，共有 71% 的投訴人在舉報貪污時願意表明身分。

## REPORT CENTRE AND DETENTION CENTRE

### Report Centre

The Report Centre receives reports and handles enquiries from the public on a 24-hour basis. Reports and enquiries made to the ICAC Regional Offices are also referred to the Report Centre for handling. In 2023, 71% of the complainants identified themselves when reporting corruption.

圖表 4-3：二零二三年的貪污投訴形式分類<sup>^</sup>（不包括選舉投訴）  
Figure 4-3: Mode of Reporting Corruption Complaints in 2023<sup>^</sup> (Excluding Election Complaints)



<sup>^</sup> 由於捨入至一位小數，個別項目的百分比總和未必等於一百。  
Total percentage of each item may not equal 100% as figures are rounded up or down to one decimal place.

### 扣留中心

根據《廉政公署條例》第 10A(2) 條，廉署有權扣留被捕人士，為此執行處設有周全的扣留設施。被扣留者會收到一份《致被扣押人士的通告》，列明按《廉政公署（被扣留者的處理）令》（第 204A 章）被扣留人士所享有的權利。這份通告亦會張貼在各個扣留室、會見室和扣留中心的當眼處。

執行處在二零二三年共逮捕 629 人，當中包括 18 名政府人員。二零二二年則有 495 人被逮捕，當中包括 32 名政府人員。

### Detention Centre

OPS provides comprehensive detention facilities as the ICAC's power to detain arrested persons is provided for in section 10A(2) of the ICACO. Persons under detention will receive a *Notice to Persons in Custody* listing the rights and entitlements of persons detained as set out in the *ICAC (Treatment of Detained Persons) Order* (Cap 204A). This Notice is also displayed in detention cells, interview rooms and various conspicuous places inside the Detention Centre.

In 2023, OPS arrested 629 persons, including 18 government servants, as compared to 495 persons including 32 government servants, in 2022.

二零二三年，太平紳士曾到廉署的扣留中心巡視 24 次，並聽取被扣留者的訴求或投訴。這些巡視確保廉署的扣留設施受外界監察。廉署會就太平紳士每次的巡視，向太平紳士秘書處提交報告，闡述被扣留者提出的訴求或投訴，並列出有關跟進行動。

## 快速反應隊

快速反應隊專責處理較簡單的案件，以便執行處其他調查小組專注調查相對重大和複雜的案件。雖然案件性質較為簡單，但廉署亦會將相關調查報告提交予委員會審議。快速反應隊在二零二三年對 231 宗新增個案展開調查，佔執行處接獲可追查案件總數（不包括選舉案件）的 15%。

## 法證會計

法證會計組於二零一一年成立，現有成員均為註冊會計師，並具備豐富法證會計經驗，當中大部分亦獲取了國際認可的反洗錢、詐騙審查或其他財務範疇上的專業資格。該組就日趨複雜的案件，為調查人員提供財務及會計方面的專業支援，包括在法庭提供有關方面的專家意見、進行財務分析及調查，以及在搜查行動和會見相關專業人士中提供協助。二零二三年，法證會計組在多宗案件中提供專業支援，當中財務分析涉及的總金額約 30 億元。

另外，法證會計組人員亦多次為執行處、本地以及海外執法和監管人員舉辦培訓課程，以加強他們的財務調查技巧和知識。學員包括香港會計師公會成員、本地銀行高級管理人員、香港大學會計學碩士生、澳門廉政公署人員、印尼滅貪署人員、印尼國家警察、印尼檢察官員、塞內加爾反貪機構人員等。法證會計組人員亦在不同國際會議和論壇分享財務調查經驗，包括亞洲開發銀行和經濟合作與發展組織第 11 屆亞太區反貪污行動計劃

Justices of the Peace visited the Detention Centre on 24 occasions in 2023 and received requests or complaints from detainees. Such visits ensure that the detention facilities of the ICAC are subject to external monitoring. The ICAC will report every visit to the Justices of the Peace Secretariat, detailing the requests or complaints made by detainees, and also the follow-up actions taken.

## QUICK RESPONSE TEAM

The Quick Response Team deals with minor cases, enabling other investigation teams in OPS to focus on cases of substance and complexity. Notwithstanding the minor nature of the cases, the investigation reports concerned are submitted to the ORC for scrutiny. In 2023, the Quick Response Team initiated investigation on 231 new cases, which accounted for 15% of all pursuable cases (excluding election cases) in the year.

## FORENSIC ACCOUNTING

Established in 2011, the Forensic Accounting Group (FAG) comprises a group of officers, all with the qualification of a certified public accountant and extensive forensic accounting experience, and most with internationally-recognised professional qualifications in anti-money laundering, fraud examination or other financial areas. The FAG provides professional support to investigating officers in dealing with cases of increasing complexity from a financial and accounting perspective. The support includes the provision of expert opinion in court, the conduct of financial analyses and investigations, and assistance in search operations and interviews with relevant professionals. In 2023, the FAG provided professional support in a number of cases, handling financial analyses involving an aggregate sum of approximately \$3 billion.

In addition, FAG officers conducted a number of training courses for OPS officers as well as law enforcers and regulators from local and overseas agencies to enhance their skills and knowledge in financial investigation. Participants of these courses included members of the Hong Kong Institute of Certified Public Accountants, senior managerial staff of local banks, students undertaking the Master of Accounting Programme at the University of Hong Kong, officers from the Commission Against Corruption of Macao, officers from the Corruption Eradication Commission of Indonesia, officers from the Indonesian National Police, prosecutors from Indonesia and officers from Senegal's anti-corruption agency. Besides,

區域會議，以及北京師範大學二十國集團反腐敗追逃追贓研究中心和上海華東政法大學合辦的第七屆反腐敗追逃追贓國際論壇暨反腐敗追逃追贓與拒絕腐敗避風港研討會。

FAG officers also shared their experience in financial investigation at various international conferences and forums, including the “11<sup>th</sup> Regional Conference of the Anti-Corruption Initiative for Asia and the Pacific” co-organised by the Asian Development Bank and the Organisation for Economic Co-operation and Development, and the “7<sup>th</sup> International Forum on International Cooperation Regarding Persons Sought for Corruption and Asset Recovery (International Cooperation and Denying Safe Haven to Corruption)” co-organised by the Beijing Normal University G20 Anti-Corruption and Asset Recovery Research Centre and the Shanghai East China University of Political Science and Law.

## 追贓辦公室

貪污與洗錢罪行關係密不可分，貪污分子往往藉洗錢犯罪來掩飾不法資金的真實來源。故廉署在調查貪污或相關罪行時，會分析資金流向和追查犯罪得益。如在調查過程中發現因貪污而引致或與貪污有關連的洗錢罪行，廉署亦會跟進追查。

廉署於二零一零年成立犯罪得益小組（現稱“追贓辦公室”），負責根據《有組織及嚴

## ASSET RECOVERY OFFICE

Corruption and money laundering are often inextricable. While the origin of illicit funds obtained from corrupt activities are often concealed through money laundering, the ICAC will analyse fund flows and trace proceeds of crime when investigating corruption and related crimes. Money laundering offences facilitated by or connected with corruption will also be pursued if revealed in the course of corruption investigations.

The ICAC established the Proceeds of Crime Section (now known as the “Asset Recovery Office”) in 2010 to deal with restraint, disclosure and confiscation of assets under the



四名銀行職員串謀收賄逾 20 萬元，將銀行電腦系統內逾 680 名客戶的機密資料洩露予他人以兜售個人貸款業務，其中三人在區域法院被判囚 10 個月至 45 個月。而另一人則被判 240 小時社會服務令。法官同時下令其中兩名被告須歸還犯罪得益。法官判刑時，斥責四人有組織及有預謀犯案，違反誠信，令銀行聲譽受損，最終影響市民對銀行體制的信心。

Four employees of a bank conspired together to accept bribes of over \$200,000 for divulging confidential information of over 680 customers in the bank computer system to others for touting personal loan business. Three of them were sentenced to jail terms ranging from 10 to 45 months, and the other to a community service order of 240 hours. The Judge also ordered two of the defendants to make a restitution of the crime proceeds. In sentencing, the Judge reprimanded the four defendants for committing the offences premeditatedly in an organised manner. The offences constituted a breach of trust, undermined the reputation of the bank and eventually affected the public's confidence in the banking system.



重罪行條例》(第 455 章)處理限制、披露及沒收資產的工作,以剝奪罪犯的犯罪得益。廉署於二零二一年將犯罪得益小組重組為現時的追贓辦公室,並將之納入法證會計組,以加強追討犯罪得益的工作成效。截至二零二三年十二月底,總值達 15.4 億元的資產繼續受到限制,其中包括根據年內取得的六份法庭命令而限制的 1.099 億元資產。另外,追贓辦公室於年內亦成功向法庭取得五份沒收令,下令沒收資產總值 7,269 萬元。

*Organized and Serious Crimes Ordinance (Cap 455)* in order to deprive criminals of their crime proceeds. In 2021, the ICAC restructured the Proceeds of Crime Section to form the current Asset Recovery Office and incorporated it into the FAG, aiming to enhance the effectiveness in recovering crime proceeds. As at the end of December 2023, assets valued at \$1.54 billion continued to remain restrained, of which assets amounting to \$109.9 million were restrained pursuant to six restraint orders issued by court during the year. In addition, the Asset Recovery Office also secured confiscation of assets with a total value of \$72.69 million with five confiscation orders obtained from court during the year.



一名家長以現金 20,000 元行賄一名官立小學校長,意圖為兒子獲取小一學位,在裁判法院被判入獄四個月。裁判官判刑時指,賄賂公職人員是嚴重罪行,破壞社會廉潔和公平競爭。

A parent was sentenced to four months' imprisonment at a Magistrates' Court for offering a bribe of \$20,000 in cash to a headmistress of a government primary school in a bid to secure a primary one placement for her son. In sentencing, the Magistrate remarked that bribing public officials was a serious offence which would undermine a clean society and fair competition.

一名香港醫務委員會前業外委員濫用公職,披露一名投訴人的個人資料及其投訴詳情,為自己招攬事務律師生意謀取私利,在區域法院被判入獄兩年半。法官判刑時稱,被告利用公職獲取的資料成功取得生意,即使只涉及一宗生意,也不能容忍。

A former lay member of the Medical Council of Hong Kong was sentenced to two and a half years' imprisonment at the District Court for abusing her public office by disclosing personal information of a complainant and details of the complaint to tout business as a solicitor and pursue private gain. In sentencing, the Judge remarked that the defendant had successfully obtained business deals by making use of the information obtained by her public office. The behaviour was not acceptable even though it only happened once.



此外，根據《防止賄賂條例》第14C條，廉署可向法庭申請限制處理嫌疑人管有或控制的資產。截至二零二三年十二月底，總值達6,719萬元的資產按該條例繼續受到限制。

財務特別行動組織是一個跨政府組織，專責防止國際間洗錢及恐怖分子資金籌集活動。該組織建議各司法管轄區辨識、評估、了解及消滅各自面對的洗錢及恐怖分子資金籌集風險。為應對這些風險，香港參照財務特別行動組織公布的標準，訂立了穩健有效的打擊洗錢和恐怖分子資金籌集制度，並定期進行全面風險評估，審視香港及不同工商行業所面對的洗錢及恐怖分子資金籌集威脅，並探討應對這些威脅的最佳方案。

香港現進行第三次洗錢及恐怖分子資金籌集風險評估。廉署作為這次風險評估的其中一個持份者，會積極配合和提供有關資訊及數據，以協助評估本港與貪污活動有關的洗錢威脅。

## 證人保護

證人是否能夠於安全及不受干擾情況下在刑事法律程序中為控方作證，往往是刑事調查和檢控工作成敗的關鍵。有見及此，廉署根據《證人保護條例》（第564章）設立和實施保護證人計劃，保護及協助因擔任廉署證人以致人身安全或福祉受到威脅的人士。廉署設有專責小組執行保護證人的任務，而成員均受過嚴格的槍械、證人保護戰術及遇抗控制等專門訓練。

## 行動聯繫

廉署一直致力與社會不同界別合力打擊貪污。其中執行處與各政府部門及公共機構保持恆常聯繫和良好溝通。二零二三年，執行處高層人員繼續與各紀律部隊及個別政府

In accordance with section 14C of the POBO, applications may be made to court by the ICAC to restrain assets in the possession or under the control of suspects. As at the end of December 2023, assets valued at \$67.19 million remained restrained under the POBO.

Being an inter-governmental body dedicated to preventing global money laundering and terrorist financing, the Financial Action Task Force (FATF) recommends jurisdictions to identify, assess, understand and mitigate money laundering and terrorist financing risks specific to them. To address the risks, Hong Kong has put in place a robust and effective regime conforming to the international standards set by the FATF. While a comprehensive risk assessment is conducted periodically to examine money laundering and terrorist financing threats facing the territory and its business community, continued efforts are made to explore optimised initiatives to address these threats by individual sectors.

Hong Kong is currently conducting the third money laundering and terrorist financing risk assessment. As one of the stakeholders in the assessment, the ICAC will do its best to cooperate and provide information and data to assist in the assessment of corruption-related money laundering threats.

## WITNESS PROTECTION

The success in criminal investigation and prosecution always hinges on whether the witnesses can testify in a safe and uninterrupted manner for the prosecution in criminal proceedings. In this regard, witness protection programmes are established and implemented in accordance with the *Witness Protection Ordinance* (Cap 564) to provide protection and assistance to witnesses whose personal safety or well-being may be at risk as a result of acting as witnesses for the ICAC. The Commission has a dedicated section to deal with matters concerning witness protection, and the officers deployed to this section have all received intensive training in the specialised areas of firearms, witness protection tactics and confrontation management.

## OPERATIONAL LIAISON

The ICAC is committed to forging partnership with various sectors of the community in its fight against corruption. To this end, regular operational liaison is maintained with government departments and public bodies to facilitate

部門舉行聯絡會議，商討共同關注的議題。二零二三年六月，執行處助理處長於“誠信領導計劃”中向公務員推廣誠信文化。同年十二月，執行處首長於公務員學院為首長級及高級公務員舉辦的“高層領導培訓課程”中向學員講解維持廉潔政府和公務員隊伍之重要性。此外，執行處及律政司刑事檢控科的首長級人員亦定期舉行會議，就共同關注的法律及執法事宜交換意見。二零二三年十月舉行的會議，由執行處首長與刑事檢控專員聯合主持。

另一方面，執行處亦繼續加強與不同公共機構的溝通。年內，執行處與各公共機構管理層，包括醫院管理局、香港賽馬會、香港生產力促進局、香港機場管理局及市區重建局舉行會議或講座，藉此增強雙方合作，透過優化防貪管理系統及提升員工的防貪意識，鞏固機構誠信管理文化。

過往一年，執行處繼續與各私營機構持份者和監管機構保持密切聯繫，深化彼此在執法及內部培訓等領域的合作。執行處不時與香港金融管理局、證券及期貨事務監察委員會（證監會）、會計及財務匯報局（會財局）、保險業監管局和香港交易所舉行工作會議，致力維護本港金融體系穩健和廉潔。繼早前分別與證監會和會財局簽訂諒解備忘錄後，廉署二零二三年與證監會和會財局更首次採取三方聯合執法行動，打擊懷疑貪污及企業欺詐行為，案件涉及兩家香港上市公司，涉嫌虛構企業交易總值接近二億港元。另外就本港日趨蓬勃的保險業，廉署亦在二零二三年十月與保險業監管局簽訂諒解備忘錄，深化雙方合作安排，以發揮協同效應，共同打擊保險業的貪污罪行及違法行為。

就樓宇維修及管理行業，廉署與民政事務總署、警務處、物業管理業監管局、市區重建局、競爭事務委員會等持份者繼續保持緊密聯繫，致力透過執法、預防和教育，打擊及防範貪污和其他不法行為。廉署於二零二三年初針對一個染指樓宇管理及維修項目的貪污集團進行大型執法行動後，於同年九月成功檢控 23 名涉案人士，包括集團首腦、物業管理公司職員、工程及顧問公司成員，業主立案法團委員和中介人等。此案件充分向公眾和業界持份者展示廉署竭盡全力把貪污分子繩

effective communication. In 2023, senior officers of OPS continued to hold liaison meetings with the disciplined services and individual government departments to discuss matters of mutual interest. In June, an Assistant Director of OPS promoted the probity culture to civil servants under the Ethical Leadership Programme. In December, the Head of Operations briefed directorate and senior officers participating in the Advanced Leadership Enhancement Programme of the Civil Service College on the importance of maintaining a clean government and civil service. Directorate officers of OPS and the Prosecutions Division of the DoJ also met regularly to exchange views on legal and enforcement issues warranting concern. The meeting held in October 2023 was co-chaired by the Head of Operations and the Director of Public Prosecutions.

As sustained efforts to enhance communication with public bodies, OPS stepped up collaboration with the management of a number of public bodies including the Hospital Authority, the Hong Kong Jockey Club, the Hong Kong Productivity Council, the Airport Authority Hong Kong and the Urban Renewal Authority through meetings or seminars to consolidate their probity culture by optimising their integrity management systems and enhancing staff awareness of corruption.

Meanwhile, OPS continued to work closely with private sector stakeholders and regulators to strengthen cooperation in areas such as law enforcement and internal training. From time to time, OPS held work meetings with the Hong Kong Monetary Authority, the Securities and Futures Commission (SFC), the Accounting and Financial Reporting Council (AFRC), the Insurance Authority (IA) and the Hong Kong Exchanges and Clearing Limited with a view to maintaining a robust and clean financial system in Hong Kong. Following the signing of separate Memoranda of Understanding with the SFC and the AFRC, the ICAC conducted the first-ever tripartite operation with the two in 2023 to tackle suspected corruption and corporate fraud. The case involved two Hong Kong-listed companies which were suspected to have falsified corporate transactions totalling nearly HK\$200 million. As regards the flourishing insurance industry, the ICAC signed a Memorandum of Understanding with the IA in October 2023 to enhance collaboration and achieve synergy in the common fight against corruption and illegal conduct in the industry.

As for the building maintenance and management industry, the ICAC continued to maintain close liaison with stakeholders such as the Home Affairs Department, the Hong Kong Police Force, the Property Management



之於法，務求遏止業內的貪污及相關不法行為，致力保障市民和業主的利益。



Services Authority, the Urban Renewal Authority and the Competition Commission to combat and prevent corruption and other illegal conduct through law enforcement, prevention and education. As a result of a large-scale operation mounted by the ICAC in early 2023 targeting a corruption syndicate involved in building management and maintenance projects, 23 persons were prosecuted in September, including the head of the syndicate, staff of property management companies, contractors and a consultant, members of an owners' corporation and a number of middlemen. This case well demonstrated to the public and stakeholders the ICAC's commitment to bringing the corrupt to justice, with a view to curbing corruption and related crimes in the industry, and protecting the interest of the public and property owners.

在年初代號“火網”的大型行動，廉政公署成功瓦解一個樓宇管理業內的貪污集團，至今已起訴包括集團骨幹成員等 23 名人士，控告他們於近五年間串謀行賄受賄共逾 650 萬元及串謀詐騙，工程合約總值達 5 億 2 千萬元，是廉政公署歷來就樓宇管理及維修業最大型檢控個案。

In early 2023, the ICAC mounted a large-scale operation codenamed “Fire Net”, neutralising a sophisticated corruption syndicate. To date, 23 arrestees including backbone members of the syndicate have been charged with conspiracy to offer and accept bribes totalling over \$6.5 million and conspiracy to defraud in respect of various contracts worth a total of around \$520 million in the recent five years. The case marks the largest prosecution in relation to building management and maintenance in the ICAC's history.

## 國際及內地聯絡與協查

貪污罪行跨越疆界的情況越趨增加，國際反貪合作實在至關重要。執行處轄下設有國際及內地（行動）聯絡小組，負責與國際、內地及澳門的反貪機構及執法機關保持行之有效的工作聯繫。隨著二零二三年疫後復常，執行處派員親身參與不同的國際會議，個案協查及合作亦較之前更為頻繁。

根據《刑事事宜相互法律協助條例》（第 525 章）、《聯合國反腐敗公約》及《聯合國打擊跨國有組織犯罪公約》，獲授權的廉署調查人員可因應海外執法機關及司法機構的要求，協助調查貪污相關事宜。二零二三年，廉署共接獲八個相關要求，而海外機構亦就廉署提出的兩個要求提供協助。

## INTERNATIONAL AND MAINLAND LIAISON AND MUTUAL ASSISTANCE

With increasing corruption activities across boundaries, international cooperation is crucial in the fight against corruption. The International and Mainland (Operational) Liaison Section of OPS is responsible for maintaining effective operational liaison and cooperation with international, Mainland and Macao anti-corruption and law enforcement agencies. In 2023, as Hong Kong returned to normalcy after the pandemic, OPS sent officers to attend different international conferences in person, and mutual case assistance and collaboration also became more frequent.

Pursuant to the *Mutual Legal Assistance in Criminal Matters Ordinance* (Cap 525), the *United Nations Convention against Corruption* (UNCAC) and the *United Nations Convention against Transnational Organised Crime*, authorised ICAC officers may assist in conducting inquiries into corruption-related matters in response to

廉署認為，與其他司法管轄區的反貪機構、國際組織及地區組織緊密合作，有助推展各地的防貪及反貪工作。二零二三年，廉署以中國香港的名義或中國代表團成員身份，參與了不同國際組織的事務，其中包括二月於美國棕櫚泉舉行的亞太經濟合作組織反貪腐倡透明專家工作小組及反腐敗執法合作網絡會議、五月於菲律賓馬尼拉舉行的亞洲開發銀行和經濟合作與發展組織第 11 屆亞太區反貪污行動計劃區域會議、七月於奧地利維也納舉行的聯合國全球反腐敗執法機構業務網絡會議，以及十二月於美國亞特蘭大舉行的《聯合國反腐敗公約》第十屆締約國會議等。

requests from overseas law enforcement agencies and judicial authorities. In 2023, the ICAC handled eight such requests, while its overseas counterparts offered assistance in response to two requests from the ICAC.

The Commission believes that collaboration with its counterparts from other jurisdictions as well as international and regional organisations is conducive to facilitating global efforts in preventing and eradicating corruption. In 2023, the ICAC, in the name of Hong Kong, China or as a member of the Chinese delegation, participated in events organised by various international organisations, including meetings of the Asia-Pacific Economic Cooperation (APEC) Anti-Corruption and Transparency Experts Working Group (ACTWG) and Network of Anti-Corruption Authorities and Law Enforcements Agencies (ACT-NET) held in Palm Springs, the United States in February; the 11<sup>th</sup> Regional Conference of the Anti-Corruption Initiative for Asia and the Pacific co-organised by the Asian Development Bank (ADB) and the Organisation for Economic Co-operation and Development (OECD) in Manila, Philippines in May; meetings of the Global Operational Network of Anti-Corruption Law Enforcement Authorities under the auspices of the United Nations (GlobE Network) held in Vienna, Austria in July; and the 10<sup>th</sup> Session of the Conference of the States Parties (COSP) to the UNCAC held in Atlanta, the United States in December.

## 資訊科技

### 電腦鑑證

隨著資訊科技的不斷進步和普及應用，無論在個人日常生活、商業活動及公共服務中，資訊科技都已成為不可或缺的一環。犯罪分子亦不例外，他們會利用資訊科技或電子裝置（如智能電話）溝通，甚至進行非法活動。電腦鑑證小組在這方面發揮重要作用。電腦鑑證是指通過對電腦系統、網路和數位設備中的資料進行收集、分析和解釋，以獲取和還原犯罪證據的過程。鑑證小組不但支援前線人員處理及分析電子數據，亦協助他們從電子裝置中提取可獲法庭接納的證據。二零二三年，鑑證小組曾參與多項行動，並處理約 900 個檢獲的電子裝置，當中所儲存的數據達到 250 兆位元組（約相等於 2.5 億個電腦文件檔案）。鑑證小組亦與其他執法機關

## INFORMATION TECHNOLOGY

### Computer Forensics

The continuous advancement and penetration of information technology (IT) has made it an integral part of not only our daily lives, but also commercial activities and public services. Criminals are no exception. They exploit IT or electronic devices, such as smartphones, to communicate and even carry out illicit activities. To cope with the challenge in this respect, the Computer Forensics Section has a pivotal role to play. Computer forensics refers to the process of collecting, analysing and interpreting data in computer systems, networks and digital devices to secure and restore evidence of an offence. The Section not only provides support to frontline investigators in processing and analysing electronic data, but also assists them in extracting from electronic devices evidence which is admissible in court. In 2023, the Section took part in various operations and processed about 250

及資訊科技界保持緊密聯繫，以便掌握資訊科技和電腦鑑證的最新技術與發展趨勢。

科技發展日新月异，廉署亦緊貼步伐，積極在不同偵查及輔助系統中加入人工智能技術，銳意不斷提升調查及工作效率；鑑證小組將致力加強資料處理軟體的自主開發能力，以提高解決方案的可靠性和效率。

### **資訊科技支援**

資訊科技管理組的使命在於為廉署提供專業意見和支援，以及貫徹執行資訊科技及資訊保安政策。小組致力確保廉署的資訊科技設施安全、可靠和穩定，以維持廉署的日常運作順暢；同時不斷進行研發和改善應用系統，精簡廉署的行政和調查程序，提高工作效率，以應對不斷變化的資訊科技和運作需求。例如，為了滿足新常態下激增的線上活動需求，小組在廉署內部提供設施讓廉署人員可以舉辦和參與各種網上會議、經驗交流和培訓活動。小組致力為廉署提供便捷和高效率的電腦系統，並確保廉署緊貼現代科技的發展步伐。

terabytes of data (equivalent to about 250 million computer files) contained in about 900 electronic devices seized. Apart from the work mentioned above, the Section is also responsible for maintaining close liaison with other law enforcement agencies and the IT industry to keep abreast of the latest technological development and trend in IT and computer forensics.

The ICAC has been incorporating artificial intelligence in different detection and ancillary systems to keep pace with the cutting-edge technology for continuous enhancement of investigation and work efficiency. The Computer Forensics Section will strive to strengthen its capability in the independent development of data processing software to enhance reliability and efficiency of the solutions it provides.

### **Information Technology Support**

The mandate of the Information Technology Management Unit is to provide professional advice and support and implement IT and information security policy for the ICAC. The Unit is committed to maintaining a secure, reliable and stable IT infrastructure to facilitate the daily operation of the Commission. Meanwhile, efforts are made to ensure continuous development and enhancement of the application systems, so as to streamline the ICAC's administrative and investigative processes and enhance work efficiency, with a view to meeting the evolving IT and operational needs. For example, to meet the upsurging demand for online activities under the new normal, the Unit provides facilities in ICAC premises for officers to organise and attend various online meetings, sharing sessions, and training activities. The Unit is dedicated to providing convenient and efficient computer systems for the ICAC and ensuring that it stays abreast of the latest technological developments.



## 職員紀律

### 內部調查及監察

廉署的內部調查及監察組專責調查涉及廉署人員的違紀行為和貪污指控，以及涉及廉署或其職員的非刑事投訴。由執行處處長（私營機構）直接管轄，向廉政專員匯報。

廉政公署事宜投訴委員會由行政長官委任，負責監察及覆檢廉署所處理涉及廉署或其職員的非刑事投訴，並於過程中提供優化廉署工作程序的意見。

如廉署人員被投訴涉及貪污及相關刑事罪行，廉署均須徵詢律政司的意見，審視每項指控是否具備足夠理據展開刑事調查及應否由該組處理。如屬該組調查，該組須向委員會匯報所有已完成調查的刑事個案，其他個案則會轉交適當機關跟進。

經徵詢律政司的意見後，年內並沒有廉署人員涉及貪污及相關刑事罪行的投訴需要進行調查。

### 涉及廉署或其職員的非刑事投訴

廉署於年內共處理 20 宗涉及廉署或其職員的非刑事投訴，一宗在二零二一年接獲，被裁定為不成立。其餘 19 宗在二零二三年接獲，一宗有實據支持，14 宗並無事實根據，餘下四宗在年底時仍在調查中。

該宗有實據支持的個案涉及一名舉報中心的廉署人員在處理一名市民的電話查詢時不禮貌及欠缺耐性。由於該名人員其後已離職，廉署因而並未對其採取紀律行動，但已提醒舉報中心全體人員，必須在處理市民查詢時有禮及保持耐性，避免同類事件發生。

## STAFF DISCIPLINE

### *Internal Investigation and Monitoring*

The ICAC's Internal Investigation and Monitoring Group is responsible for investigating breaches of discipline and allegations of corruption against ICAC staff, as well as non-criminal complaints against the ICAC or its staff. Operationally, the Group is under the direct command of the Director of Investigation (Private Sector), who reports to the Commissioner.

Appointed by the Chief Executive, the ICAC Complaints Committee monitors and reviews all non-criminal complaints against the ICAC or its staff, and advises on optimisation of the ICAC's operational procedures.

All complaints of corruption and related criminal offences against the ICAC staff are referred to the DoJ for advice. Every allegation is examined and considered to decide whether there is sufficient basis to warrant a criminal investigation and whether the investigation should be carried out by the Group. All criminal investigations completed by the Group are reported to the ORC, while other cases are referred to the appropriate authorities for investigation.

On the DoJ's advice, no complaint of corruption and related criminal offences concerning ICAC officers required investigation during the year.

### *Non-Criminal Complaints Against the ICAC or its Staff*

During the year, 20 non-criminal complaints made against the ICAC or its staff were processed. One of the complaints was received in 2021 and it was found unsubstantiated. Of the remaining 19 complaints, which were received in 2023, one was found substantiated, 14 unsubstantiated and the remaining four still under investigation as at the end of the year.

The substantiated case involved an ICAC officer at the Report Centre who was impolite and impatient while handling a citizen's telephone enquiry. As the officer left the Commission subsequently, no disciplinary action was taken. However, to avoid reoccurrence of similar incidents, all officers of the Report Centre were reminded of the importance of maintaining courtesy and patience when handling public enquiries.

## 培訓及發展

訓練及發展組致力培訓和激勵職員，務求培訓出最具誠信及專業質素的反貪專才，滿足社會對肅貪倡廉的要求。

訓練及發展組主要負責：

- 招聘執行處部門職系人員；
- 為廉署人員提供調查程序與技巧及法律知識等培訓；
- 制訂廉署人員的事業發展政策，包括為年輕調查人員而設的“師友計劃”；以及
- 發展及管理執行處的知識管理系統。

新入職助理調查主任會接受為期兩年半，分為三個階段合共 24 周的入職課程以及在職培訓。二零二三年五月，共有 33 位新入職助理調查主任參加了為期 16 周的入職訓練課程。培訓內容廣泛全面，涵蓋法律應用、證據規則、調查程序與技巧、電腦鑑證、財務調查、會談技巧、體適能和團隊建立等範疇。

為提升在職調查人員的領導及專業才能，訓練及發展組亦舉辦了專為新晉升調查主任而設的二零二三年調查主任指揮課程。

《中華人民共和國香港特別行政區維護國家安全法》（《香港國安法》）於二零二零年六月三十日開始實施，廉署全面配合履行維護國家安全的責任，《香港國安法》已被納入入職課程、各種常規內部課程及內部晉升的考試範圍。廉署職員務必熟習《香港國安法》的條文及其立法背後的重大的意義。

二零二三年十月至二零二四年一月期間，執行處繼續聯同香港大學、香港中文大學及香港城市大學，合共為約 300 個法學專業證

## TRAINING AND DEVELOPMENT

In order to meet the public demand for a clean society, the Training and Development (T&D) Group is committed to providing training and impetus for the development of anti-corruption professionals with the highest level of integrity and competence.

The T&D Group is mainly responsible for:

- recruitment of departmental grades staff in OPS;
- provision of training for ICAC officers on investigation procedures and skills, legal knowledge, etc.;
- formulation of career development policies, including the Mentoring Programme for young investigating officers; and
- development and management of the Information and Knowledge Management System of OPS.

Training provided for newly recruited Assistant Investigators spans a two-and-a-half year period and is split into three induction courses totalling 24 weeks interspersed with on-the-job training. A 16-week induction course commencing May 2023 provided 33 recently appointed Assistant Investigators with comprehensive training covering a wide range of subjects, including the application of laws, rules of evidence, investigation procedures and skills, computer forensics, financial investigation, interviewing techniques, physical fitness and team building.

To enhance leadership and professional capabilities of serving investigating officers, the T&D Group organised Investigators' Command Course 2023 for newly promoted Investigators.

With the implementation of the *Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region* (NSL) on 30 June 2020, the ICAC bears the responsibility and shall perform its duties in safeguarding national security. In this regard, the NSL has been included in the syllabuses of induction courses and examinations in respect of internal regular training programmes and promotion exercises. ICAC officers are required to have a full understanding of the NSL provisions and the significance behind enactment of the law.

OPS continued to hold the joint anti-corruption workshop in collaboration with the University of Hong Kong, Chinese University of Hong Kong and City University of Hong Kong for a total of about 300 students undertaking the Postgraduate Certificate in Laws (PCLL) Programme. These workshops, which were held between October 2023

書學生舉辦反貪教室，解說共同維護法治的重要和合力推動廉潔的意義，加強法律界未來棟樑對香港反貪制度及廉署執法工作的認識。

### 執行處專上學生暑期實習計劃

二零二三年七至八月，執行處首次聘請四名專上學生作為期八週的暑期實習。期間，實習生有機會接受為期三天的基礎調查及法律常識培訓，並被調派協助製作訓練教材、反貪宣傳短片和知識管理產品，對選定的法律主題進行研究、參與軟體設計、開發和測試工作。實習生分別與廉政專員及副廉政專員分享在工作期間所獲得的經驗。實習計劃為專上學生提供寶貴的學習經驗，讓青年參與有意義的活動及在反貪工作上貢獻所長。

and January 2024, targeted the future pillars of the legal profession, highlighting the importance of the rule of law and the joint efforts for combatting graft, while reinforcing the students' understanding of Hong Kong's anti-corruption regime and the ICAC's law enforcement work.

### Post-Secondary Student Summer Internship Programme of OPS

For the first time ever, OPS engaged four tertiary students for an eight-week summer internship programme between July and August 2023. Apart from receiving three-day training on the basics of investigation and legal knowledge, the interns were deployed to assist in the production of training materials, anti-corruption promotional videos and knowledge management products; conduct research on selected legal topics; and engage in software design, development and testing. They were also invited to share with the Commissioner and Deputy Commissioner their experience during the period. The Programme provided tertiary students with an invaluable learning experience, engaging them in meaningful activities and contribution to anti-corruption efforts.



執行處首次聘請專上學生參加為期八週的暑期實習，期望青年人可以親身體驗廉政公署工作，了解守護廉潔和法治的重要性。他們除被派往不同崗位工作外，亦有機會接受為期三天的基礎調查及法律常識培訓。圖為實習生進行模擬拘捕練習。

For the first time ever, OPS engaged tertiary students for an eight-week summer internship programme to allow these youngsters to experience firsthand the work of the ICAC and understand the importance of upholding integrity and the rule of law. They were deployed to various positions, and were also given the opportunity to receive three-day training on the basics of investigation and legal knowledge. The picture shows the interns participating in a simulated arrest exercise.





廉政公署首次舉行“廉署招聘體驗日”，讓有志投考調查主任及助理調查主任職位的人士，加深對廉政公署的認識，親身體驗反貪工作。

The ICAC organised its first-ever Recruitment Experience Day to tie in with its recruitment exercise for the posts of Investigator and Assistant Investigator, allowing potential job applicants to gain a better understanding of the ICAC and firsthand experience of anti-corruption work.

### 廉署招聘體驗日

為配合新一輪招聘計劃，二零二三年八月，廉署舉行兩次“廉署招聘體驗日”，讓有志投考調查主任及助理調查主任職位的人士親身體驗反貪工作，加深他們對廉署的認識。體驗日的反應十分踴躍，共接待逾 800 名參加者。體驗日主要環節包括招聘講座、廉署設施導賞以及模擬執法行動（包括拘捕、搜查及會見嫌疑人）。參加者亦可即場報名投考調查主任及助理調查主任職位，並即場接受入職體能測試，通過測試者即獲認可符合本年招聘的體能要求。

### ICAC Recruitment Experience Day

To tie in with its latest recruitment exercise for Investigators and Assistant Investigators, the ICAC held the Recruitment Experience Day twice in August 2023 for potential job applicants to gain firsthand experience of anti-corruption work and a better understanding of the ICAC. The response to this activity was overwhelming, with a total of more than 800 participants received. Major highlights of the Recruitment Experience Day included a recruitment talk, tours of the ICAC's facilities and simulated enforcement actions including arrest, search and suspect interviewing. Participants could apply for the posts of Investigator and Assistant Investigator on the spot and attend a physical fitness test. Those who passed the physical fitness test would have their results recorded and be recognised as meeting the relevant requirements for the recruitment exercise of the year.



#### 第四十期廉署領袖發展課程

二零二三年十一月，執行處舉辦了為期三週的廉署領袖發展課程，共 31 名來自 15 個司法管轄區（包括本港、內地、澳門及海外執法機構）的代表參加。廉署領袖發展課程是廉署推動國際反貪合作的一項重點工作，課程前身為廉署總調查主任指揮課程，自一九七零年代末舉辦以來，至今培訓了逾 800 名海內外學員。廉署二零二三年首次邀請特區政府的司局長與學員分享真知灼見，而其他講者均是來自不同專業領域的知名領袖。廉署代表亦透過個案分析，與學員分享廉署結合執法、預防及教育的反貪策略，以及介紹相關的調查技巧及科技應用。學員亦獲安排到廣西藏族自治州考察六天，訪問當地監察委員會等多個機關，讓學員了解內地廉政建設以及當地在工業科技與環境保育的最新發展。學員將彼此反貪經驗帶回所屬機構，為強化協作建立良好根基。

年內，執行處舉辦多個內部課程、研討會及維護國家安全專業知識工作坊，累計參加人次為 3 639 人。培訓內容涵蓋維護國家安全、反洗黑錢的金融監管及合規科技、聯交所上市規則及由競爭事務委員會講解《競爭條例》內容等不同主題。

此外，共有 93 名執行處人員在本地修讀其他機構舉辦的課程，51 名人員到國內接受國情培訓及有關內地廉政建設的調研，22 名人員獲派參加由海外機關舉辦的培訓。

#### *ICAC Leadership and Executive Development Programme No. 40*

In November 2023, OPS conducted the three-week ICAC Leadership and Executive Development (LED) Programme, which was attended by 31 participants from 15 jurisdictions, including representatives from law enforcement agencies of Hong Kong, the Mainland, Macao and overseas countries. Restructured from the former ICAC Chief Investigators' Command Course, which had provided training for over 800 participants worldwide since the late 1970s, the LED Programme is a major initiative of the ICAC in enhancing international anti-graft cooperation. For the first time, politically appointed principal officials of the HKSAR Government were invited to speak at the LED Programme and share their insights, as were other guest speakers who were all renowned leaders in their respective fields. Through case studies, ICAC representatives illustrated to course participants the ICAC's "three-pronged" strategy encompassing law enforcement, prevention and education, as well as investigative skills and the application of technology. In the six-day study tour to Guangxi Zhuang Autonomous Region, participants visited various authorities including its Commission of Supervision, where they were given the opportunity to gain firsthand knowledge of the Mainland's latest development in integrity building, industrial technology and environmental conservation. Upon completion of the LED Programme, participants all brought home insights and experience learnt from each other, and laid a solid foundation for fostering international collaboration in the future.

During the year, OPS conducted a number of in-house courses, seminars, and also professional knowledge workshops on the safeguarding of national security, which recorded an accumulated attendance of 3 639 officers. The training covered a diverse array of subjects including the safeguarding of national security, financial regulation and regulatory technology in anti-money laundering, Listing Rules of the Hong Kong Stock Exchange, as well as the *Competition Ordinance* (the briefing on which was given by the Competition Commission).

Other than the training mentioned above, 93 OPS officers benefitted from local external courses organised by other institutions; 51 participated in Mainland courses and study tours to learn about national affairs and integrity building on the Mainland; and 22 attended training organised by overseas agencies.



31 名來自本港、內地、澳門及海外執法機構的代表參加了第四十期廉政公署領袖發展課程，課程前身為廉政公署總調查主任指揮課程，是廉政公署推動國際反貪合作的重點工作之一，自 1970 年代末舉辦以來，至今培訓了逾 800 名本地及海外學員。

31 representatives from Hong Kong, the Mainland, Macao and overseas law enforcement agencies participated in the ICAC Leadership and Executive Development (LED) Programme No. 40. Restructured from the former ICAC Chief Investigators' Command Course, the LED Programme is one of the ICAC's major initiatives in enhancing international anti-graft cooperation, providing training for over 800 local and overseas participants since the late 1970s.

## 培訓設施

廉署大樓配備先進的培訓設施，包括射擊場、多用途訓練館、健身室、電腦訓練室、模擬法庭及多個錄影會面訓練室。位於屯門的廉署訓練營則設有完善的教室設備及戶外高繩網訓練場，更配備多個模擬訓練室，用以進行拘捕及搜查行動的實況訓練。

## Training Facilities

The ICAC Building is equipped with modern training facilities, including a shooting range complex, a multipurpose hall, a gymnasium, computer training rooms, a mock court and video interview training rooms. The ICAC Training Camp in Tuen Mun has comprehensive classroom facilities, an outdoor high event challenge course, and mock rooms for scenario-based training on arrest and search operations.

## 香港國際廉政學院

行政長官於二零二三年《施政報告》中宣布廉署將在二零二四年第一季成立“香港國際廉政學院”（廉政學院）。廉政學院位於廉政公署大樓內，附屬於執行處，由執行處、防止貪污處及社區關係處派員出任學院的不同崗位。

## HONG KONG INTERNATIONAL ACADEMY AGAINST CORRUPTION

The Chief Executive announced in the 2023 *Policy Address* that the ICAC would establish the Hong Kong International Academy Against Corruption (HKIAAC) in the first quarter of 2024. The HKIAAC, which is situated in the ICAC Building and set up under OPS, is manned by officers redeployed from OPS, the Corruption Prevention Department and the Community Relations Department.

行政長官已於二零二三年《施政報告》中宣布廉政公署將在來年第一季成立“香港國際廉政學院”。

The Chief Executive announced in his 2023 *Policy Address* that the ICAC would establish the Hong Kong International Academy Against Corruption in the first quarter of next year.



廉政學院的四個策略為：(i) 為世界各地的反貪人員舉辦國際反貪專業課程，匯聚各地人員反貪經驗；(ii) 提供本地公私營界別具策略性和針對性的反貪專業培訓實務課程，強化各界領袖反貪能力；(iii) 優化內部培訓課程，提升廉署人員專業水平；以及(iv) 為內地、香港和海外的專家學者提供交流和學術研究平台，分享反貪經驗。

The four strategic foci of the HKIAAC are: (i) to organise professional anti-corruption training programmes and serve as a hub for exchange of graft fighting experience for participants worldwide; (ii) to offer strategic and targeted practical training for leaders from the local public and private sectors to strengthen their anti-corruption capabilities; (iii) to optimise internal training for ICAC officers to enhance their professional standards; and (iv) to provide an exchange and academic research platform for professionals and academics from the Mainland, Hong Kong and overseas to facilitate experience sharing.



廉政公署首次為“一帶一路”沿線國家舉辦“大型基建反腐治理專業課程”，旨在與不同國家的反貪人員分享經驗，共同提升建設大型基建的反貪能力，為構建“廉潔絲綢之路”作出貢獻。

In an effort to contribute to building a “Clean Silk Road”, the ICAC hosted the first Professional Anti-corruption Training in Major Infrastructure Projects for Belt and Road countries, aiming to enhance the anti-graft capabilities of participating countries through experience sharing.

為廉政學院日後的发展累積寶貴經驗和提供參考，廉署在二零二三年舉辦了一系列反貪專業培訓課程，作為廉政學院的先導項目。廉署在七月應聯合國毒品和犯罪問題辦公室邀請，在奧地利維也納為逾 100 名出席全球反腐敗執法機構業務網絡的成員代表舉辦反貪工作坊，分享廉署如何善用科技，提升偵查貪污罪行的效能。九月，廉署為澳門廉政公署的執法人員提供有關財務調查、電腦法理鑑證及情報管理的專業培訓。十月，廉署為 13 個“一帶一路”國家及澳門特區的反貪機構舉辦為期七天的“大型基建反腐治理專業課程”。廉署資深人員向學員分享大型基建工程反貪經驗及廉署真實個案，深入剖析當中的貪污風險和介紹相關防貪措施，並分享建立誠信管理文化的經驗。課程亦安排學員實地考察香港和內地的大型基建項目，親身見證國家高質量發展，了解國家多年來在

To consolidate experience and provide reference for the development of the HKIAAC, the ICAC organised a series of professional training courses in 2023 as pilot programmes of the HKIAAC. In July, at the invitation of the United Nations Office on Drugs and Crime, the ICAC hosted anti-corruption workshops in Vienna, Austria for over 100 representatives of GlobE Network members to share on how the ICAC was leveraging the latest technologies to enhance investigative capabilities. In September, the ICAC provided professional training in financial investigation, computer forensics and intelligence management to law enforcement officers of the Commission Against Corruption, Macao. In October, a seven-day “Professional Anti-corruption Training in Major Infrastructure Projects” was organised for anti-corruption agencies of 13 Belt and Road countries and the Macao SAR. Through experience sharing and case studies on major infrastructure projects, seasoned ICAC officers provided course participants with an in-depth analysis of the corruption risks involved



大型基建工程上反貪工作的成效，以及打擊貪腐的堅定決心。年內，廉署亦分別為八個國家（印度尼西亞、肯尼亞、毛里求斯、蒙古國、摩洛哥、塞內加爾、南非及泰國）的反貪機構舉辦培訓課程，並舉辦多個國際培訓工作坊，向各反貪機構代表分享廉署的反貪經驗。而本地方面，廉署為不同行業，包括銀行、工程及保險業的高級管理人員舉辦量身訂造的反貪專業課程，提升他們所屬機構或界別的反貪意識及能力。

and relevant safeguards, plus insights on cultivation of an integrity-based management culture. In addition, the programme also included site visits to study various major infrastructure projects in Hong Kong and the Mainland, whereby participants could get to see by themselves China's quality development, its anti-graft achievements in major infrastructure projects over the years, and its determination in combatting corruption. During the year, the ICAC also offered separate training programmes to anti-corruption agencies of eight countries (namely Indonesia, Kenya, Mauritius, Mongolia, Morocco, Senegal, South Africa and Thailand) and organised a number of international training workshops to share its anti-corruption experience. As regards local training, the ICAC provided tailor-made professional anti-corruption programmes for senior managerial staff from different industries including the banking, engineering, construction and insurance industries, so as to enhance the anti-corruption awareness and capacities of their respective organisations or sectors.



“銀行管理人員反貪專業課程”為全港首個加入“實戰”研習的高水平專業反貪培訓，本港註冊的三十多間銀行均有派員參與是次課程。

The ICAC's Professional Anti-Corruption Training in Banking Management, attended by representatives of over 30 locally licensed banks, was the first-ever high-level professional anti-corruption training programme in Hong Kong featuring real corruption case analysis.



廉政公署首次應聯合國毒品和犯罪問題辦公室邀請，在維也納總部為出席全球反腐敗執法機構業務網絡會議的成員代表舉辦反貪工作坊，分享廉政公署如何善用科技，提升偵查貪污罪行的效能。

For the first time, the ICAC was invited by the United Nations Office on Drugs and Crime to host anti-corruption workshops at its headquarters in Vienna for representatives of the members of the Global Operational Network of Anti-Corruption Law Enforcement Authorities, to share with them how the ICAC leveraged the latest technology to effectively crack corruption cases.