



# 年報 2023 ANNUAL REPORT



中華人民共和國香港特別行政區

## 廉政公署

INDEPENDENT COMMISSION AGAINST CORRUPTION  
HONG KONG SPECIAL ADMINISTRATIVE REGION OF THE PEOPLE'S REPUBLIC OF CHINA

遵照香港特別行政區法例第204章《廉政公署條例》第17條，呈交行政長官。

Submitted to the Chief Executive of the Hong Kong Special Administrative Region in accordance with section 17 of the *Independent Commission Against Corruption Ordinance* (Cap 204).



# 願景、使命、信念及專業守則

## VISION, MISSION, VALUES AND CODE OF ETHICS

### 願景

成為國際公認反貪典範，鞏固香港廉潔都會美譽，促進全球廉政建設合作。

### 使命

廉政公署致力維護香港公平公正，安定繁榮，以執法、教育、預防三管齊下，與全體市民攜手肅貪倡廉，並推動國際合作，與各地反貪機構共同打擊貪腐。

### 信念

堅守誠信  
牢記使命  
追求卓越  
不懼不偏

### 專業守則

廉政公署人員無論何時都致力維護本署的良好聲譽，並嚴格遵守以下的專業守則：

- 堅守誠信和公平的原則；
- 尊重任何人的合法權利；
- 不懼不偏，大公無私執行職務；
- 絕對依法行事；
- 不以權位謀私；
- 根據實際需要嚴守保密原則；
- 為自己的行為及所作的指示承擔責任；
- 言行抑制而有禮；
- 在個人及專業修養上力求至善。

### VISION

To become a world-acclaimed exemplar in the graft-fighting arena, entrench the reputation of Hong Kong as a city of probity, and drive global collaboration in anti-corruption efforts.

### MISSION

With the community, the Independent Commission Against Corruption is committed to fighting corruption through law enforcement, education and prevention to keep Hong Kong fair, just, stable and prosperous. We also foster international cooperation among anti-corruption agencies worldwide in the common fight against graft.

### VALUES

Integrity  
Commitment  
Ability  
Courage

### CODE OF ETHICS

Officers of the Independent Commission Against Corruption will at all times uphold the good name of the Commission and:

- adhere to the principles of integrity and fair play;
- respect the rights under the law of all people;
- carry out their duties without fear or favour, prejudice or ill will;
- act always in accordance with the law;
- not take advantage of their authority or position;
- maintain necessary confidentiality;
- accept responsibility for their actions and instructions;
- exercise courtesy and restraint in word and action;
- strive for personal and professional excellence.

# CONTENTS

# 目錄

## 1 第一章 CHAPTER 01 緒言 INTRODUCTION

06

體制	Constitution	07
組織	Organisation	07
諮詢委員會	Advisory Committees	08
廉政專員的職責	Responsibilities of the Commissioner	08

## 2 第二章 CHAPTER 02 飛躍的一年 A YEAR OF FRUITFUL ENDEAVOURS AND ACCOMPLISHMENTS

10

不忘初心 全方位肅貪倡廉	Steadfast Commitment to Eradicating Corruption on All Fronts	12
遍播誠信種子 廣傳倡廉信息	Sowing Seeds of Integrity and Spreading Anti- Corruption Messages	19
拓展全球合作 共建廉潔之路	Enhancing Global Cooperation to Co-Build Clean Silk Road	21
繼往開來 反貪新里程	A New Road Ahead for Anti-Corruption Work	24
堅持信念 反貪永不停步	Stand Firm to Our Beliefs as the Mission Continues	26

## 3 第三章 CHAPTER 03 國際合作及機構事務處 INTERNATIONAL COOPERATION AND CORPORATE SERVICES DEPARTMENT

28

職責	Duties	29
策略	Strategies	29
國際合作	International Cooperation	30
國際交流及宣傳	International Engagement and Publicity	30
與內地和澳門特 區的廉政協作	Anti-Corruption Collaboration with the Mainland and Macao Special Administrative Region	32
反貪研究及分析	Anti-Corruption Research and Analysis	34
國際反貪局聯合會	International Association of Anti-Corruption Authorities	34
機構事務	Corporate Services	35
財務事宜	Finance Matters	35
人力資源管理	Human Resource Management	35
培訓及發展	Training and Development	36
職員關係與福利	Staff Relations and Welfare	40
獎章和嘉許狀	Awards and Commendations	43
境外訪客	Non-local Visitors	43

## 4 第四章 CHAPTER 04 執行處 OPERATIONS DEPARTMENT

44

法定職責	Statutory Duties	45
權力	Powers	45
審查貪污舉報 諮詢委員會	Operations Review Committee	45
檢控	Prosecution	46
貪污案件的來源	Sources of Corruption Cases	46
貪污投訴的統計數字	Statistics on Corruption Complaints	47
調查及檢控	Investigations and Prosecutions	48
對政府人員所作的紀 律處分和行政處理	Disciplinary and/or Administrative Action Against Government Servants	51
舉報中心及扣留中心	Report Centre and Detention Centre	52
快速反應隊	Quick Response Team	53
法證會計	Forensic Accounting	53
追贓辦公室	Asset Recovery Office	54
證人保護	Witness Protection	56
行動聯繫	Operational Liaison	56
國際及內地聯絡與 協查	International and Mainland Liaison and Mutual Assistance	58
資訊科技	Information Technology	59
職員紀律	Staff Discipline	61
培訓及發展	Training and Development	62
香港國際廉政學院	Hong Kong International Academy Against Corruption	66

## 5 第五章 CHAPTER 05 防止貪污處 CORRUPTION PREVENTION DEPARTMENT

70

法定職責	Statutory Duties	71
策略	Strategies	71
工作回顧	Review of Work	72
主動就新政策措施 及早提供防貪建議	Proactive and Early Input to Government's New Initiatives	73
公眾關注的事宜	Issues of Public Concern	75
私營領域的防貪工作	Corruption Prevention Work in Private Sector	80
推動科技防貪	Embracing Technology to Enhance Corruption Prevention	86

## 6 第六章 CHAPTER 06 社區關係處 COMMUNITY RELATIONS DEPARTMENT

90

法定職責	Statutory Duties	91
教育及宣傳策略	Education and Publicity Strategies	91
分區辦事處	Regional Offices	91
公營機構	Public Sector	93
商界	Business Sector	96
輸入勞工及人才	Imported Workers and Talents	98
青年及德育	Youth and Moral Education	100
地區團體	District Organisations	108
廉政之友	ICAC Club	111
樓宇管理	Building Management	114
廉潔選舉	Clean Elections	115
媒體宣傳	Media Publicity	118
傳訊及傳媒事務	Communications and Media Relations	120
廉署周年民意調查	ICAC Annual Survey	121

## 附錄 APPENDICES

123

CHAPTER 01

第一章

緒言

Introduction



《廉政公署條例》（第 204 章）於一九七四年二月十五日生效，廉政公署（廉署）亦於同日正式成立。

廉署自成立以來，一直以“三管齊下”的策略，透過執法、預防和教育三方面的工作，全面有效打擊貪污。踏入五十周年，在香港特區政府和市民的全力支持下，廉署將一如以往，堅守反貪使命，邁向肅貪倡廉的新里程。

## 體制

廉署依據《廉政公署條例》成立，並獲得所賦權力。廉署的獨立性受《基本法》第 57 條保障，亦體現於廉政專員須直接向行政長官負責。就政府體制而言，廉署在執行職務上乃一獨立機構。

## 組織

廉署的組織包括廉政專員辦公室及四個專責部門，即執行處、防止貪污處、社區關係處及國際合作及機構事務處。廉署的組織詳見附錄一。

The Independent Commission Against Corruption (ICAC) was established on 15 February 1974 with the enactment of the *Independent Commission Against Corruption Ordinance* (Cap 204).

Since its establishment, the ICAC has been adopting a “three-pronged” strategy in fighting corruption effectively through law enforcement, prevention and education. Entering its 50<sup>th</sup> anniversary, with the unwavering support of the Government of the Hong Kong Special Administrative Region and its citizens, the ICAC will persist in its anti-corruption mission, advancing towards another new milestone in promoting probity.

## CONSTITUTION

The ICAC derives its charter from the *ICAC Ordinance*. Its independence is guaranteed in Article 57 of the *Basic Law* and established by the Commissioner being formally and directly responsible to the Chief Executive. In carrying out its work, the ICAC functions as an independent organ of the public service.

## ORGANISATION

The ICAC comprises the office of the Commissioner and four functional departments - Operations, Corruption Prevention, Community Relations and International Cooperation and Corporate Services. Its organisation is shown in the chart at Appendix 1.



## 諮詢委員會

行政長官委任各界賢達，組成獨立的諮詢委員會，專責審查廉署的工作。貪污問題諮詢委員會、審查貪污舉報諮詢委員會、防止貪污諮詢委員會，以及社區關係市民諮詢委員會的委員名錄及工作報告詳載於另一刊物。

## ADVISORY COMMITTEES

The work of the ICAC comes under the scrutiny of independent committees comprising prominent citizens drawn from different sectors of the community and appointed by the Chief Executive. Membership lists and reports on the work of the Advisory Committee on Corruption, the Operations Review Committee, the Corruption Prevention Advisory Committee and the Citizens Advisory Committee on Community Relations are contained in a separate publication.



## 廉政專員的職責

廉政專員須就《廉政公署條例》第12條所列職責，直接向行政長官負責。廉政專員的職責是：

- (a) 接受及考慮有關指稱貪污行為的投訴，並在其認為切實可行範圍內就該等投訴進行調查；
- (b) 調查－
  - (i) 任何涉嫌或被指稱是犯《廉政公署條例》所訂的罪行；
  - (ii) 任何涉嫌或被指稱是犯《防止賄賂條例》（第201章）所訂的罪行；
  - (iii) 任何涉嫌或被指稱是犯《選舉（舞弊及非法行為）條例》（第554章）所訂的罪行；

## RESPONSIBILITIES OF THE COMMISSIONER

The Commissioner is directly responsible to the Chief Executive for the following duties set out in section 12 of the *ICAC Ordinance*:

- (a) to receive and consider complaints alleging corrupt practices and investigate such of those complaints as he considers practicable;
- (b) to investigate -
  - (i) any alleged or suspected offence under this Ordinance;
  - (ii) any alleged or suspected offence under the *Prevention of Bribery Ordinance* (Cap 201);
  - (iii) any alleged or suspected offence under the *Elections (Corrupt and Illegal Conduct) Ordinance* (Cap 554);

- (iv) 任何涉嫌或被指稱是由訂明人員藉著或通過不當使用職權而犯的勒索罪；
- (v) 任何涉嫌或被指稱是串謀犯《防止賄賂條例》所訂的罪行；
- (v i) 任何涉嫌或被指稱是串謀犯《選舉（舞弊及非法行為）條例》所訂的罪行；及
- (v ii) 對任何涉嫌或被指稱是（由 2 人或多於 2 人，其中包括訂明人員）串謀藉著或通過該名訂明人員不當使用職權而犯的勒索罪；
- (c) 對廉政專員認為與貪污有關連或助長貪污的訂明人員行為進行調查，並就此事向行政長官報告；
- (d) 審查各政府部門及公共機構的工作常規及程序，以便利揭露貪污行為，並確保廉政專員認為可能助長貪污的工作方法或程序得以修正；
- (e) 應任何人的要求，就有關消除貪污的方法向該人給予指導、意見及協助；
- (f) 向各政府部門或公共機構首長建議，在符合政府部門或公共機構有效執行職責的原則下，就其工作常規或程序作出廉政專員認為需要的修改，以減少發生貪污行為的可能性；
- (g) 教育公眾認識貪污的害處；以及
- (h) 爭取和促進公眾支持打擊貪污。
- (iv) any alleged or suspected offence of blackmail committed by a prescribed officer by or through the misuse of his office;
- (v) any alleged or suspected conspiracy to commit an offence under the *Prevention of Bribery Ordinance*;
- (vi) any alleged or suspected conspiracy to commit an offence under the *Elections (Corrupt and Illegal Conduct) Ordinance*; and
- (vii) any alleged or suspected conspiracy (by two or more persons including a prescribed officer) to commit an offence of blackmail by or through the misuse of the office of that prescribed officer;
- (c) to investigate any conduct of a prescribed officer which, in the opinion of the Commissioner, is connected with or conducive to corrupt practices and to report thereon to the Chief Executive;
- (d) to examine the practices and procedures of government departments and public bodies, in order to facilitate the discovery of corrupt practices and to secure the revision of methods of work or procedures which, in the opinion of the Commissioner, may be conducive to corrupt practices;
- (e) to instruct, advise and assist any person, on the latter's request, on ways in which corrupt practices may be eliminated by such person;
- (f) to advise heads of government departments or of public bodies of changes in practices or procedures compatible with the effective discharge of the duties of such departments or public bodies which the Commissioner thinks necessary to reduce the likelihood of the occurrence of corrupt practices;
- (g) to educate the public against the evils of corruption; and
- (h) to enlist and foster public support in combatting corruption.

CHAPTER 02

第二章

# 飛躍的一年

A Year of Fruitful  
Endeavours and  
Accomplishments



香港特別行政區廉政專員

**胡英明****Y M WOO**Commissioner of  
the Independent Commission Against Corruption  
Hong Kong Special Administrative Region

廉政公署（廉署）自一九七四年成立以來，一直秉持不偏不倚、無畏無懼的精神，以肅貪倡廉為目標，致力維護香港公平公正，安定繁榮，在過去五十年與政府及社會各界合力打擊貪污，共同令香港從一個貪污猖獗的地方成為世界上最廉潔的都市之一。

在二零二三年，廉署上下繼續砥礪前行，透過“三管齊下”策略，全方位打擊貪污：以主動出擊的策略，強而有力的肅貪力度，令人“不敢貪”；建立完善機構及系統防貪制度，減低貪污風險，令人“不能貪”；建立風清氣正的廉潔文化，將廉潔種子植根市民心中，令貪污不能萌芽，做到“不想貪”。同時，廉署充分利用香港“背靠祖國、聯通世界”的獨特優勢，與世界各地反貪同儕加強伙伴合作，領導國際反貪局聯合會（聯合會），以及在籌建香港國際廉政學院過程中舉辦多個先導培訓課程，持續推展國際反貪事業。廉署、聯合會及香港國際廉政學院將組成“鐵三角”以發揮協同效應，在守護半世紀豐碩反貪成果之餘，亦積極為國家的“一帶一路”

Since its inception in 1974, the Independent Commission Against Corruption (ICAC) has been fighting corruption without fear or favour, prejudice or ill will. With the aim to eradicating corruption, the ICAC spares no effort in keeping Hong Kong fair, just, stable and prosperous. With the concerted efforts of the ICAC, the Government and different sectors of the community over the past 50 years, Hong Kong has evolved from a place plagued by corruption to become one of the cleanest cities in the world.

In 2023, the ICAC forged ahead against all difficulties and combatted corruption with its holistic “three-pronged” strategy. This strategy encompasses the carrying out of proactive approach and robust enforcement actions to create a deterrence effect; setting up institutional and systemic prevention mechanisms to plug corruption loopholes and minimise corruption opportunities; and implementing public education to entrench a probity culture and instil the value of integrity in citizens thereby changing their attitude towards corruption and eliminating the root of corruption. Meanwhile, the ICAC also leveraged Hong Kong’s unique advantage of being “backed by the motherland and connected to the world” in fostering closer collaboration with anti-corruption counterparts worldwide,

倡議及粵港澳大灣區發展戰略，以及在推動國際反貪事業方面作出貢獻。

廉政公署、國際反貪局聯合會及香港國際廉政學院將組成“鐵三角”以發揮協同效應

The ICAC, the International Association of Anti-Corruption Authorities and the Hong Kong International Academy Against Corruption forming a powerful tripartite partnership

leading the International Association of Anti-Corruption Authorities (IAACA), and organising a number of pilot training programmes in the course of establishing the Hong Kong International Academy Against Corruption (HKIAAC), with a view to sustaining the advancement of the international anti-corruption cause. Riding on the synergy of the powerful tripartite partnership to be formed with the IAACA and the HKIAAC, the ICAC seeks to safeguard the remarkable achievements made in its anti-corruption journey over the past half-century, and to contribute to the country's "Belt and Road" (B&R) Initiative, the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) development strategy, as well as the advancement of the global anti-corruption cause.

## Tripartite partnership in combatting corruption 反貪鐵三角



香港國際廉政學院  
HONG KONG INTERNATIONAL ACADEMY  
AGAINST CORRUPTION



### 不忘初心 全方位肅貪倡廉

在二零二三年，香港的貪污情況繼續有效受控，公務員隊伍及公共機構整體誠實可靠，私營企業享有廉潔公平的營商環境。

就貪污投訴而言，廉署於年內共接獲 2 001 宗貪污投訴，較前一年增加 9%，但相對新冠疫情爆發前的二零一九年則下降 13%。涉及政府部門、公共機構及私營機構的投訴分別佔整體貪污投訴的 23%、6% 及 72%，同比分別下跌 6.5%、1.1% 及增加 27.5%。由此可見二零二三年的整體貪污投訴上升，是由於私營機構的貪污投訴明顯增加，這與

### STEADFAST COMMITMENT TO ERADICATING CORRUPTION ON ALL FRONTS

In 2023, the corruption situation in Hong Kong remained well under control. The civil service and public bodies were generally clean and honest, while a level-playing field for business was maintained for the private sector.

The ICAC received a total of 2 001 corruption complaints during the year, representing an increase of 9% when compared to the previous year, but a decrease of 13% when compared to 2019 before the outbreak of the COVID-19 pandemic. Complaints involving government departments, public bodies and the private sector which respectively accounted for 23%, 6% and 72% of all

本港經濟活動因疫情退卻而逐漸復常息息相關。

貪污是非常隱蔽的罪行，難以偵測。隨著科技日新月異和跨境活動漸趨頻繁，貪污分子的犯案手法層出不窮。廉署一直鍥而不捨地追查每宗貪污案件，並在二零二三年檢控 204 人，人數與二零二二年相同，而涉及的案件共 102 宗，同比下降 2%。年內，有 139 人被定罪，以案件人數及宗數計算的定罪率分別為 74% 及 83%，另有 23 人因干犯輕微罪行而接受警誡<sup>1</sup>。

### 廉潔的公務員隊伍

一支廉潔的公務員團隊是維持市民大眾對政府信心和社會繁榮的基石，亦是香港邁向“由治及興”新篇章的其中一個關鍵。雖然年內有 13 名公務員涉及貪污或其他違法行為而被廉署檢控，但整體公務員隊伍仍然廉潔奉公，而集團式貪污亦沒有死灰復燃的跡象。無論如何，廉署定必繼續不偏不倚地依法調查每宗貪污投訴個案。

執法以外，廉署亦積極配合政府提升“治理能力”和“治理效能”的目標，加強與政府各部門多方面的合作。一方面繼續向政府人員提供系統化的誠信培訓，確保政府人員誠實公正；另一方面，廉署就政府的重點政策範疇，如“補充勞工優化計劃”、大型基建工程和公共服務，以及促進智慧城市和電子政府發展等，提供防貪建議，協助政府部門提升內部監控及防貪措施，從而提高管治水平及整體效能。

corruption complaints, recorded a year-on-year decrease of 6.5%, 1.1% and increase of 27.5% respectively. This shows that the increase in corruption complaints in 2023 was attributed to the significant rise in the complaints concerning the private sector, which was closely associated with the gradual resumption of economic activities in Hong Kong as the pandemic subsided.

Corruption is a highly insidious crime which is difficult to detect. With the rapid development of technology and increase in cross-boundary activities, the *modi operandi* of criminals are becoming more complex and ever-changing. For all the time, the ICAC has been determined to pursue every single corruption case. In 2023, 204 persons were prosecuted (same as 2022) in relation to 102 cases (representing a 2% year-on-year decrease), and 139 persons were convicted. The person-based and case-based conviction rates were 74% and 83% respectively. In addition, 23 persons were formally cautioned for minor offences<sup>1</sup>.

### Clean Civil Service

A clean civil service lays a solid foundation for maintaining public confidence in the Government as well as a stable and prosperous society. It is also a key factor enabling Hong Kong to advance towards its new chapter “from stability to prosperity”. In 2023, although 13 civil servants were prosecuted for corruption and other offences, the civil service remained clean and honest with no sign of resurgence of syndicated corruption. In any case, the ICAC will continue to pursue each and every case without fear or favour and in strict accordance with the law.

Apart from law enforcement, the ICAC also actively supported the Government in enhancing “governance capability” and “governance efficacy” through strengthening multi-faceted collaborations with government departments. On the one hand, the ICAC fostered public service integrity and honesty by continuing to provide systematic integrity training for public officers. On the other hand, it assisted government departments in enhancing internal controls and corruption prevention measures to strengthen governance and overall effectiveness through corruption prevention advice on key government policy initiatives such as the “Enhanced Supplementary Labour Scheme”, mega projects and public services, as well as facilitation of smart city and e-Government development.

註 Notes | <sup>1</sup> 除特別註明外，有關二零二三年的統計數字（包括投訴、檢控、定罪以及接受警誡人數）均不包括選舉案件。 Unless otherwise specified, election cases were excluded in the calculation of the number of complaints, as well as persons prosecuted, convicted and cautioned in 2023.



## 公平的營商環境

私營機構的貪污投訴中，錄得最多投訴的三個界別為樓宇管理業（由二零二二年的 420 宗增至 544 宗）、金融及保險業（105 宗增至 142 宗）以及建造業（133 宗跌至 131 宗）。

涉及樓宇管理業的貪污投訴錄得 30% 的顯著升幅，並繼續位列私營機構投訴之首。廉署一直不遺餘力打擊樓宇管理業內的貪污罪行，決心保障市民利益，尤其於二零二三年一月採取代號“火網”的大規模執法行動，成功瓦解一個組織嚴密的貪污集團，並經諮詢律政司的法律意見後迅速起訴 23 名人士，包括集團骨幹成員、涉案的工程顧問和承辦商、業主立案法團成員以及物業管理公司職員，控告他們行賄受賄共逾 650 萬元及串謀詐騙，當中涉及十個住宅及商用樓宇維修工程等項目，合約總值高達五億二千萬元，為歷來最大宗的樓宇維修貪污案件。這項行動不但對業界起重大警惕作用，而且有效加強市民對樓宇管理和維修的防貪意識，故樓宇管理業相關的貪污投訴亦在年內大幅攀升。

鑑於樓宇管理與市民生活息息相關，且持續錄得最多貪污投訴，廉署會繼續以行之有效的調查策略和及早干預行動，切實排解民生憂難，盡早堵截可能出現的貪污活動。為提升樓宇管理業持份者預防貪污並確保樓宇管理及維修的過程符合誠信原則，廉署除透過研討會、講座及各類培訓活動等提升持份者的防貪意識，以及向法團及物業管理公司提供獨立諮詢服務外，亦於年內推出《物業管理公司防貪指南》，協助物業管理公司識別和緩解一般管理服務、樓宇維修、採購和

## Level Playing Field for Business

Regarding corruption complaints in the private sector, the three sectors attracting the most complaints were building management (complaints went up to 544 from 420 in 2022), finance and insurance (complaints went up to 142 from 105) and construction industry (complaints went down to 131 from 133).

The building management industry, which recorded a substantial increase of 30% in corruption complaints, remained the top industry with the most complaints in the private sector. With the determination to safeguard public interests, the ICAC has always been dedicated to combatting corruption in this industry. In January 2023, a large-scale enforcement operation codenamed “Fire Net” was mounted, resulting in the successful neutralisation of a sophisticated corruption syndicate. Upon legal advice of the Department of Justice, the ICAC swiftly charged 23 persons, including backbone members of the syndicate, project consultants and contractors, members of owners’ corporations and staff of property management companies (PMCs), with offer and acceptance of bribes totalling over \$6.5 million and conspiracy to defraud in respect of various contracts of renovation and other projects of 10 residential and commercial buildings with a total sum of around \$520 million. This case marks the largest building maintenance corruption case in our history. The operation not only served as a strong deterrent to the industry, but also enhanced public awareness of corruption prevention in building management and maintenance, leading to a surge in related complaints during the year.

As building management is closely related to people’s livelihood and constantly recording the highest number of complaints, the ICAC will continue to address people’s livelihood issues and concerns by combining its time-tested investigation strategies with early intervention actions to promptly frustrate possible corrupt activities. To promote corruption prevention work among stakeholders from the building management industry, and to ensure their adoption of ethical practices in building management and maintenance, the ICAC organised seminars, talks and various training activities to heighten stakeholders’ corruption prevention awareness, and also provided independent advice to owners’ corporations and PMCs. During the year, the *Corruption Prevention Guide for Property Management Companies* was also launched to assist PMCs in identifying and mitigating corruption risks in areas such as general management services, building maintenance, procurement and staff administration, and to empower PMCs to build a resilient ethical culture.





廉政公署人員出席“火網”行動記者會，簡報歷來最大宗的樓宇維修貪污案件

ICAC officers attending the press conference of Operation “Fire Net” to brief the public on the largest corruption case involving building maintenance in our history

員工管理等範疇的貪污風險，使物業管理公司有能建立強韌誠信文化。

金融及保險業方面，廉署年前已經與證券及期貨事務監察委員會，以及會計及財務匯報局簽訂了諒解備忘錄，加強彼此合作以進一步確保金融市場公平穩定地運作。在上述備忘錄的協同效應下，廉署於年內多次與上述兩所監管機構採取聯合行動並取得成果，包括於二零二三年十月首次採取的三方聯合行動，打擊兩間香港上市公司懷疑在香港及內地進行總值接近二億港元虛假企業交易的不法行為。是次三方聯合行動別具意義，不單展現廉署與各監管機構維護廉潔金融市場的決心，更鞏固香港作為國際金融中心的地位。

此外，廉署亦不斷與各行業的監管機構探討深化合作的可能，並於二零二三年十月與保險業監管局簽訂合作備忘錄，合力打擊保險業內貪污和違法行為，攜手提升業界誠信管治及專業水平，同時加強各持份者對保險業界的信心，有助建立一個更廉潔和透明的營商環境。

另外，廉署推出為銀行業而設的《銀行業誠信解密系列》網上自學培訓課程，協助前線銀行職員了解常見貪污迷思；製作《銀行客戶精明百科》單張供銀行派發給客戶，提醒

As for the finance and insurance industry, the ICAC has already signed Memorandum of Understanding (MoU) with the Securities and Futures Commission (SFC) and with the Accounting and Financial Reporting Council (AFRC) respectively to strengthen cooperation in sustaining fair and stable operation of the financial market. During the year, riding on the synergy created by these MoUs, the ICAC mounted a number of joint operations with the SFC and the AFRC and yielded solid results. These operations included the ICAC's first ever tripartite joint operation with the SFC and the AFRC mounted in October 2023 against two Hong Kong-listed companies suspected of carrying out bogus corporate transactions amounting to almost \$200 million in Hong Kong and the Mainland. This joint operation bears remarkable significance as it not only demonstrates the ICAC's and the regulators' determination to uphold a clean financial market, but also serves to consolidate Hong Kong's status as an international financial centre.

Moreover, the ICAC also explored opportunities for collaboration with regulators of various industries. In October 2023, an MoU was signed with the Insurance Authority for cooperation in the fight against corruption and related illicit activities in the insurance sector. The aim is to enhance governance and professional conduct in the industry, and at the same time boost stakeholders' confidence, which is conducive to establishing a business environment with greater integrity and transparency.

With regard to the banking sector, the ICAC's efforts included the launch of a bespoke online self-learning toolkit *Unveil the Secret: Integrity Myths in the Banking Industry* to help frontline bank staff understand common

廉政公署副廉政專員丘樹春與保險業監管局行政總監張雲正簽訂合作諒解備忘錄。

Deputy Commissioner Ricky YAU Shu-chun and the Insurance Authority Chief Executive Officer Clement CHEUNG Wan-ching signed a Memorandum of Understanding for cooperation.

corruption “myths” in the industry; production of a leaflet *Bank Client Smartpedia* for distribution to bank clients to avoid inadvertent breaches of the law and dispel common misconceptions; and reach out to all authorised institutions under the supervision of Hong Kong Monetary Authority to promote the ICAC’s preventive education resources.



他們避免誤觸法網和釐清常見的誤解；以及主動接觸所有受香港金融管理局監管的認可機構，向他們推廣廉署的防貪教育資源。

近年香港有多項大型基建工程相繼展開，廉署一直密切監察建造業，尤其與公共工程有關的貪污風險和業內行賄受賄以轉介工作的不法行為。就早前有關香港國際機場“三跑道系統項目”的執法行動，廉署截至二零二三年底已檢控十人，包括兩名機場管理局前高層及多名分判商，他們被控在多項工程及物料供應合約審批、行政及財務事宜上貪污等罪行，涉及賄款達 770 萬元，而當中所涉合約及物料訂單更高達二億六千萬元。廉署會繼續嚴厲執法，打擊業內貪污行為。在預防教育方面，廉署於年內推出了新的“工務工程誠信領導證書課程”，協助相關高級基建工程人員提升項目管治、誠信管理能力以及防貪意識；為約 10 400 名建造業從業員進行誠信培訓，並有超過 420 間建築公

With the recent launch of a number of major infrastructure projects in Hong Kong, the ICAC has been closely monitoring the corruption risks in the construction industry, particularly those relating to public works and bribery risks over job referrals. As a result of an earlier ICAC operation in relation to the Three-runway System Project of the Hong Kong International Airport, 10 persons were charged as at the end of 2023, including two former senior executives of the Airport Authority Hong Kong and a number of sub-contractors, for bribery over the award of works and materials supply contracts and also administrative and financial matters concerning the Project. The total amount of bribes involved was about \$7.7 million, and the total value of the contracts and materials purchase orders concerned was as high as \$260 million. The ICAC will continue to take robust law enforcement actions to combat corruption in the industry. On the front of preventive education, the ICAC launched a new certificate course titled “Public Works Integrity Leadership Training” for senior staff engaged in infrastructure projects to assist them in strengthening project governance and to enhance their integrity management capabilities and corruption prevention awareness. Besides, integrity training was offered to about 10 400 construction industry



司參與“誠”建商約章。為打擊整個業界的非法介紹費問題，廉署亦聯同發展局及建造業議會，加大力度向持份者傳遞防貪信息及提供防貪資源。

此外，為進一步鞏固香港的廉潔營商環境，廉署與香港中華廠商聯合會合作推出“誠信營商約章”，並持續向私營機構提供免費和保密的防貪諮詢服務，提升他們的防貪能力，以及透過防貪諮詢服務網站及網上講

practitioners and over 420 construction companies participated in the Construction Industry Integrity Charter. To address the issue of illegal referral fees in the construction industry, the ICAC also joined hands with the Development Bureau and the Construction Industry Council to step up efforts on dissemination of anti-corruption messages and provision of corruption prevention resources to stakeholders.

In an effort to sustain the clean business environment in Hong Kong, the ICAC launched the Business Sector Integrity Charter in collaboration with the Chinese Manufacturers' Association of Hong Kong, and continued to offer free and confidential advisory services to the private sector to enhance their corruption prevention capabilities. Through the Corruption Prevention Advisory Service web portal and online seminars, corruption prevention information and training were also provided to the private sector and the general public in a more effective manner.

廉政專員於“誠信營商約章”啓動禮呼籲工商業界積極參與

Commissioner calling for active participation of all trades at the launching ceremony of the “Business Sector Integrity Charter”



座，更有效率地向私營機構及公眾提供防貪資訊及培訓。

### 維護區議會選舉的廉潔公正

於二零二三年七月刊憲生效的《2023 年區議會（修訂）條例》不但重塑了區議會組成的辦法，而且完善了地區治理工作，進一步落實“愛國者治港”原則。重塑區議會後的第一場全港性大型選舉已經於二零二三年十二月十日順利舉行。

在完善選舉制度和地區行政改革後的新選舉安排下，為確保二零二三年區議會選舉能公平、公開和誠實地進行，並防止舞弊及非法行為的出現，廉署採取“全覆蓋”的預防與介入策略，透過一連串以“守法規 重廉潔”為主題的教育及宣傳項目，加強選舉候選人、助選成員和選民等持份者對選舉法例的認識，以及呼籲市民積極參與選舉，盡選民應有的責任，與廉署共同維護廉潔選舉文

### Upholding Clean and Fair District Council Election

The *District Councils (Amendment) Ordinance 2023* which was gazetted and came into effect in July 2023 has not only reformed the composition of District Councils (DCs), but also improved district governance, realising further implementation of the principle of “patriots administering Hong Kong.” The first large-scale territory-wide election since the reform of the DCs was held successfully on 10 December 2023.

Under the new electoral arrangement upon improvement of the electoral system and reform of district administration, the ICAC adopted an “all-embracing” strategy combining prevention and intervention to ensure that the 2023 DC Election would be conducted fairly, openly and honestly, and free from corrupt and illegal practices. A series of educational and publicity activities under the theme of “Abide by the Rules Support Clean Elections” were carried out to help stakeholders, including candidates, election helpers and electors, better understand the electoral law. Members of the public were also called upon to actively participate in the election to fulfil their civic responsibility and join hands with the ICAC in upholding the clean election culture. On the polling day, over 900 ICAC officers were deployed to polling stations across the territory and various ICAC Regional Offices to handle public complaints and enquiries.

廉政公署於二零二三年區議會選舉當日派出超過 900 名人員到各投票站執勤，確保選舉廉潔公正。圖為指揮中心的工作情況

The ICAC deployed over 900 officers on the polling day of 2023 District Council Election to the polling stations to ensure a fair and clean election. The photo showing the control centre in operation on the polling day





化。在區議會選舉日，廉署更總動員派出超過 900 名人員駐守全港投票站及各分區辦事處，便利市民舉報及查詢。

在選舉期間，廉署主動偵查及雷厲打擊可能構成破壞或操控選舉的不法行為，拘捕了七名懷疑干犯選舉條例第 27A 條罪行的人士，即“在選舉期間內藉公開活動煽惑另一人不投票或投無效票”，並迅速落案起訴當中兩人。廉署上下會繼續謹守崗位，確保未來所有公共選舉廉潔公正。

### 遍播誠信種子 廣傳倡廉信息

“青年興，則香港興”。廉署一直積極為不同學習階段的學生度身訂造倡廉教學活動，務求從小培養他們建立正直、誠實、負責任等價值觀。除繼續舉辦以小學生為對象的“i Junior 領袖”計劃外，廉署於年內首次舉辦為幼稚園學童而設的“ICAC 兒童教室”，安排他們在老師和家長的帶領下跳出校園，走進廉署，並透過德育繪本共讀及有

During the election period, the ICAC proactively investigated and took robust actions to curb any illegal acts that might constitute offences of manipulating and sabotaging the election. Seven persons who had allegedly committed the offence of “inciting another person not to vote, or to cast invalid vote, by activity in public during election period” under Section 27A of the *Elections (Corrupt and Illegal Conduct) Ordinance* were arrested, and two of them were swiftly charged. The ICAC will remain dedicated to keeping all future public elections clean and fair.

### SOWING SEEDS OF INTEGRITY AND SPREADING ANTI-CORRUPTION MESSAGES

“Hong Kong will prosper only when its young people thrive”. The ICAC has been dedicated to organising tailor-made preventive education activities for students at different stages of learning with a view to nurturing them from an early age, helping them build positive values such as integrity, honesty and sense of responsibility. Apart from continuing to organise the “i Junior Leaders” programme targeted at primary students, the ICAC launched the first ever “ICAC’s Kids Classroom” for kindergarteners during

廉政公署開辦“ICAC 兒童教室”，培育幼稚園學童成為守護廉潔的生力軍。

The “ICAC’s Kids Classroom” was launched to nurture kindergarteners to become a new force for safeguarding integrity.



廉政專員帶領“菁英誠信領袖”宣誓，承諾為國家及香港的廉政建設作出貢獻

Led by the Commissioner, “ELITE Youth Leaders” taking an oath pledging contribution to the country and Hong Kong's integrity development



趣活動，讓他們寓學習於遊戲；亦推出首屆“廉政公署菁英誠信領袖計劃”，為高中及大專生提供多元化領袖培訓活動，包括安排他們到訪大灣區城市了解國家最新的反腐敗工作、協助接待到訪廉署的海外反貪機構代表，以及與其他紀律部隊進行交流，藉此拓闊他們學習經歷，培養他們成為兼具國家觀念及國際視野，同時抱持廉潔和法治精神的社會棟樑。

為讓市民可以盡快接收最新的倡廉信息，以及擴大市民接收反貪動向的接觸面，廉署於年內推出“香港廉政公署”微信官方帳號，同時進一步優化廉署官方 Facebook 專頁及 Instagram 官方帳號，增加以輕鬆及淺白手法製作的創意短片，務求更密切地與市民分享廉署的最新工作動向，向社會各階層宣揚反貪信息及廉署人員的專業精神。

the year. Led by teachers and parents, kindergarteners visited the ICAC and participated in shared reading of educative picture books and interesting activities, by which they were able to learn through play. Besides, the first “ICAC ELITE Youth Leadership Programme” was also launched to provide senior secondary and tertiary students with diversified leadership training activities. Arrangement was made for participants to visit a GBA city to learn about the latest anti-corruption work of the country; assist in receiving representatives of overseas anti-corruption agencies (ACAs) during their visits to the ICAC; and visit other disciplined forces, so as to enrich their learning experience and groom them to become pillars of our society, who would embrace national identity and a global vision as well as the determination to uphold integrity and the rule of law.

To expedite the reception of latest anti-corruption messages by citizens and to expand the ICAC's reach to them, the “Hong Kong ICAC” WeChat official account was launched in the year. Meanwhile, the ICAC's Facebook Fanpage and Instagram account were also enhanced to include creative videos produced in a light-hearted and easy-to-understand approach, so as to promote closer sharing with the public on the ICAC's latest activities, to publicise anti-corruption messages and showcase the professionalism of ICAC officers to a wide spectrum of the community.

## 拓展全球合作 共建廉潔之路

廉署繼續在《聯合國反腐敗公約》的框架下，以及配合國家的反腐政策、“一帶一路”倡議及粵港澳大灣區發展戰略，加強與海內外反貪機構及國際組織的聯繫和合作，並藉此推廣香港的良好法治、穩健反貪制度及廉潔而穩定的社會環境，說好“一國兩制”和香港故事。

二零二三年，我在中央人民政府和香港特別行政區政府的全力支持下，接任聯合會主席，為推動各國有效落實《聯合國反腐敗公約》出一分力。年內，聯合會舉辦多個國際或區域性的反貪培訓活動，讓各國的反貪機構及國際組織就不同領域的課題交流經驗。聯合會成員已由二零二一年年底的約 120 個增至二零二三年年底的近 170 個，會員包括來自世界各地的執法、防貪、檢控、審計及相關的專門機關等，聯合會已成為國際反貪社會最具規模及代表性的合作平台之一。

九月，我率團訪問奧地利，分別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。其後，廉署與聯合國毒罪辦成立工作小組，持續探討及攜手推行在不同區域和重要議題上的合作。十二月，資深廉署人員分別以中國代表團成員及聯合會秘書處代表身分，參與《聯合國反腐敗公約》第十屆締約國會議。廉署在會議期間

## ENHANCING GLOBAL COOPERATION TO CO-BUILD CLEAN SILK ROAD

To fulfill its obligations under the *United Nations Convention against Corruption* (UNCAC), and to tie in with the country's anti-corruption policy, B&R Initiative and GBA development strategy, the ICAC continues to strengthen liaison and cooperation with ACAs worldwide and international organisations, and at the same time promotes Hong Kong's sound rule of law, robust anti-corruption regime and clean and stable social environment thereby telling the good stories of "One Country, Two Systems" and our city.

In 2023, with the full support of the Central People's Government and the HKSAR Government, I took over the Presidency of the IAACA. During the year, the IAACA organised a number of international and regional anti-corruption training programmes, providing ACAs worldwide and international organisations with an opportunity to exchange experience on diversified subjects. The membership of the IAACA has grown from around 120 at the end of 2021 to nearly 170 at the end of 2023, and its members include law enforcement, corruption prevention, prosecution, audit and other relevant specialised agencies from around the world. Today, the IAACA is one of the biggest and most iconic international platforms for anti-corruption cooperation.

In September, I led a delegation to Austria and held bilateral meetings with the United Nations Office on Drugs and Crime (UNODC) and the International Anti-Corruption Academy to explore ways to advance international anti-corruption exchange and cooperation. Subsequently, a

廉政專員擔任國際反貪局  
聯合會主席

Commissioner serving as  
President of the International  
Association of Anti-Corruption  
Authorities





分別與聯合國毒罪辦<sup>2</sup>，以及聯合國全球反腐敗執法機構業務網路<sup>2</sup>和巴塞爾治理研究所合辦了兩場特別活動，探討實踐國際合作推動全球反貪事業的方向，以及向國際闡釋推動青年參與反腐工作的重要性的。

working group was set up by the ICAC and the UNODC to sustain collaboration in promoting cooperation in different regions and on important issues. In December, seasoned ICAC officers, as members of the Chinese delegation or representatives of the IAACA Secretariat, participated in the Tenth Session of the Conference of the States Parties to the UNCAC. During the conference, the ICAC co-organised two special events, one with the UNODC, and the other with the United Nations Global Operational Network of Anti-Corruption Law Enforcement Authorities<sup>2</sup> (GlobE Network) and the Basel Institute on Governance, to explore practical approaches to international cooperation in advancing global anti-corruption efforts, and to explain to the international community the importance of promoting youth engagement in anti-corruption work.

廉政專員到訪奧地利維也納，與聯合國毒品和犯罪問題辦公室執行主任加黛·瓦利會面，加強反貪協作

Commissioner meeting with United Nations Office on Drugs and Crime Executive Director Ms Ghada WALY in Vienna, Austria to strengthen anti-corruption collaboration



廉政公署代表參加在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，向來自世界各地的與會者分享香港反貪經驗

ICAC representatives participating in the 10<sup>th</sup> Session of the Conference of the States Parties to the UNCAC held in Atlanta, the United States to share Hong Kong's anti-corruption experience with participants from around the world

註 Notes <sup>2</sup> 聯合國全球反腐敗執法機構業務網路於二零二一年六月成立，提供平台讓各地反貪及執法機構交流及研究國際合作，確保《聯合國反腐敗公約》締約國能夠更快、更有效地打擊貪污腐敗。  
The GlobE Network, established in June 2021, offers a platform for facilitating information exchange and transnational cooperation among anti-corruption and law enforcement authorities around the world to ensure that the States Parties to the UNCAC are equipped with a quick and efficient tool for combatting corruption.

二零二三年是國家“一帶一路”倡議十周年。廉署一直積極配合國家“一帶一路”倡議，與“一帶一路”國家的反貪機構分享打擊和預防貪污的經驗，並為他們提供培訓，助力國家建設廉潔“一帶一路”。十月，我參加在北京舉行的第三屆“一帶一路”國際合作高峰論壇，並應邀在“廉潔絲綢之路專題論壇”上發言，分享廉署在推動廉潔“一帶一路”的工作及成果。另外，廉署亦首次派員參加由商務及經濟發展局在十二月舉辦的“‘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。

The year 2023 marks the 10<sup>th</sup> anniversary of the country's B&R Initiative. The ICAC has been actively sharing its experience in combatting and preventing corruption with ACAs of B&R countries and providing training to them, so as to support the building of clean B&R. In October, I attended the “Third Belt and Road Forum for International Cooperation” held in Beijing and delivered a speech at the “Thematic Forum on Clean Silk Road” sharing the ICAC's efforts and achievements in promoting integrity in support of the B&R Initiative. Additionally, the ICAC sent a representative for the first time to take part in the GBA study visit organised by the Commerce and Economic Development Bureau in December for business delegation of enterprises of B&R countries operating in Hong Kong to introduce to the participating enterprises the ICAC's role in facilitating the B&R Initiative.



廉政專員於北京舉行的第三屆“一帶一路”國際合作高峰論壇的“廉潔絲綢之路分論壇”發表講話

Commissioner delivering a speech at the “Thematic Forum on Clean Silk Road”

廉政專員率領代表團到北京訪問國家監察委員會

Commissioner leading a delegation to visit the National Commission of Supervision in Beijing





廉署與內地及澳門的反貪機關一直保持緊密聯繫及合作，共同打擊貪腐。年內，我和同事多次到訪內地，與相關部委及機構就兩地的廉政建設交流意見。為全力配合大灣區的發展，廉署與內地及澳門反貪機關已達成共識加強合作，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。

### 繼往開來 反貪新里程

廉署自成立以來，在反貪路上一直竭盡所能，並與政府和社會各界同心協力，守護香港廉潔和誠信等核心價值，共同創造輝煌反貪佳績。二零二四年是廉署步入金禧五十周年的歷史性一刻。除了繼續捍衛香港公平公正、打擊貪污，維持廉潔之都的美譽外，廉署在國家和特區政府的支持下，於二零二四年二月成立香港國際廉政學院，為世界各地的反貪人員以及本地公私營界別舉辦專業培訓，並為海內外專家學者提供交流和研究平台。廉署寄望透過香港國際廉政學院向國際社會展現國家

The ICAC has been maintaining close liaison and cooperation with ACAs in the Mainland and Macao, working together to fighting graft. During the year, I visited the Mainland with my colleagues on a number of occasions to exchange views with relevant authorities and agencies on anti-corruption development in the two places. To render full support for the development of the GBA, the ICAC has reached a consensus with its counterparts in the Mainland and Macao to strengthen collaboration through organising joint workshops on law enforcement, developing a guide for doing business with integrity and organising professional anti-corruption training for enterprises in the GBA.

### A NEW ROAD AHEAD FOR ANTI-CORRUPTION WORK

Since its inception, the ICAC has been making every effort and joining hands with the government and different sectors of the community to safeguard the core values of probity and integrity in Hong Kong. Together, we have attained remarkable achievements in the anti-corruption cause. The year 2024 marks the historic moment of the ICAC's golden jubilee. Apart from sustaining its anti-corruption efforts to keep Hong Kong fair and just, thereby upholding Hong Kong's reputation as a city of probity, the ICAC will also, with the support of the country and the HKSAR Government, establish the HKIAAC in February 2024. The mission of the HKIAAC is to organise professional training programmes for graft fighters from around the world and local public and private organisations, and to provide an exchange and research platform for experts and scholars worldwide. The ICAC hopes to showcase the determination and achievements of both the country and Hong Kong in fighting corruption to the international community

廉政專員於“領袖發展課程”的結業禮勉勵來自不同司法管轄區反貪及執法人員

Commissioner encouraging the graft fighters and law enforcers from different jurisdictions participating in the Leadership and Executive Development Programme at the course closing ceremony to upkeep their anti-corruption determination





與香港的反貪決心及成果，並推動全球反貪協作。

年內，廉署開始香港國際廉政學院籌備工作，並舉辦多個海外及本地策略性反貪專業課程，為日後香港國際廉政學院的課程累積寶貴經驗及提供參考數據。國際培訓方面，廉署已分別為八個亞洲及非洲國家（即印度尼西亞、肯尼亞、毛里求斯、蒙古國、摩洛哥、塞內加爾、南非及泰國）的反貪機構舉辦度身訂造的培訓課程；亦為來自 13 個“一帶一路”國家的反貪機構代表舉辦一項大型基建反貪治理專業課程，透過實地考察香港和內地的大型基建項目（包括香港國際機場第三跑道及深中通道），與他們分享防貪措施和廉潔氛圍能有效確保大型基建項目在安全、高質、高效下進行；以及為 31 名來自本港及海外反貪及執法機構管理人員舉辦一個“領袖發展課程”，期間學員有機會到廣西壯族自治區交流訪問。此外，廉署首次應聯合國毒罪辦邀請，在奧地利維也納舉辦反貪工作坊，分享廉署如何利用科技提高調查貪污犯罪效果。

本地反貪專業課程方面，廉署在二零二三年亦為多個行業管理人員舉辦策略性專業課程，當中包括銀行業、保險業、以及大型企業等。

除提供反貪專業課程外，香港國際廉政學院亦會構建國際反貪腐學術研究及交流平台，從而推動全球反貪腐工作發展。廉署於年內開展與內地、澳門及本地多間著名高等院校商議人員交流和反貪腐研究合作，並籌備簽訂合作備忘錄安排。

through the HKIAAC, and to promote global anti-corruption collaboration.

During the year, the ICAC commenced the preparatory work for the HKIAAC and organised a number of overseas and local strategic and professional anti-corruption training programmes in order to consolidate experience and provide reference for the programmes of the HKIAAC in the future. For international training, the ICAC organised tailor-made courses for ACAs of eight Asian and African countries, namely Indonesia, Kenya, Mauritius, Mongolia, Morocco, Senegal, South Africa and Thailand; the “Professional Anti-corruption Training in Major Infrastructure Projects” programme for representatives of ACAs of 13 B&R countries, with site visits to major infrastructure projects in Hong Kong and the Mainland, including the Three-Runway System Project of the Hong Kong International Airport and Shenzhen-Zhongshan Link, for participants to learn about how corruption prevention measures and maintaining a clean atmosphere could be effective in ensuring safety, quality and efficiency in the work process of major infrastructure projects; and the “Leadership and Executive Development Programme” for 31 middle management executives of local and overseas anti-corruption and law enforcement institutions, with a study visit to the Guangxi Zhuang Autonomous Region. Moreover, upon invitation of the UNODC, the ICAC also held workshops in Vienna, Austria for the first time to share its experience in utilising technology to enhance efficacy in corruption investigations.

As for local training, the ICAC conducted strategic professional anti-corruption courses for managerial staff from the banking, insurance and also large corporations in 2023.

Apart from organising professional anti-corruption training programmes, the HKIAAC will also establish an international platform for anti-corruption academic studies and exchange, with a view to advancing the global anti-corruption cause. During the year, the ICAC initiated discussions with a number of renowned tertiary institutions in the Mainland, Hong Kong and Macao on future personnel exchange and collaboration in anti-corruption studies, and prepared for the signing of Memoranda of Understanding with these institutions.

## 堅持信念 反貪永不停步

在特區政府打擊貪污的堅定決心及市民的全力支持下，經過近半世紀的艱辛努力，香港獲得國際廣泛認同為反貪先驅，而廉署成功的肅貪倡廉經驗更為不少國家所借鑑。在踏進金禧之年這個重要的里程碑之際，廉署以“反貪·不停步”為主題開展一連串的慶祝活動，與全港市民一起重溫廉署反貪路上的點點滴滴，也讓大家牢記初心，守護熊熊烈烈的“使命之火”，將維護香港廉潔文化的重任承傳下去。

貪污禍害無疆界之分。廉署銳意整固過去五十年在執法、預防和教育方面卓有成效的反貪經驗，並將承先啓後，透過廉署、香港國際廉政學院及聯合會這個最強的“鐵三角”，推動與世界各地反貪伙伴的合作及培訓交流，拓闊國際反貪工作的發展空間，帶動全球開啓肅貪倡廉新篇章。藉此，廉署肅貪倡廉工作將提升至另一個層次，鞏固香港廉潔之都的美譽的同時，為香港由治及興提供堅實支持，為國家發展作出重要貢獻，繼

## STAND FIRM TO OUR BELIEFS AS THE MISSION CONTINUES

With the steadfast determination of the HKSAR Government and the full support of the general public, Hong Kong has gained international recognition as a pioneer in anti-corruption efforts after decades of arduous work. The ICAC's successful experience in combatting corruption and promoting integrity has served as a reference for many countries. As the ICAC approaches its golden jubilee, a significant milestone in its journey, a series of celebratory activities have been launched under the theme of “Fighting Corruption: The Mission Continues”. Through these activities, the ICAC recaptures some of the highlights in the long-fought battle together with the citizens of Hong Kong to remind every one of us to remain committed to safeguarding the probity culture of Hong Kong and pass on the mission from generation to generation.

The evil of corruption transcends borders. Consolidating its 50 years of anti-corruption experience in law enforcement, corruption prevention and community education, the ICAC is ready to embrace the future by joining forces with the HKIAAC and the IAACA in promoting international

廉政專員與嘉賓於十二月在太平山頂主持“反貪·不停步”起動跑鳴槍儀式，為一連串的五十周年活動揭開序幕

Commissioner and guests firing the starting gun for the “Fighting Corruption: The Mission Continues” Kick-off Run at the Peak in December to commence a series of activities marking the 50<sup>th</sup> Anniversary of the ICAC



續向國際社會說好中國、“一國兩制”及香港的故事。

廉署誕生於虎年，半世紀以來一直展現雄厚非凡的實力，無畏無懼，不偏不倚地打擊貪污罪行。踏進下一個半世紀，廉署將繼續堅持努力不懈，令貪污無立足之地，貪污分子無處可逃，非法利益無處可藏，為香港繁榮穩定及廉潔公平而奮鬥。

cooperation among anti-corruption partners and facilitating exchange through training, thereby opening up new possibilities and initiating a new chapter in the global fight against corruption. This new strategy will bring the ICAC's work to a higher level, solidifying Hong Kong's reputation as a city of probity, and providing solid support for Hong Kong's advancement from stability to prosperity, whereby Hong Kong can make substantial contribution to the country's development and continue to tell the good stories of our country, "One Country, Two Systems" and our city to the international community.

The ICAC was born in the Year of the Tiger. Over the past half century, the ICAC has been demonstrating its extraordinary strength by fighting corruption unwaveringly without fear or favour. In the next 50 years to come as it turns over a new chapter, the ICAC will continue to make relentless efforts to ensure that corruption has no foothold, the corrupt nowhere to hide, and illicit proceeds no place to reside, so as to keep Hong Kong prosperous, stable, clean and fair.



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 “11<sup>th</sup> 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 10<sup>th</sup> 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 10<sup>th</sup> 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

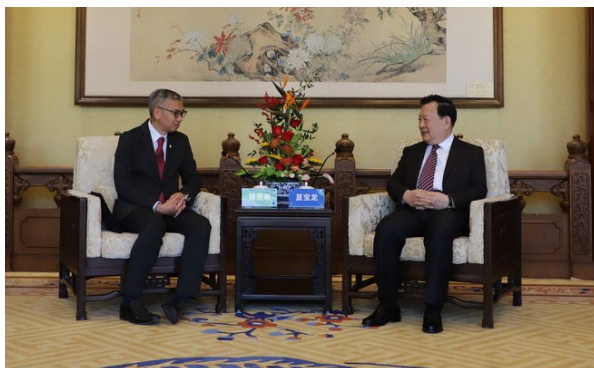
廉署與內地及澳門的反貪機關一直保持緊密聯繫。廉政專員在二零二三年多次到訪內地，與國家監察委員會（國家監委）、相關中央部委以及多個省市的監察委員會交流最新反貪工作和廉政建設發展。此外，為全力配合國家反腐工作及大灣區的發展戰略，廉政專員亦於二零二三年七月到訪大灣區，與廣東省監察委員會、澳門廉政公署（澳廉）以及廣州、深圳、東莞和珠海市監察委員會的領導會面。國家監委和澳廉同意與廉署攜手推進合作項目，包括舉辦執法實務工作坊、為三地企業合編廉潔營商指南及舉辦反腐專業培訓。在國家監委的支持及統籌下，首個三地反腐執法實務工作坊計劃於二零二四年舉行，而廉署亦正在全力推進廉潔營商指南的編製工作。

### 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

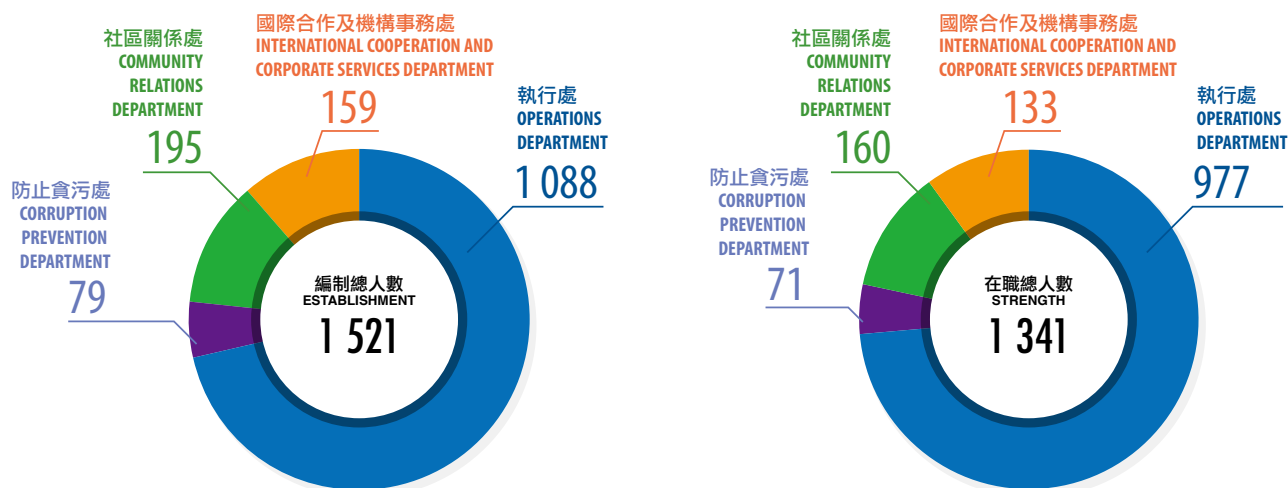
### Finance Matters

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



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



#### 手機攝影及攝錄技巧課程

Smartphone Photography and Videography Workshop



#### 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



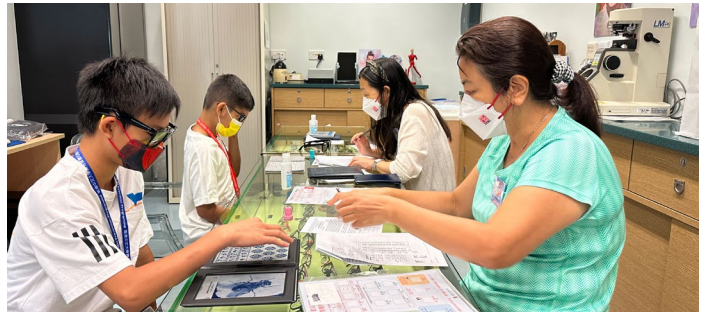
### 義工及慈善活動

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.

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

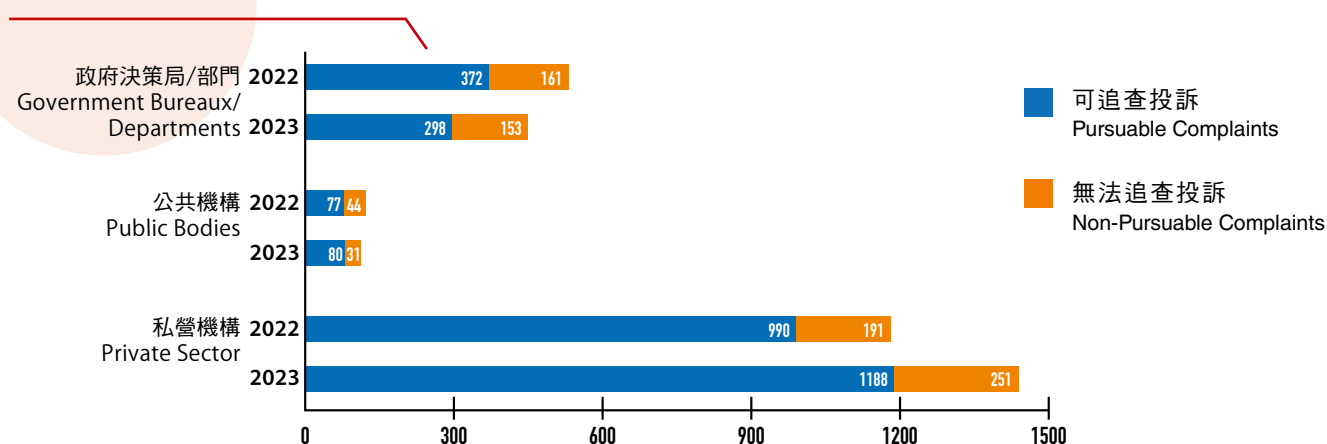
執行處在二零二三年接獲2 001宗貪污投訴（不包括選舉投訴<sup>3</sup>），可追查投訴1 566宗，同比增加均為9%（實質上升數字分別為166宗及127宗）。二零二二年及二零二三年貪污投訴依機構分類數字詳列於圖表4-1。二零二三年錄得最多貪污投訴的三個政府決策局／部門、公共機構及私營機構見附錄二。

## 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

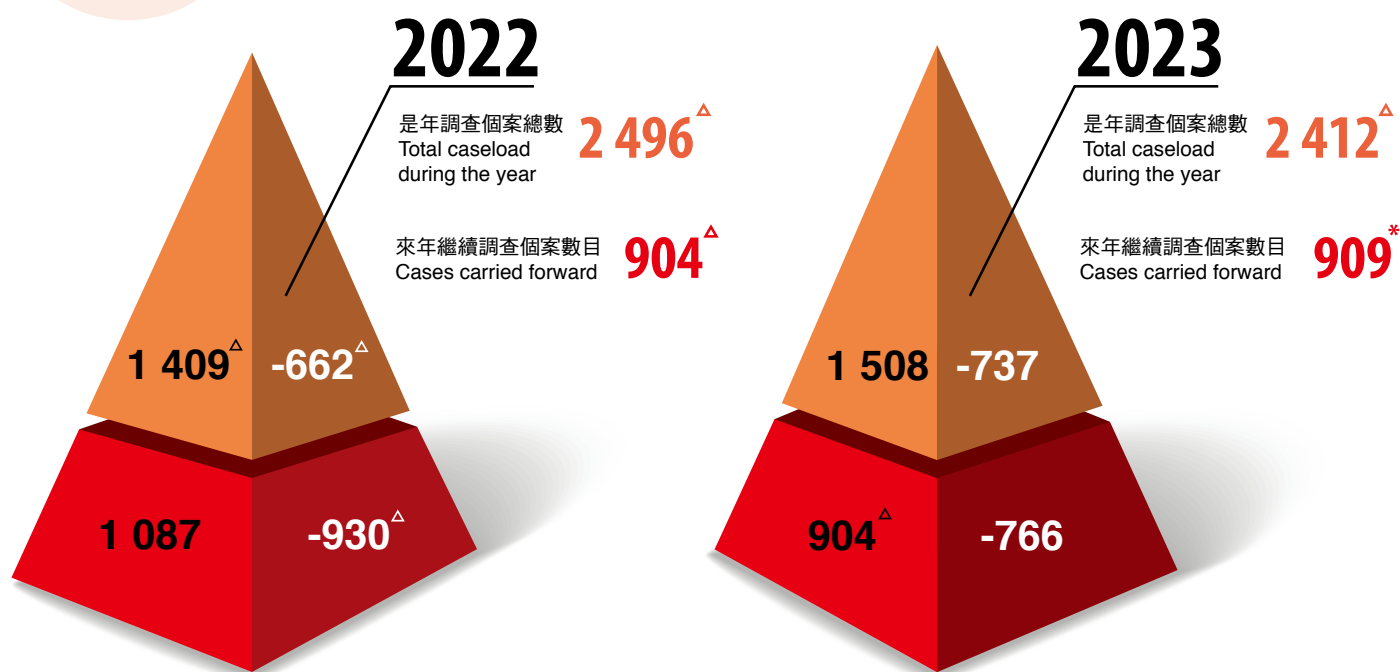
執行處對二零二三年的 1 508 宗新增個案展開調查(不包括選舉案件),較上年增加 7%。年內 1 503 宗個案已完成調查,另有 98 宗正等待律政司的法律意見。二零二二年及二零二三年未完成及已完成調查的個案數目詳列於圖表 4-2。此外,執行處對在二零二三年的 78 宗新增的選舉個案展開調查。二零二三年仍在調查案件已用時間見附錄三。

## 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.

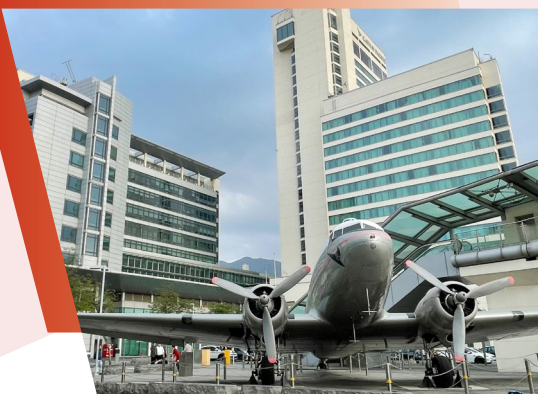


兩間冷氣工程維修承辦商的董事及高級銷售經理，向一名酒店集團總監提供賄款逾 100 萬元，以獲取其集團在澳門酒店一份總值 3,400 萬元的冷氣維修合約，在區域法院分別被判入獄兩年及一年半。法官判刑時指，向代理人提供利益是嚴重罪行，法庭不能容忍賄賂行為，加上案件涉及賄款逾 100 萬元，犯案時間為期兩年半，判監無可避免。

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。

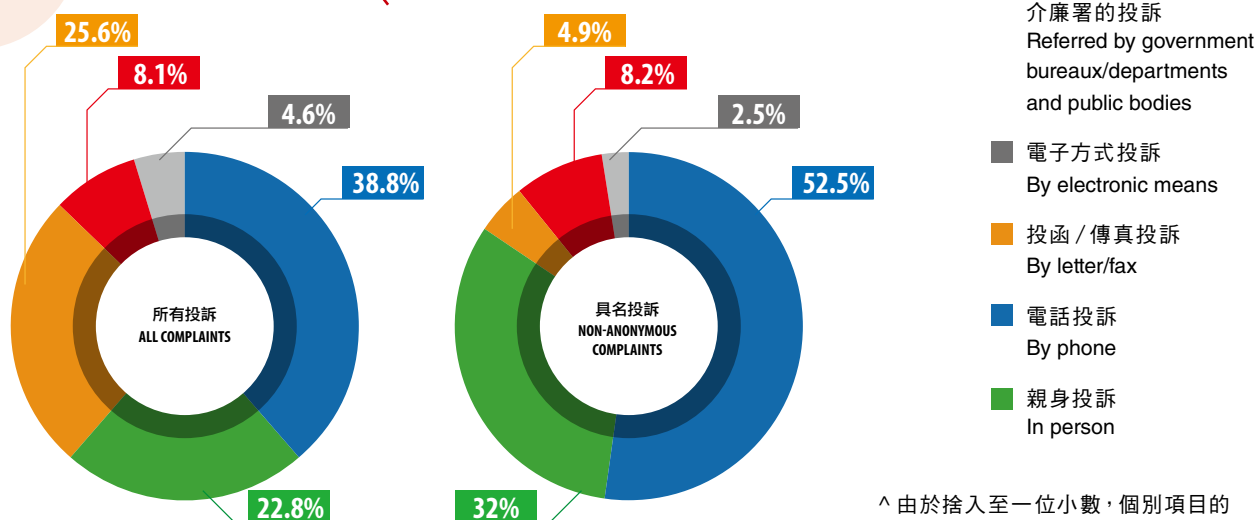
## REPORT CENTRE AND DETENTION CENTRE

### 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.





CHAPTER 05

第五章

# 防止貪污處

Corruption Prevention  
Department

## 法定職責

- 審視政府部門和公共機構的工作常規與程序，以修正存在貪污風險的工作方式和程序。
- 為公營機構及因應私營機構和個別人士的要求，提供防貪諮詢服務。

## STATUTORY DUTIES

- Examine the practices and procedures of government departments and public bodies with a view to securing revision of work methods or procedures which may be susceptible to corrupt practices.
- Provide corruption prevention advisory services to public organisations and, on request, private organisations and individuals.

## 策略

- 與政府部門和公共機構建立伙伴關係，透過強化管治及內部控制措施，預防貪污。
- 優先審查關乎民生或公眾安全的公共行政範疇、涉及公眾利益或備受市民關注的事宜，以及涉及大量公帑的項目和工程。
- 從源頭防貪，主動就政府部門和公共機構的新政策、服務和系統及早向有關機構提供防貪建議；並於主要項目（例如大型基建工程）的籌劃及落實等主要階段同步提供防貪服務，確保項目能適時注入防貪措施。
- 與各行各業的監管機構／團體及專業團體建立伙伴關係，透過於行業規例／守則中加入防貪及誠信元素、提供防貪指南及培訓，提升私營機構的防貪能力。
- 與相關政府部門及機構合作，推動工作流程和公共服務數碼化以加強他們的防貪能力。

## STRATEGIES

- Adopt a partnership approach with government departments and public bodies to prevent corruption through good governance and internal control systems.
- Accord priority to areas of public administration impacting on people's livelihood or safety, issues of public interest or concern, and programmes and projects involving substantial amounts of public money.
- Adopt a prevention-at-source strategy by providing proactive and early corruption prevention input to government departments and public bodies in respect of their new initiatives, services and systems, and offer concurrent corruption prevention services at key stages including formulation and implementation of major programmes (such as large-scale infrastructure projects) to ensure corruption prevention safeguards are put in place in a timely manner.
- Establish partnership with the regulatory authorities/ regime and professional bodies of different industries to enhance the corruption prevention capabilities of the private sector by incorporating corruption prevention and integrity elements in the trade regulations/codes of practice and providing preventive guidelines and training.
- Collaborate with the relevant government departments and organisations for promoting the digitalisation of work processes and public services to enhance their corruption prevention capabilities.

## 工作回顧

年內，防止貪污處（防貪處）持續致力減低公共行政範疇的貪污風險，重點放在關乎民生和公眾安全及備受公眾關注的事宜，以及涉及大量公帑的項目，包括公共工程、政府採購、公眾健康和安全、政府資助計劃、執法及規管職能。此外，防貪處繼續協助維持廉潔和公平的營商環境，促進香港經濟可持續發展。

二零二三年完成的工作項目：

- 71 項審查工作報告，主要為政府決策局／部門及公共機構的特定制度和相關工作常規作詳細審查，就當中的貪污風險建議防貪措施。
- 向政府決策局／部門和公共機構提供 636 次防貪建議，主要涉及正在草擬／檢討的法例、政策或程序，及早加入防貪措施。
- 因應要求向私營機構提供共 1 447 次防貪建議，並透過防貪諮詢服務熱線，處理共 1 110 個公眾查詢。
- 透過防貪諮詢服務網站提供防貪資訊及服務（網站累積逾 207 000 瀏覽次數，下載或閱覽防貪資源次數則約 108 100 次）。
- 向公私營機構超過 30 600 名人員提供防貪培訓。
- 出版並推廣防貪刊物例如《物業管理公司防貪指南》、《公共機構採購防貪指南》、《律師行的物業轉易及相關交易防貪錦囊》、《非政府機構的管治及內部監控防貪指南》、《建造業防貪指南》及《數碼化防貪指南》，說明當中的貪污風險及相關防貪措施以供不同界別參考。這些刊物已上載於防貪諮詢服務網站及數碼政府合署網站以供參閱。

## REVIEW OF WORK

During the year, the Corruption Prevention Department (CPD) continued to address and prevent corruption risks in public administration with emphasis on issues which are important to people's livelihood or public safety, issues of public interest or concern, and programmes and projects involving substantial amount of public money, covering areas such as public works, public procurement, public health and safety, government funding schemes, law enforcement and regulatory functions. It also continued to help maintain a corruption-free environment and level-playing field for business with a view to facilitating sustainable economic development in Hong Kong.

Deliverables achieved in 2023:

- Completed 71 assignment reports, covering mainly detailed review of corruption risks in specific systems and related practices in government bureaux/departments (B/Ds) and public bodies, with recommendations on preventive measures.
- Provided tailored advice to B/Ds and public bodies on 636 occasions, mainly regarding the formulation/review of legislation, policies or procedures and adoption of corruption prevention safeguards at an early stage.
- Offered advisory service to private sector entities on 1 447 occasions upon request, and handled 1 110 public enquiries through the Corruption Prevention Advisory Service (CPAS) hotline.
- Provided corruption prevention information and services by leveraging the CPAS Web Portal (recorded over 207 000 visits to the web portal and about 108 100 downloads or views of corruption prevention resources).
- Conducted corruption prevention training for over 30 600 persons from both public and private sectors.
- Produced and promoted corruption prevention publications such as the *Corruption Prevention Guide for Property Management Companies*, *Corruption Prevention Guide on Procurement for Public Bodies*, *Corruption Prevention Good Practices on Conveyancing and Related Transactions for Law Firms*, *Corruption Prevention Guide on Governance and Internal Control for Non-governmental Organisations*, *Corruption Prevention Guide for Construction Industry* and *Corruption Prevention Guide – Corruption Prevention through Digitalisation*, illustrating the corruption risks and recommending safeguards for reference by different sectors. The publications were available for access through the CPAS Web Portal or the Government's Central Cyber Government Office website.



## 主動就新政策措施及早提供防貪建議

### 地區服務及關愛隊伍（關愛隊）的委任及運作

政府在十八區設立關愛隊，以凝聚社區資源和力量，支援政府地區工作和加強地區網絡。關愛隊的甄選工作由民政及青年事務局局長領導的專責小組負責。政府會向獲委任的關愛隊提供部分資源及監察其工作。防貪處早在民政事務總署制定關愛隊申請指引、資助協議及監察機制時，已向其提供防貪建議。此外，防貪處也編製了《地區服務及關愛隊伍防貪要點》，協助關愛隊提高防貪意識和能力。



## PROACTIVE AND EARLY INPUT TO GOVERNMENT'S NEW INITIATIVES

### Appointment and Operation of District Services and Community Care Teams (Care Teams)

The Government is setting up Care Teams in the 18 districts to consolidate community resources and forces to support the Government's district work and strengthen district networks, and the selection of Care Teams is handled by a dedicated group led by the Secretary for Home and Youth Affairs. The Government will provide the appointed Care Teams with some of the resources required and monitor their work. As an early input, CPD provided corruption prevention advice to the Home Affairs Department when the formulation of the application guidelines, funding agreements and monitoring mechanism concerning Care Teams was under way. In addition, CPD also produced the *Corruption Prevention Tips for District Services and Community Care Teams* to help enhance the corruption prevention awareness and capabilities of Care Teams.

#### 《地區服務及關愛隊伍防貪要點》

*Corruption Prevention Tips for District Services and Community Care Teams*

## 貴重金屬及寶石交易商註冊制度

為優化香港打擊洗錢及恐怖分子資金籌集的監管制度，政府已修訂《打擊洗錢及恐怖分子資金籌集條例》（第615章），引入貴重金屬及寶石交易商的註冊制度。香港海關（海關）負責執行註冊規定，以及監管註冊交易商在打擊洗錢及恐怖分子資金籌集方面的操守。防貪處早於修訂條例生效前，已向海關提出一系列防貪建議，協助海關加強其註冊及執法工作程序的防貪監控措施。防貪處會繼續協助海關落實防貪措施，並在有需要時就有關規管框架提供防貪建議。

## Registration Regime for Dealers in Precious Metals and Stones

To enhance Hong Kong's regulatory regime for combatting money laundering and terrorist financing, the Government amended the *Anti-Money Laundering and Counter-Terrorist Financing Ordinance* (Cap 615) to introduce a registration regime for dealers in precious metals and stones. The Customs and Excise Department (C&ED) is responsible for enforcing the registration requirements and monitoring registrants' conduct with regard to anti-money laundering and counter-terrorist financing. Before the amendment came into effect, CPD had put forward a range of corruption prevention recommendations to assist C&ED in strengthening anti-corruption controls over its registration and law enforcement procedures. CPD will continue to assist C&ED in the implementation of the corruption prevention safeguards and offer advice on the regulatory framework when necessary.

## 簡約公屋

政府於二零二二年推出簡約公屋措施，目標於五年內（即二零二三及二四年度至二零二七及二八年度）以標準簡約設計興建約 30 000 個單位。簡約公屋由建築署負責主導建造，而其營運則透過公開招標交由非政府機構或物業管理公司負責，整項措施涉款約 250 億元。為加快簡約公屋的興建過程，建築署採用“新工程合約”中“工程及建造的目標價格合約”及組裝合成建築法。為確保興建簡約公屋過程中有充足的防貪措施，防貪處與建築署開展了一系列防貪工作，涵蓋工程監督、合約管理等程序。二零二三年，防貪處就建築署工程監督人員的誠信要求、選擇組裝合成模組供應商等程序向建築署提供了防貪建議。為確保揀選營運機構的招標程序及監管營運方面亦有足夠的防貪措施，防貪處向房屋局就有關招標及營運協議文件提供防貪建議。

## Light Public Housing

In 2022, the Government launched a Light Public Housing (LPH) initiative targeted to construct about 30 000 LPH units in a standardised simple design in five years (i.e. from 2023-24 to 2027-28). Whereas the construction of the LPH units would be led by the Architectural Services Department (ArchSD), the operation would be managed by non-governmental organisations (NGOs) or property management companies appointed through open tender, and the fund approved for the initiative was about \$25 billion. In order to expedite the LPH construction process, ArchSD adopted the “Engineering and Construction Target Cost Contract” option of the “New Engineering Contract” (NEC), and a Modular Integrated Construction (MiC) approach. CPD and ArchSD also launched a number of corruption prevention initiatives covering works supervision, contract administration and other procedures, so as to ensure adequate safeguards were in place in the LPH construction process. In 2023, CPD had offered advice to ArchSD on the integrity requirements for its site supervisory staff and various procedures such as the selection of MiC module suppliers. CPD also advised on the Housing Bureau's tender and contract documents for the appointment of LPH operators to ensure adequate corruption prevention safeguards in the tender procedures for selecting operators and supervision of LPH operations.

簡約公屋的室內設計

Interior design of a Light Public Housing unit



## 《新工程合約—工程及建造合約（香港版）》

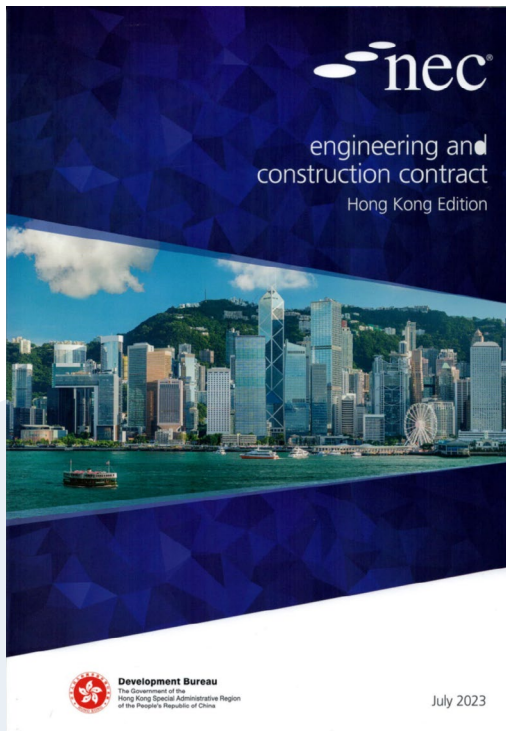
“新工程合約”中的工程及建造合約旨在促進工程管理的效率及加強項目管理團隊和承建商之間的協作。防貪處自二零零九年起一直就相關程序向發展局提供意見以確保工務部門在管理“新工程合約”時實施足夠的防貪措施。為配合本地的建築法規和慣例，

## NEC Engineering and Construction Contract (Hong Kong Edition)

The NEC Engineering and Construction Contract aims to enhance project management efficiency and promote collaboration between project management teams and contractors. Since 2009, CPD has been offering corruption prevention advice to the Development Bureau (DEVB) on relevant procedures to ensure adequate safeguards are in place for NEC management

發展局於二零二三年推出了《新工程合約—工程及建造合約（香港版）》，防貪處亦有在該合約的草擬過程中向發展局提供防貪建議，當中包括工程分判、工程費用估算及推遲完工日期等的工作程序。

by works departments. To cater for the local building regulations and practices, DEVB launched the *NEC Engineering and Construction Contract (Hong Kong Edition)* in 2023. During the drafting process, CPD also offered advice to DEVB on subcontracting, estimation of project cost, deferral of completion date and other work procedures.



《新工程合約—工程及建造合約（香港版）》

*NEC Engineering and Construction Contract (Hong Kong Edition)*

防止貪污處人員觀察模擬票站運作

Officers of the Corruption Prevention Department observing operation of a mock polling station



## 公眾關注的事宜

防貪處就關乎民生、公眾安全、備受公眾關注，以及涉及大量公帑的範疇進行防貪審查。有關的工作包括：

### 廉潔選舉

鄉郊一般選舉及區議會一般選舉分別於二零二三年一月和十二月舉行。防貪處審視了政府為候選人所擬備的指引及投票程序的新建議，並於投票當日派員實地視察投票和點票

## ISSUES OF PUBLIC CONCERN

CPD conducts corruption prevention review on areas concerning people's livelihood, public safety, issues of public concern and those involving substantial public money. The relevant corruption prevention work includes:

### Clean Elections

The Rural Ordinary Election and District Council Ordinary Election were held in January and December 2023 respectively. CPD reviewed the government guidelines for candidates and new proposals on voting procedures, and



的運作。防貪處就上述兩個公共選舉，向政府提供進一步完善投票及點票程序的意見，以減低貪污風險。

### 食肆及食物製造廠的發牌及監管

為確保食物安全和環境衛生及便利食物業的經營者和顧客，食物環境衛生署（食環署）在現行食物業處所發牌機制中，引入專業核證制度，以“先發牌、後審查”的方式，率先應用於簽發小食食肆及食物製造廠的正式牌照。食環署也會就食物業處所的違規情況採取執法行動。考慮到公眾健康和 safety，以及相關發牌制度和執法程序可能出現的貪污風險，防貪處審視了食環署就食肆及食物製造廠的發牌及監管制度，並提供防貪建議，以加強程序中的管控。



食物環境衛生署人員巡查持牌食肆

Inspection on licensed restaurants by officers of the Food and Environmental Hygiene Department

deployed officers to observe the polling and vote-counting processes on the election days. Recommendations on further improvement of the polling and vote-counting procedures in relation to the two public elections were made to the Government so as to reduce corruption risks.

### Licensing and Control of Restaurants and Food Factories

To ensure food safety and environmental hygiene, and for the benefit of food business operators and customers, the Food and Environmental Hygiene Department (FEHD) has introduced a Professional Certification System under the current licensing mechanism for food premises. The Professional Certification System, which adopts a “licence first, inspection later” approach, will first be applicable to light refreshment restaurants and food factories for the issue of full licences. FEHD will also take enforcement action against irregularities of food premises. In view of public health and safety, and possible corruption risks associated with the licensing system and enforcement processes, CPD has reviewed and made corruption prevention recommendations on FEHD’s licensing and regulatory systems for restaurants and food factories to enhance procedural controls.

### 《公共機構採購防貪指南》

近年，公共機構須承擔更廣泛和多元的公共職能。執行這些職能往往涉及大規模和大量金錢的物品和服務採購。然而，進行物品和服務採購時較容易存在貪污舞弊風險。為協助公共機構增強防貪能力，防貪處研究相關的貪污風險，並制定《公共機構採購防貪指

### Corruption Prevention Guide on Procurement for Public Bodies

In recent years, public bodies have been increasingly entrusted to assume a broader array of public functions, which inevitably involve the procurement of goods and services, often on a substantial scale and with considerable amount of money. However, procurement is inherently prone to corruption and malpractice. To assist public bodies

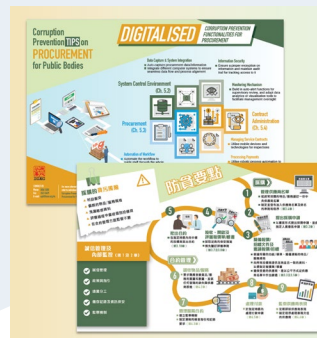
南》，羅列出常見的監控缺失、防貪警示、個案分析，以及相應防貪措施。防貪處亦以資訊圖表方式把該指南的重點內容編製成小冊子，供前線採購人員參考。該指南及小冊子已分發給相關公共機構，並已上載於防貪諮詢服務網站。



《公共機構採購防貪指南》旨在提高公共機構人員對採購時常見貪污漏洞的警覺性，以及提供相關的預防措施減低貪污風險

*The Corruption Prevention Guide on Procurement for Public Bodies* aiming to enhance the awareness of personnel of public bodies to common corruption loopholes in procurement and provide them with relevant preventive measures to reduce corruption risks

in enhancing their corruption prevention capabilities, CPD conducted a review on the relevant corruption risks and developed the *Corruption Prevention Guide on Procurement for Public Bodies*, which sets out the common inadequacies, red flags, case studies in procurement with corresponding corruption prevention measures. CPD has also developed an infographic pamphlet which summarises the key content of the Guide for reference by frontline procurement personnel. The Guide and pamphlet have been distributed to relevant public bodies and uploaded to the CPAS Web Portal.



《公共機構採購防貪要點》資訊圖表小冊子，旨在便利前線採購人員了解並提醒他們在進行採購時建議採取的防貪措施

*Corruption Prevention Tips on Procurement for Public Bodies* infographic pamphlet, aiming to conveniently equip frontline procurement personnel with and remind them of the corruption prevention measures in procurement

## 輸入勞工計劃

為應對勞工短缺的問題，政府於二零二三年中分別推出了院舍、建造業及運輸業的行業輸入勞工計劃，以及“補充勞工優化計劃”。防貪處就有關計劃向勞工處及相關政府決策局／部門和公共機構提供防貪建議，以強化計劃的防貪措施，當中包括嚴禁中介索取或收受非法回佣、提升處理和審核申請的透明度及公平性，以及確保相關政府決策局／部門和公共機構有效監督成功申請者遵守計劃要求等。此外，防貪處透過有關計劃的僱主簡介會，向有意申請者提供防貪培訓。

## Labour Importation Schemes

To cope with manpower shortage, the Government launched sector-specific labour importation schemes respectively for residential care homes, construction and transport sectors, and the “Enhanced Supplementary Labour Scheme” in mid-2023. To strengthen corruption prevention safeguards of the schemes, CPD provided recommendations to the Labour Department, relevant B/Ds and public body, including prohibiting agents from soliciting or accepting illegal rebates, strengthening the safeguards to enhance transparency and fairness in the processing and assessment of applications, and ensuring the effectiveness in monitoring the successful applicants’ compliance with scheme requirements by the relevant B/Ds and public body. Moreover, CPD also participated in the briefings for employers under the schemes to provide integrity training to prospective applicants.

## 基層醫療健康藍圖

為強化基層醫療健康系統制定發展方向及策略，醫務衛生局於二零二二年十二月公布《基層醫療健康藍圖》（藍圖），以建立一個可持續的醫療系統及提升全民健康。在藍圖下的“慢性疾病共同治理先導計劃”，合資格人士在政府資助下，可自行挑選家庭醫生為他們進行篩查及診治。為確保此計劃具備足夠的防貪措施，防貪處向醫務衛生局提供了一系列的防貪建議。



醫務衛生局推出“慢性疾病共同治理先導計劃”

“Chronic Disease Co-Care Pilot Scheme” launched by the Health Bureau

## 建造業的工人招聘

建造業即將進入高速發展黃金期，一系列大型基建項目相繼開展。有見及此，防貪處聯同發展局及建造業議會制定了一系列防貪措施，以“防貪組合拳”形式，協助業界打擊非法介紹費問題。當中包括於二零二三年五月聯同發展局及建造業議會合辦“齊建廉潔文化 共享公平『誠』果”建造業防貪峰會，推動業界支持由防貪處編製的《誠信行動綱領》，並採用一系列針對非法介紹費的防貪措施。防貪處又透過建造業議會在建造工地張貼反貪海報，向工友派發反貪小冊子及播放反貪短視頻，加強前線工友的反貪意識。防貪處亦已分別為總承建商及分包商推出招聘工人的誠信風險管理計劃書，涵蓋一系列涉及工人招聘程序的誠信風險及管控措施，幫助業界加強誠信管理。

## Primary Healthcare Blueprint

The Health Bureau released the *Primary Healthcare Blueprint* (the Blueprint) in December 2022 to formulate the direction of development and strategies for strengthening Hong Kong's primary healthcare system, with a view to establishing a sustainable healthcare system and enhancing the overall health of citizens. Under the “Chronic Disease Co-Care Pilot Scheme” in the Blueprint, eligible persons are subsidised by the Government to undergo screening and medical treatment by a family doctor of their own choice. To ensure that adequate safeguards were in place for the Scheme, CPD provided the Health Bureau with corruption prevention inputs.

## Recruitment of Construction Workers

With an array of mega infrastructure projects in the pipeline, the construction industry is set for a golden era of rapid development. In view of this, the ICAC has collaborated with the DEVB and Construction Industry Council (CIC) to formulate corruption prevention measures for combatting the illegal referral fee malpractice by adopting a “corruption prevention combo punch” approach. For instance, the ICAC, DEVB and CIC co-organised the “Building a Clean and Fair Construction Industry Through Collaboration - Anti-Corruption Summit” in May 2023 to appeal to the industry to support the *Integrity Action Agenda* drawn up by CPD and to implement corruption prevention measures against illegal referral fees. The ICAC also worked with CIC in displaying anti-corruption posters at construction sites as well as distributing anti-corruption brochures and showing training videos to frontline workers with a view to enhancing their anti-corruption awareness. In addition, two Integrity Risk Management Plans for Recruitment of Workers covering a variety of integrity risks and control measures related to worker recruitment procedures were published for main contractors and sub-contractors respectively to facilitate the industry in enhancing integrity management.





防止貪污處助理處長於“齊建廉潔文化 共享公平『誠』果”建造業防貪峰會中主持有關建造業防貪及誠信管理的研討會

Assistant Director of Corruption Prevention hosting a panel session on corruption prevention and integrity management in the construction industry as part of the “Building a Clean and Fair Construction Industry Through Collaboration - Anti-Corruption Summit”

### 新建樓宇工程的質量監督

香港私人發展項目的建築或街道工程受《建築物條例》（第 123 章）規管。該條例訂明業主委任的專業人士及承判商須提交監工計劃書，並按計劃書聘請適任技術人員監督工程的質量。由於糾正工程質量問題通常涉及巨額費用及導致工程延誤，承建商有可能透過貪污手段，以換取監督人員對不合規格的工程視而不見。有見及此，防貪處審視了屋宇署的相關程序及作出防貪建議，以加強參與新建樓宇工程質量監督人員的問責性，並建議屋宇署應用創新科技以減低有關程序中的貪污風險。

### Quality Control of Works of New Buildings

Building works or street works of private developments in Hong Kong are governed by the *Buildings Ordinance* (Cap 123), which provides that professionals and contractors appointed by owners have to submit supervision plans and employ technically competent persons for quality control purpose. As the rectification of substandard works will often incur substantial costs and result in delay of works, contractors may induce supervisory staff through corrupt means to turn a blind eye to substandard works. As such, CPD has reviewed the relevant procedures of the Buildings Department (BD) and made recommendations to enhance the accountability of staff involved in the quality control of works of new buildings. Moreover, CPD has also recommended the BD to apply innovative technology for mitigating corruption risks therein.



### 招聘工人的誠信風險管理計劃書

Integrity Risk Management Plans for Recruitment of Workers

## 私營領域的防貪工作

防貪處持續地評估特定界別的需要，加強當中的防貪工作。防貪處於二零二三年的重點工作包括：

### 《物業管理公司防貪指南》

《物業管理服務條例》（第 626 章）下的發牌制度於二零二三年八月全面落實，公眾對物業管理公司（物管公司）秉持專業和誠信的期望與日俱增。由於物管公司的服務範疇多元化，而當中有關樓宇管理和維修的程序複雜和容易存在貪污舞弊風險，因此物管公司須制定有效的內部監控系統和防貪措施，以減低貪污舞弊風險。有見及此，防貪處於二零二三年十二月推出《物業管理公司防貪指南》，涵蓋了物管公司須遵守的監管規定和良好管治架構的基本要素、個案分析和防貪警示，以及主要物管範疇（如一般管理服務、樓宇維修、採購和人事管理等）中常見的貪污風險和預防措施，以協助物管公司有效預防貪污及進行風險管理。防貪處將於二零二四年為持牌物管公司管理層舉辦“物業管理人員反貪專業課程”，藉著分享和實踐該指南，提升物管公司的防貪管治。



## CORRUPTION PREVENTION WORK IN PRIVATE SECTOR

To optimise the efficacy in corruption prevention, CPD continuously identifies the needs of specific industries. The major corruption prevention work conducted in 2023 includes:

### *Corruption Prevention Guide for Property Management Companies*

Since the full implementation of the licensing regime under the *Property Management Services Ordinance* (Cap 626) in August 2023, there have been growing public expectations on the professionalism and integrity of property management companies (PMCs). Given the diversified services provided by PMCs, coupled with the complex and corruption-prone procedures involved in building management and maintenance, PMCs need to put in place an effective internal control system and corruption prevention measures to reduce corruption risks. To address the issues concerned, CPD launched a *Corruption Prevention Guide for Property Management Companies* in December 2023, covering the regulatory compliance required of PMCs, the basic elements of good governance, case studies, red flags, and the common corruption risks in the major areas of property management (such as general management services, building maintenance, procurement and staff management) with recommendations on preventive measures, so as to assist PMCs in effective corruption prevention and risk management. CPD will organise the “Professional Anti-corruption Training in Property Management” for management of licensed PMCs in 2024 to enhance the governance of PMCs from the corruption prevention perspective through sharing and implementation of the guide.

《物業管理公司防貪指南》提供有效和切實可行的指引，以協助物業管理公司識別和緩解物業管理相關的貪污風險及建立誠信文化

The *Corruption Prevention Guide for Property Management Companies* offering effective and practicable guidelines to help property management companies identify and reduce corruption risks in property management and build an ethical culture

## 香港律師會 – 律師事務所的物業轉易防貪服務

為提升律師行在物業轉易及相關交易中的內部監控，防貪處在香港律師會的支持下，編製了《律師行的物業轉易及相關交易防貪錦囊》。有關防貪錦囊旨在為律師行提供在處理物業轉易及相關交易時的主要貪污風險、防貪警示及相關的內部監控措施作參考，以減低貪污舞弊風險。



《律師行的物業轉易及相關交易防貪錦囊》旨在闡釋處理物業轉易時的貪污風險、防貪警示及相關的內部監控措施，供律師行參考

The *Corruption Prevention Good Practices on Conveyancing and Related Transactions for Law Firms* highlighting the corruption risks and red flags in handling conveyancing transactions and providing law firms with handy references on internal control measures

防止貪污處在香港律師會的支持下，編製了《律師行的物業轉易及相關交易防貪錦囊》。在編製過程中，防止貪污處人員與香港律師會代表深入交流，以了解律師行在處理物業轉易及相關交易過程中所扮演的角色

With the support of the Law Society of Hong Kong, the Corruption Prevention Department has compiled a set of *Corruption Prevention Good Practices on Conveyancing and Related Transactions for Law Firms*. In compiling the Good Practices, Corruption Prevention Department officers made extensive exchanges with representatives of the Law Society of Hong Kong to understand the roles of law firms in handling conveyancing and related transactions



## 非政府機構的防貪工作

非政府機構透過接受政府資助及公眾捐款等，向有需要人士提供福利服務。由於其所提供的服務日趨多元化，市民大眾對非政府機構的誠信要求亦日益提高。有見及此，防貪處編製全新版的《非政府機構的管治及內部監控防貪指南》，以協助非政府機構在日常營運中建立及加強防貪能力，和鞏固其廉潔文化。指南內容涵蓋反貪法例、良好管治及有效內部監控，並列舉非政府機構主要營

## Corruption Prevention Work for Non-governmental Organisations

NGOs rely on government fundings and public donations to provide welfare services to people in need. Given the increasingly diversified services provided by NGOs, public expectations on their integrity standards are on the rise. Hence, CPD has compiled a new edition of the *Corruption Prevention Guide on Governance and Internal Control for Non-governmental Organisations* to assist NGOs in building and strengthening their corruption prevention capabilities in daily operation and entrenching a culture of integrity. The Guide covers the anti-corruption law, good governance and effective internal controls, and sets out the corruption risks and corresponding preventive measures pertaining to



運範疇(包括財務管理、提供福利服務、採購、工程及維修合約管理等)的貪污風險及相關防貪措施。該指南亦透過各類型的個案分析和防貪警示，加強非政府機構對貪污風險的了解；並同時更新了社會福利界非政府機構董事會成員及職員行為守則範本，除更清晰列出誠信要求(例如索取和接受利益及款待的政策)外，亦加強處理已申報利益衝突的指引。防貪處已於二零二三年底推出該指南，並會向非政府機構推廣，以及因應個別非政府機構的要求提供防貪服務。

the key operation areas (including financial management, provision of welfare services, procurement, management of works and maintenance contracts) of NGOs. It also presents various case studies with analysis and red flags to enhance NGOs' understanding of the corruption risks. Additionally, the Guide provides the updated *Sample Codes of Conduct for Board Members and Staff of Non-governmental Organisations in Social Welfare Sector*, setting out clearly the integrity requirements (such as the policies on solicitation and acceptance of advantages and entertainment) and the enhanced guidance on managing declared conflicts of interest. Following the launch of the Guide in late 2023, CPD would further promulgate the Guide to NGOs and offer corruption prevention services to individual NGOs on request.



《非政府機構的管治及內部監控防貪指南》

*Corruption Prevention Guide on Governance and Internal Control for Non-governmental Organisations*



防止貪污處人員在編製《非政府機構的管治及內部監控防貪指南》期間舉行工作會議

Officers of the Corruption Prevention Department discussing the production of *Corruption Prevention Guide on Governance and Internal Control for Non-governmental Organisations* in a work meeting

### 組裝合成建築法的《防貪速學短片》

有見政府將更廣泛地採用組裝合成建築法以加快房屋供應，防貪處繼二零二一年編製了《防貪錦囊－組裝合成建築項目》後，今年亦推出了相應的《防貪速學短片》，以協助業界人士更好了解當中不同範疇(即誠信管理、在廠房內組裝以及完成組裝後)的貪污風險及防貪措施。

### Short Training Videos on Corruption Prevention for Modular Integrated Construction

Given the Government's initiative to expedite housing supply through wider adoption of MiC, CPD has launched a series of *Short Training Videos on Corruption Prevention for MiC* this year, following the *Corruption Prevention Checklist – Building Projects Adopting Modular Integrated Construction* published in 2021. The training videos aim to enhance practitioners' understanding about the corruption risks involved in different aspects (namely integrity management, fabrication at MiC factory and processing after fabrication) of MiC, and the corresponding mitigating measures.



組裝合成建築法的《防貪速學短片》

*Short Training Videos on Corruption Prevention for Modular Integrated Construction*

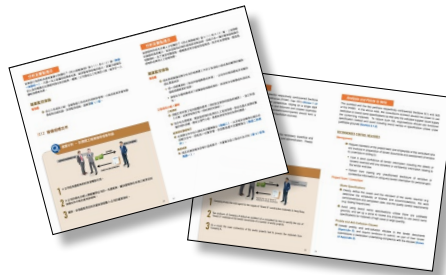
## 《建造業防貪指南》

因應近年建造業的貪污風險以及行業發展，防貪處於二零二三年九月，推出重新編製的《建造業防貪指南》，內容涵蓋建造業界一些常見的舞弊手法，包括工程顧問的管理、工程合約的判授和管理，以及工程質量控制測試過程中的貪污風險和建議防貪措施。該指南亦新增了個案分析以協助工程人員理解有關程序中的貪污風險，並提升他們的防貪意識和能力。



## Corruption Prevention Guide for Construction Industry

In response to the emerging corruption risks and development of the construction industry in recent years, CPD published a new edition of the *Corruption Prevention Guide for Construction Industry* in September 2023. The Guide sets out the common malpractices in the construction industry, including the management of consultants, letting and administration of works contracts and construction quality control testing, and illustrates the corruption risks and recommended corruption prevention measures. As an added feature, it also includes case studies to assist project staff better understand the corruption risks inherent in the procedures concerned, and enhance their corruption prevention awareness and capabilities.



《建造業防貪指南》

*Corruption Prevention Guide for Construction Industry*

## 與香港中華廠商聯合會合作推出“誠信營商約章”

防貪處於二零二一年試行在建造業推出“『誠』建商約章”計劃，旨在推動建築公司實施包括誠信政策及誠信培訓的“誠信管理制度”，至今已有四百多間企業參加計劃。為進一步向其他行業推廣“誠信管理制度”，防貪處於二零二三年起分階段與本港主要商會合作，推出“誠信營商約章”（約章）推廣計劃，鼓勵商會的會員公司自願參與，計劃的首階段合作伙伴為香港中華廠商聯合會（廠商會）。約章秉持國家《“一帶一路”廉潔建設高級原則》，鼓勵私營機構強化誠信經營的原則，實施“誠信管理制度”。約章於二零

## Launching Business Sector Integrity Charter in Partnership with the Chinese Manufacturers' Association of Hong Kong

As a pilot scheme, CPD launched the Construction Industry Integrity Charter in 2021, aiming to encourage construction companies to adopt an Integrity Management System (IMS) consisting of components including integrity policy and integrity training. More than 400 companies have joined the scheme to date. With a view to promoting the IMS to other industries, CPD collaborates with major local chambers of commerce in phases to launch the Business Sector Integrity Charter (the Charter) campaign, encouraging their member companies to participate voluntarily. The first phase of the campaign commenced in 2023, with the partner being the Chinese Manufacturers' Association of Hong Kong (CMA). In line with the

二三年十一月七日正式推出，啟動儀式由財政司副司長、廉政專員、廠商會會長、廠商會立法會代表，以及廠商會常務副會長主持，其他出席嘉賓包括廠商會的會董會代表。所有參與約章的公司須委派一名“誠信執行官”協助落實並監察誠信政策，同時承諾執行一套誠信政策，並參與誠信培訓。防貪處作為約章的秘書處，負責為參與公司免費提供誠信培訓、防貪建議與資源等服務。約章自啟動以來獲廠商會的企業會員積極參與，防貪處未來將逐步將約章推展至其他主要商會，展示公商積極協作，共同說好香港廉潔故事，為國家構建“廉潔絲綢之路”貢獻力量。



country's *High-level Principles on Belt and Road Integrity Building*, the Charter, which was officially launched on 7 November 2023, encourages the private sector to entrench an integrity culture and implement the IMS. The launching ceremony of the Charter was co-hosted by the Deputy Financial Secretary, Commissioner, CMA President, CMA Legislative Council representative, and CMA Executive Vice President. Other guests included representatives of CMA General Committee. All companies joining the Charter are required to appoint an “Integrity Officer” to assist in implementing and monitoring the companies’ integrity policies. Meanwhile, they must also pledge to implement an integrity policy and participate in integrity training. As the Charter Secretariat, CPD is responsible for providing free integrity training, corruption prevention advice and relevant resources for participating companies. Member companies of the CMA have been participating actively in the Charter since its launch. CPD will gradually extend the reach of the Charter to other major chambers of commerce and showcase the partnership between the public and business sectors in telling the good anti-corruption stories of Hong Kong and contributing to the country’s endeavour to build a “Clean Silk Road”.

財政司副司長和廉政專員，聯同香港中華廠商聯合會的會長、立法會代表及常務副會長主持“誠信營商約章”啟動禮

Deputy Financial Secretary and Commissioner, together with the President, Legislative Council representative and Executive Vice President of the Chinese Manufacturers' Association of Hong Kong, officiating at the launching ceremony of the Business Sector Integrity Charter



香港中華廠商聯合會的會董會代表率先參與“誠信營商約章”，並於啟動禮上進行誓師儀式

Representatives of the Chinese Manufacturers' Association of Hong Kong General Committee who joined the Business Sector Integrity Charter pledging their support at the launching ceremony



## 銀行業的防貪工作

銀行被稱為“百業之母”，穩健的銀行體系是香港作為國際金融中心的重要基石。防貪處與香港金融管理局（金管局）及銀行業緊密合作，於二零二二年編製了全新的《銀行防貪指南》（《指南》）；並於二零二三年展開一系列的推廣活動。首先在廉署及防貪諮詢服務網站發佈《指南》，協助銀行業減低貪污風險。另外，防貪處透過金管局及香港銀行



## Corruption Prevention in the Banking Industry

The banking industry is known for its pivotal role in financing business activities. A robust banking system is fundamental to Hong Kong's role as an international financial centre. Working closely with the Hong Kong Monetary Authority (HKMA) and the banking industry, CPD published a brand new *Corruption Prevention Guide for Banks* (the Guide) in 2022, and launched a series of promotional activities in 2023. To start with, the Guide was uploaded to the ICAC and the CPAS Web Portal to help mitigate corruption risks in the banking industry. CPD also promoted the Guide to the banking industry with the help of its partners such as the HKMA and the Hong Kong Association of Banks. For example, the HKMA assisted CPD in distributing physical copies of the Guide to more than 170 authorised institutions, and issuing circulars to

發佈《銀行防貪指南》，協助銀行業減低貪污風險

Launching the *Corruption Prevention Guide for Banks* to help mitigate corruption risks in the banking industry

公會等合作伙伴向銀行業推廣《指南》，其中金管局協助防貪處向全港一百七十多間認可機構派發實體版《指南》，並發出通函，鼓勵銀行在執行新修訂的監管政策時參考《指南》的防貪措施。同年五月，金管局舉辦了疫情後首次的“與監管機構對話”專題研討會，並邀請廉署向四百五十多名銀行管理人員分享貪污個案趨勢及《指南》中的主要內容。防貪處亦因應個別銀行的要求，提供防貪意見及培訓。自《指南》推出以來，防貪處共收到及處理了超過 640 個有關銀行業的防貪諮詢服務查詢，並為不同銀行舉辦了超過 25 場防貪培訓，向超過 5 000 名銀行從業人員介紹《指南》中的內容。

encourage banks to make reference to the corruption prevention measures suggested in the Guide when implementing the newly revised regulatory policy. In May 2023, the HKMA also held the first “Regulator’s Dialogue” seminar since the pandemic, and invited the ICAC to share its insights on corruption case trends and the highlights of the Guide with over 450 bank managerial staff. Moreover, CPD provided corruption prevention advice and training upon request by individual banks. Since the launch of the Guide, CPD has provided corruption prevention advisory service by receiving and handling more than 640 enquiries related to the banking industry. It has also organised over 25 sessions of corruption prevention training for various banks and presented the contents of the Guide to over 5 000 banking practitioners.

## 推動科技防貪

把工作流程電子化和善用科技，不但可提升政府、公共機構和私營機構的工作效率及服務質素，亦可藉此加強機構的防貪能力。乘著政府近年大力開展電子政府服務，數碼化是重點防貪策略，以下是有關推動科技防貪工作的例子：

### 編製及推廣《數碼化防貪指南》

為響應政府施政方針中有關加快建設數字政府的倡議，防貪處於二零二二年完成首階段有關利用數碼化加強防貪的研究，並編製了《數碼化防貪指南》，以誠信管理角度向政府決策局／部門和公共機構建議一個利用數碼化和資訊科技防貪的框架。防貪處正就如何更有效運用此框架展開第二階段研究，以配合行政長官二零二三年施政報告中提及以建設數字政府提升“治理能力”和“治理效能”的政策措施。

## EMBRACING TECHNOLOGY TO ENHANCE CORRUPTION PREVENTION

Digitalisation of work processes and effective adoption of technology can improve the efficiency and service quality of the Government, public bodies and private organisations, and strengthen their anti-corruption capabilities. Riding on the momentum of the e-Government initiatives launched in recent years, digitalisation becomes a key strategy in corruption prevention. Efforts made by CPD to embrace technology in enhancing resilience against corruption are summarised below:

### *Production and Promotion of the Corruption Prevention Guide – Corruption Prevention through Digitalisation*

To support the Government's policy initiative of advancing development of a digital Government, CPD completed its first-phase study on enhancement of corruption prevention through digitalisation in 2022, and produced the *Corruption Prevention Guide – Corruption Prevention through Digitalisation*, putting forward to B/Ds and public bodies a corruption prevention framework from the integrity management perspective incorporating the application of digital corruption prevention and information technology. CPD has embarked on its second-phase study on making more effective use of the framework to keep pace with the policy measures for developing a digital Government to enhance “governance capability” and “governance efficacy” as announced by the Chief Executive in the 2023 Policy Address.

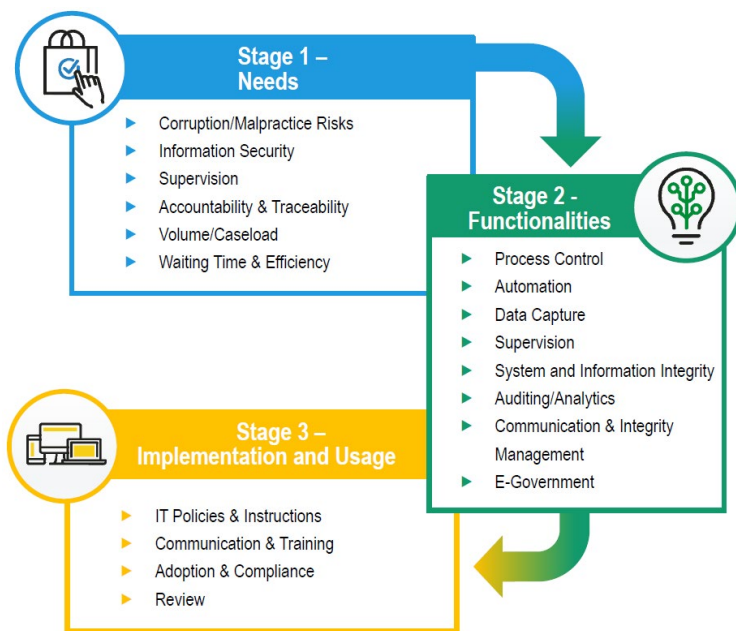


### 《數碼化防貪指南》

*Corruption Prevention Guide – Corruption Prevention through Digitalisation*

防貪處在二零二三年進行了一系列與推廣該指南有關的工作，例如以防貪審查或諮詢服務形式，向政府決策局／部門及公共機構，為 50 項公共服務工作流程提供超過 100 個數碼化防貪建議，當中包括檢視數碼化需要及優化有關功能及政策以強化防貪成效。

A series of work had been carried out in 2023 in connection with the promotion of the Guide. For example, assignment studies were conducted and consultancy services were provided for B/Ds and public bodies, whereby over 100 recommendations on digital corruption prevention for 50 public service workflows had been made, including review of their digitalisation needs, and enhancement of relevant functions and policies for improved corruption prevention efficacy.



### 數碼化防貪框架

Digital Corruption Prevention Framework



防止貪污處人員為政府決策局／部門就其公共服務作業資訊系統提供防貪建議

Officers of the Corruption Prevention Department offering corruption prevention advice to government bureaux/departments on their public service operational information systems



防貪處同時透過舉辦防貪培訓，推動政府決策局／部門及公共機構的管理人員支持以工作流程和公共服務數碼化加強防貪能力。此外，防貪處亦為創科界別的私營機構提供防貪培訓。

CPD also organised training for managerial staff of B/Ds and public bodies to engage their support in the digitalisation of workflows and public services for enhancement of their corruption prevention capabilities. Moreover, CPD also provided corruption prevention training to private organisations in the innovation and technology sector.



與公私營機構的管理人員及資訊科技專家交流數碼化防貪經驗

Exchanging experience in digital corruption prevention with managerial staff and information technology specialists of public and private sectors



CHAPTER 06

第六章

# 社區關係處

Community Relations  
Department



## 法定職責

- 教育公眾認識貪污的禍害。
- 爭取公眾支持肅貪倡廉的工作。

## 教育及宣傳策略

- 採用“全民誠信”策略，為社會不同界別提供適切的倡廉教育。
- 加強結合媒體宣傳及面對面的倡廉教育活動。
- 善用與社會各界建立的伙伴合作關係，籌劃及推展各項倡廉活動。

## 分區辦事處

社區關係處（社關處）由一名處長執掌，轄下設有兩個科。社關處的架構及轄下單位的職能簡介見附錄一。

廉政公署（廉署）設有七間分區辦事處，向社會不同界別（包括政府及公營機構、商界、青少年、地區及非牟利機構，以及公共選舉各持份者）提供倡廉教育，並深入社區持續地爭取市民支持香港的廉政工作。

## STATUTORY DUTIES

- Educate the public against the evils of corruption.
- Enlist public support in the fight against corruption.

## EDUCATION AND PUBLICITY STRATEGIES

- Adopt an “Ethics for All” approach to tailor preventive education programmes for different segments of the community.
- Enhance integration of media publicity and face-to-face education.
- Leverage strategic partnership with different sectors in mapping out and executing these programmes.

## REGIONAL OFFICES

The Community Relations Department (CRD) is headed by a Director and operates through two divisions. The structure of CRD and function of its different units are detailed at Appendix 1.

The Independent Commission Against Corruption (ICAC) has established [seven Regional Offices](#) in the territory to provide preventive education to different segments of the community, including the Government and public bodies, business sector, the youth, district and non-profit-making organisations, as well as stakeholders of public elections, and reach out to the public to enlist their support for anti-corruption work in Hong Kong.



廉政公署分區辦事處座落於社區核心位置，方便市民舉報貪污和查詢。

ICAC Regional Offices, which are situated at focal locations in the territory, offering a convenient channel for members of the public to report corruption and make enquiries.

社關處為鼓勵市民挺身舉報貪污，加強網上網下宣傳，消除大眾對舉報貪污的誤解及回應市民的關注。

To encourage members of the public to come forward to report corruption, CRD arranged extensive online and offline publicity to dispel misunderstanding and address common concern about lodging corruption complaints.



# 舉報貪污 去呢度

You can stop corruption.  
REPORT NOW!



廉政公署東港島辦事處  
ICAC Regional Office (Hong Kong East)

☎ 2519 6555  
📍 香港灣仔分域街16號東城大廈地下3號  
Unit 3, G/F, East Town Building,  
16 Fenwick Street, Wan Chai, Hong Kong  
🕒 星期一至五 (公眾假期休息)  
上午九時至下午七時  
Monday - Friday (except public holidays):  
9am to 7pm

廉政公署24小時舉報中心  
ICAC Report Centre (24-hour service)

📍 香港北角渣華道303號地下  
G/F, 303 Java Road, North Point, Hong Kong

於全港 18 區懸掛宣傳橫額，深入社區鼓勵市民親身舉報貪污

ICAC displaying street banners in 18 districts to encourage reporting of corruption



中學生為廉政公署創作宣傳短片，鼓勵市民及時舉報貪污

A promotional video by secondary school students encouraging timely reporting of corruption

## 公營機構

向政府部門推廣廉潔信息，一直是廉署的重要工作之一。為進一步鞏固公務員隊伍的誠信文化，廉署向所有政治委任官員介紹廉署三管齊下的反貪策略及相關法規；繼續與公務員事務局攜手合辦“[誠信領導計劃](#)”，為各政府決策局／部門的誠信事務主任舉辦專題工作坊和研討會，支援他們在部門內推行誠信管理；以及在公務員學院的重點領導培訓課程及新入職公務員培訓計劃中，加入廉署分享環節。

## PUBLIC SECTOR

The ICAC accords priority to integrity promotion in the Government. To entrench probity culture in the civil service, the ICAC arranged briefings for all politically appointed officials to introduce the three-pronged strategy as well as anti-corruption laws and regulations, and continued the partnership with the Civil Service Bureau to organise thematic workshops and seminars under the “[Ethical Leadership Programme](#)” to assist Ethics Officers of government bureaux/departments (B/Ds) in implementing departmental integrity management. ICAC sharing sessions were also incorporated into the Civil Service College's flagship leadership development programmes and the Induction Programme for Civil Service New Recruits.



政治委任官員出席簡介會，對廉政公署致力維護廉潔公務員隊伍的工作表示認同

Politically appointed officials attending ICAC briefing, recognising the ICAC's efforts in sustaining a clean civil service

公共機構提供的服務與民生息息相關。廉署積極鼓勵公共機構採用[全方位的廉署服務及資源](#)，致力協助公共機構維持各級僱員及其管理局、董事局和委員會成員的誠信操守。此外，廉署亦為立法會及區議會議員製作《誠信錦囊》電子單張，扼要介紹防貪法例，並提供有關法例及參考資料連結。

Public bodies provide services closely related to people's livelihood. The ICAC encouraged public bodies to extensively adopt its [preventive education services and resources](#) for sustaining integrity of their employees at all ranks, as well as members of their governing bodies, boards and committees. Besides, the ICAC produced e-leaflets for members of the Legislative Council and District Councils to provide them with a gist of the anti-corruption laws and links to relevant legislation and reference materials.





## 二零二三年為公營機構提供的誠信培訓 Integrity Training for Public Sector in 2023

### 公務員 Civil Servants

為 **78** 個政府決策局／部門  
**逾 32 000** 名公務員舉辦  
誠信培訓研討會

Arranged preventive education seminars for  
**over 32 000** civil servants from **78** B/Ds

### 公職人員 Public Servants

為提供公共服務（包括運輸、醫療護理、  
專上教育和其他公共事業）的公共機構  
**超過 15 000** 名公共機構僱員舉辦  
誠信培訓研討會

Arranged preventive education seminars for  
**over 15 000** employees of public bodies providing  
public services in transportation, health care,  
tertiary education and other public utilities

誠信事務主任出席“誠信領導計劃”專題工作坊，了解正確處理接受利益及款待事宜，並交流誠信管理的策略

Ethics Officers joining the thematic workshop organised under the “Ethical Leadership Programme” to discuss the proper handling of advantages and entertainment, and exchange views on integrity management



助理誠信事務主任於小組分享會商討深化部門誠信文化的良方

Assistant Ethics Officers sharing practical experience in entrenching probity culture in their respective departments at a networking session



廉政公署首長級人員在公務員學院舉辦的領導培訓課程中與高級公務員探討誠信領導議題

ICAC directorate officers exchanging views on ethical leadership with senior government officers at Civil Service College's flagship leadership development programmes



“誠信領導計劃”下的“公職人員行為失當罪”研討會一向深受政府部門歡迎，讓各級公務員了解相關法規

Seminar on “Misconduct in Public Office” under the “Ethical Leadership Programme” gaining its popularity as a platform for civil servants at all ranks to understand relevant laws and regulations



廉政公署人員向公共機構的管理層講解香港的反貪歷史，並鼓勵他們於機構內推行誠信管理

ICAC officer explaining to the senior management of public bodies the anti-corruption history of Hong Kong and encouraging them to implement integrity management in their organisations

## 二零二三年為商界提供防貪教育服務

## Corruption Prevention and Education Services for the Business Sector in 2023

工商機構  
Business Organisations接觸超過  
Reached over **4 600** 間工商界及專業人士  
Business Practitioners  
and Professionals接觸超過  
Reached over **94 000** 名

## 商界

[香港商業道德發展中心](#)由廉署成立，其工作由本港十大商會代表組成的諮詢委員會督導，致力推動商業道德和專業操守作為抵禦貪污的第一道防線。

為應對多變的營商環境，香港商業道德發展中心著力推行各項防貪教育及宣傳活動。年內的工作重點包括：

- 主動接觸全港銀行業認可機構，推介“銀行業誠信推廣計劃”下的[網上培訓資源](#)及防貪服務，加強銀行的誠信文化；
- 製作[醫療健康業專頁](#)及網上版《[醫生實務防貪指引](#)》，加強專業操守；
- 與專業團體合作，為公司治理專業人員安排研討會，介紹廉署為企業提供的防貪教育服務，強化其在實踐誠信管治的把關角色及爭取他們支持廉署工作，共同守護香港的法治；以及
- 繼續透過 [BEDC 頻道](#) 舉辦網上講座以迎合商界網上學習的需求，接觸上市公司董事、中小企經營者、工程監督人員、保險中介人及金融業從業員等對象。

## BUSINESS SECTOR

Established under the auspices of the ICAC and steered by an advisory body comprising representatives from 10 major chambers of commerce in Hong Kong, the [Hong Kong Business Ethics Development Centre](#) (HKBEDC) strives to promote business and professional ethics as the first line of defence against corruption.

In coping with the volatile business environment, HKBEDC remained steadfast in delivering various anti-corruption education and publicity initiatives in the year with the following highlights:

- reached out to all authorised institutions in the banking sector to promote the [online ethics resources](#) and corruption prevention services under the Ethics Promotion Programme for the Banking Industry with an aim to fostering an ethical bank culture;
- produced a dedicated [webpage for the medical and healthcare industry](#) and developed an [Online Guide for Medical Professionals](#) to strengthen professional ethics;
- collaborated with professional bodies to arrange seminars introducing the corruption prevention and education services provided by the ICAC for corporate governance professionals so as to reinforce their guardian role in ethical governance, to enlist their support for the ICAC's anti-corruption efforts and to safeguard the rule of law in Hong Kong; and
- continued to organise webinars on its [BEDC Channel](#) to meet the demand of the business sector for online training, reaching directors of listed companies, SME operators, construction works supervisors, insurance intermediaries, financial services practitioners and other different target groups.





“銀行業誠信解密系列”網上自學培訓動畫

Self-learning animation series titled *Unveil the Secret: Integrity Myths in the Banking Industry*

廉政公署人員向出席香港醫學會舉辦之“醫療法律研討會 2023”的醫生推廣專業誠信

ICAC officer speaking in the “Medico-legal Conference 2023” organised by Hong Kong Medical Association to promote professional ethics to the participating doctors



香港律師會會員及立法會（法律界）議員到訪廉政公署

Members of the Law Society of Hong Kong and the Legislative Council Member (Legal) joining a visit programme at the ICAC

香港美國商會“未來領袖計劃 2023”的商界管理人員到訪廉政公署

A group of young business executives from the “Future Leaders Class of 2023” organised by the American Chamber of Commerce in Hong Kong visiting the ICAC



## 輸入勞工及人才

配合政府為不同行業推出的多項輸入勞工及人才入境計劃，廉署展開一系列反貪教育及宣傳工作，提升經計劃到港工作人士對《防止賄賂條例》及香港廉政建設的了解。



廉政公署透過與相關政府決策局／部門及公共機構的聯繫，向不同界別的輸入勞工簡介反貪法例

The ICAC arranging briefings for imported workers of different sectors through collaboration with relevant government bureaux/departments and public bodies

## IMPORTED WORKERS AND TALENTS

To tie in with the Government's various labour importation and talent admission schemes, the ICAC launched an array of education and publicity initiatives to enhance the awareness of the incoming workers and talents on the *Prevention of Bribery Ordinance* and the anti-corruption work of Hong Kong.



廉政公署人員在建造業中央宿舍向輸入勞工介紹反貪法例

ICAC officer giving a talk on anti-corruption laws to imported construction workers in their centralised quarters



廉政公署於香港優才及專才協會舉辦的人才高峰論壇設置展覽攤位，介紹香港廉潔及公平的社會環境

The ICAC staging a publicity booth at the International Talents Summit organised by the Hong Kong Quality and Talent Migrants Association to promote Hong Kong's clean and fair social environment



廉政公署為輸入勞工以及內地和海外專才製作一系列教育及宣傳資料

The ICAC's educational and publicity materials produced for imported workers and talents from the Mainland and overseas



廉署繼續與政府決策局／部門及非政府機構合作，為新來港人士及不同種族人士舉辦多元化活動，包括透過防貪講座、宣傳品、專題網頁及電台節目等，積極向他們推廣廉潔信息。

The ICAC continued to partner with B/Ds and non-governmental organisations to disseminate anti-corruption messages to new arrivals and people of diverse race through corruption prevention talks, publicity materials, thematic webpages, radio programmes and other versatile activities.



廉政公署推出新一輯宣傳品，提醒市民切勿行賄

Newly-designed publicity materials reminding members of the public not to offer bribes



於出入境口岸展示的宣傳海報及橫額，凸顯香港的廉潔文化

Publicity banners and posters at immigration control points accentuating the probity culture of Hong Kong



## 青年及德育

廉署致力為不同成長階段的青少年安排誠信教育活動，培育廉潔守法新一代。

為栽培青年人成為具誠信、擁護法治並具備國家觀念和國際視野的未來社會領袖，廉署於年內推出“[廉政公署菁英誠信領袖計劃](#)”，邀請大專及高中生參與具廉署特色的領袖培訓活動。除安排學員前往內地城市學習與交流，是項計劃亦提供機會予學員與來港訪問的外國反貪機構人員互動交流。



廉政專員出席“廉政公署菁英誠信領袖計劃”啟動禮，與首屆“菁英誠信領袖”交流

Commissioner attending “ICAC ELITE Youth Leadership Programme” launching ceremony to exchange with the first cohort of iELITE Youth Leaders

## YOUTH AND MORAL EDUCATION

Through its moral education programmes designed for youth of different developmental stages, the ICAC is dedicated to nurturing in the younger generation the core values of integrity and law abidingness.

To groom aspiring young people to become future leaders with integrity as well as a strong sense of the rule of law, national identity and global vision, the ICAC launched the “[ICAC ELITE Youth Leadership Programme](#)” in the year. Senior secondary and tertiary students were invited to participate in multifarious leadership training activities characterised by ICAC elements. Apart from exposure visits and exchange activities in Mainland cities, participants were also provided with opportunities to interact and exchange with delegates of overseas anti-graft agencies during the latter’s visits to Hong Kong.



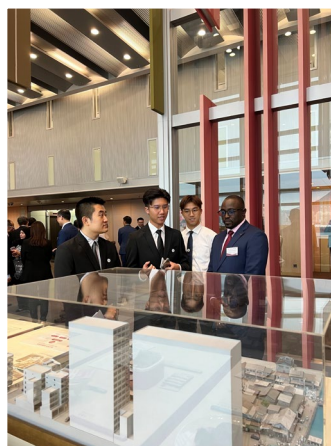
“菁英誠信領袖”參加由廉政公署訓練及發展組舉辦的領袖訓練營，體驗調查工作及了解香港的反貪法例

iELITE Youth Leaders participating in the leadership training camp arranged by the ICAC Training and Development Section to learn about the anti-bribery legislation of Hong Kong and gain first-hand experience on investigation work





“菁英誠信領袖”參加內地交流團到訪大灣區  
iELITE Youth Leaders participating in a Mainland Study Tour to the Greater Bay Area



“菁英誠信領袖”與海外反貪機構人員互動交流

iELITE Youth Leaders interacting and exchanging with representatives of overseas anti-corruption agencies







“菁英誠信領袖”參觀紀律部隊以深入了解香港的良好法治

iELITE Youth Leaders visiting law enforcement agencies to learn about Hong Kong's sound rule of law



“菁英誠信領袖”協助廉政公署推行宣傳及教育活動

iELITE Youth Leaders assisting in the ICAC's publicity and education programmes



為鼓勵高中和大專生運用創意向同學傳揚廉潔信息，廉署推行“[高中 iTeen 領袖計劃](#)”及“[廉政大使計劃](#)”，招募學生伙伴於校園籌辦誠信推廣活動。廉署又舉辦[廉政互動劇場](#)及個人誠信和反貪法例講座，向中學生和大專生宣揚守法誠信。

Through the “[iTeen Leadership Programme](#)” and “[ICAC Ambassador Programme](#)”, the ICAC recruited senior secondary and tertiary students to organise on-campus integrity promotion activities and encouraged them to unleash their creativity in promoting probity messages to their peers. Moreover, [interactive drama performances](#) and talks on personal ethics and anti-corruption laws were arranged for secondary and tertiary students to hammer home law-abidingness and integrity messages.





**HKU ICAC Integriteen**  
4月12日 · 4  
我哋喺生活當中難免會作出種種抉擇，但同學仔又有冇諗過做錯某啲即使係好細微嘅決定，都有機會令我哋踏入貪污陷阱？為咗測試同學仔對於誠信同貪污了解有幾多，我哋就擺booth當日同大家做咗個街頭訪問，而當日拍攝嘅影片已經出爐喇！如果想知道更多就快啲睇我哋條影片喇！  
[#icac](#) [#hku](#) [#icacambassadors](#) [#香港大學](#) [#港大廉政](#)



“廉政大使”發揮創意，透過多元化倡廉活動和網上平台，向同學推廣誠信價值觀

ICAC Ambassadors unleashing their creativity in organising face-to-face and online integrity promotion activities for their peers



來自 19 間大專院校的“廉政大使”參與領袖培訓，建立團隊精神

ICAC Ambassadors from 19 tertiary education institutions attending leadership training to build up team spirit





### “iTeen 領袖” 籌辦校園活動，向同學宣揚誠信信息

iTeen Leaders organising on-campus activities to spread integrity messages to their peers



### “iTeen 領袖” 參加培訓工作坊，學習團隊協作的技巧

iTeen Leaders participating in training workshops to enhance their teamwork skills







學校伙伴及“iTeen領袖”出席“高中 iTeen領袖計劃”頒獎典禮，一同慶祝計劃跨越十周年

School partners and iTeen Leaders attending the award presentation ceremony in celebration of the 10<sup>th</sup> anniversary of the “iTeen Leadership Programme”



廉政互動劇場向中學生宣揚反貪和誠信信息

Interactive drama disseminating anti-corruption and integrity messages to secondary school students

在幼童方面，廉署透過製作德育資源協助學校推行價值觀教育，包括在“[i Junior 小學德育計劃](#)”下推出新一輯以“公平”為主題的卡通教材及遊戲物資，和透過“[童·閱·樂](#)”繪本傳誡計劃向幼稚園提供德育繪本。廉署亦於年內推出“ICAC 兒童教室”，安排幼稚園學生及家長到訪廉署，透過親子小手工和繪本共讀等活動，培育小朋友的正面價值觀。

For young children, the ICAC has been developing various moral education resources to facilitate values education in schools. These included a new series of animation-based teaching package and activity materials on the theme of “fairness” under the “[i Junior Programme for Primary Schools](#)”, as well as moral education picture books for kindergartens under the “[Reading for Integrity](#)” Project. The “ICAC’s Kids Classroom” was also launched in the year as a new initiative to promote positive values to young children through arranging kindergarteners and their parents to visit the ICAC and participate in story-telling and parent-child handicraft activities.





“i Junior 領袖”和“小啡豆”  
向不同年級的同學推廣正面價值觀

i Junior Leaders and Little Coffee Bean promoting positive values to the primary school students



“i Junior 領袖”參加培訓工作坊，加深對廉政公署的認識及掌握帶領活動技巧

i Junior Leaders participating in training workshops to enhance their understanding of the ICAC and activity facilitation skills







老師透過廉政公署  
“童·閱·樂”德育繪  
本及活動培育學生正面  
價值觀

Teachers instilling positive  
values in students through  
the ICAC's “Reading for  
Integrity” picture books and  
moral education activities



幼稚園學生與家長一同到訪“ICAC 兒童教室”，參  
與繪本共讀及親子活動

Kindergarteners and their parents enjoying story-telling and  
colouring activities in the “ICAC's Kids Classroom”



## 二零二三年的青年及德育活動

### Youth and Moral Education Activities in 2023



接觸超過  
Reached over **800** 間

高等教育院校  
及學校

tertiary education  
institutions and schools



曾參加廉署誠信及道德  
推廣活動／計劃的學生

超過  
over **270 000** 名

students participated in the ICAC's  
integrity and ethics promotion  
activities/programmes

廉署繼續透過《拓思》德育期刊及德育資源網，支援教育工作者。

The ICAC continued to support educators through the [ICAC Periodical](#) and the [Moral Education website](#).



於年內出版至第 100 期的《拓思》德育期刊，定期為教育工作者提供德育教育資源

ICAC Periodical, with its 100<sup>th</sup> issue published in the year, providing educators with food for thought on moral education regularly

## 地區團體

為迎接二零二四年五十周年的來臨，廉署以“反貪·不停步”為主題推展一系列全港社區參與活動。除推出[廉署五十周年專題網站](#)外，廉署亦展開相片／短片大募集，邀請市民提交作品留下反貪印記，以及為中學及大專學生舉辦青年短片創作比賽，鼓勵青年人發揮創意，與廉署持誠共行。年內，廉署亦將每年一度的廉署山頂長跑競賽升級為“反貪·不停步”起動跑，為一連串的精彩周年活動揭開序幕。

## DISTRICT ORGANISATIONS

The ICAC, in celebration of its 50<sup>th</sup> anniversary in 2024, rolled out a series of public engagement activities under the theme of "Fighting Corruption: The Mission Continues". With the launching of the [thematic website for ICAC's 50<sup>th</sup> anniversary](#) in the year, a photo/video collection campaign was carried out to invite members of the public to contribute photos and videos relating to the anti-corruption history of Hong Kong while a youth video competition was organised to encourage youngsters to unleash their creativity to produce short videos for the ICAC. In the year, the ICAC also elevated its annual running event, the Road Race at the Peak, to become a "Fighting Corruption: The Mission Continues" Kick-off Run to embark on the series of 50<sup>th</sup> anniversary celebration activities.





宣傳廉政公署五十周年的地區活動

The ICAC promoting its 50<sup>th</sup> anniversary in a district event



“反貪·不停步”相片／短片大募集的精彩作品

Entries of the ICAC's 50<sup>th</sup> anniversary photo/video collection campaign



廉政專員及首長級人員聯同廉政公署諮詢委員會委員主持“反貪·不停步”起動跑儀式，正式啓動一連串的廉政公署五十周年活動

Commissioner, together with directorates and ICAC advisory committees' members, officiating at the “Fighting Corruption: The Mission Continues” Kick-off Run to mark the commencement of 50<sup>th</sup> anniversary activities



廉政公署邀請多個紀律部隊的人員一同參與起動跑，又鼓勵同事帶同親友到場支持

ICAC officers, supported by their family members, and members of other disciplined forces participating in the Kick-off Run



地區服務及關愛隊伍（關愛隊）在年內成立，以凝聚社區資源和力量，支援政府地區工作和加強地區網絡。廉署已向全港 18 區關愛隊介紹防貪法例知識，以及邀請關愛隊在其活動中加入倡廉元素。廉署亦持續支援全港地區團體舉辦地區傳誠活動，向市民宣揚廉潔信息。

District Services and Community Care Teams (Care Teams) were set up in the year to consolidate community resources to support the Government's district work and networking. The ICAC provided training on anti-corruption laws to all Care Teams in 18 districts and mobilised them to incorporate anti-corruption elements in their activities. The ICAC also supported district organisations to organise activities to promote integrity messages to residents.



廉政公署人員向地區服務及關愛隊伍介紹防貪法例知識

ICAC officer briefing members of District Services and Community Care Teams on anti-corruption laws

### 深入社區 宣揚廉潔 Community Engagement

超過  
OVER 800 個

組織與廉署聯合或協助廉署舉辦宣傳活動  
ORGANISATIONS SUPPORTED THE ICAC TO ORGANISE PUBLICITY  
ACTIVITIES AS CO-ORGANISERS OR ASSISTING ORGANISATIONS

超過  
MORE THAN 13 000 名

非牟利機構僱員和成員於年內接受防貪培訓  
EMPLOYEES AND MEMBERS OF NON-PROFIT-MAKING  
ORGANISATIONS RECEIVED CORRUPTION  
PREVENTION TRAINING IN THE YEAR





## 廉政之友

“廉政之友”於1997年成立，一直致力推動社會各階層市民參與倡廉工作。“廉政之友”現有約3 000名會員，他們自成立至今為廉署提供超過76 000小時的義工服務，協助推廣廉潔信息。

“廉政之友”於年內舉辦多項活動，包括與“天文台之友”交流、為青年屬會會員舉辦“友伴·同行”師友計劃，以及會員迎新活動，同時亦透過專題網站、Facebook群組及《友·共鳴》期刊，保持與會員的緊密聯繫及發放最新的反貪信息。此外，“廉政之友”亦定期舉辦頒獎典禮，嘉許及表揚積極協助廉署宣揚反貪信息的會員。

## ICAC CLUB

Established in 1997, the [ICAC Club](#) strives to engage people from different strata of the community in the anti-corruption cause. With a current membership of about 3 000, the ICAC Club has accumulated over 76 000 hours of voluntary service rendered by its members in different ICAC's integrity promotion activities since its establishment.

During the year, the ICAC Club organised a diversity of activities including an exchange programme with Friends of the Observatory, a mentoring programme for members of the ICAC Club Youth Chapter and an orientation programme for new members. The ICAC Club also maintained a dedicated website and a Facebook closed group, and published [newsletters](#) to maintain close ties with members and keep them abreast of the latest anti-corruption work. An award presentation programme was held regularly to commend ICAC Club members for their assistance and contribution in the ICAC's activities.



“廉政之友”會員與“天文台之友”會員交流參與義工服務的經驗及體會

ICAC Club members sharing their volunteer experiences and insights in probity promotion at the exchange programme with Friends of the Observatory







新加入“廉政之友”的會員出席迎新活動，參觀廉政公署展覽廳及參與互動遊戲

Newly-joined ICAC Club members visiting the ICAC exhibition hall and participating in interactive activities in the orientation programme



“廉政之友”會員積極推動倡廉工作，於頒獎典禮上接受嘉許

ICAC Club members receiving commendations at the award presentation ceremony for their contribution to the anti-corruption cause







職業訓練局積極招募同學成為“廉政之友”青年屬會會員，在校內宣揚廉潔信息及正面價值觀

Vocational Training Council actively recruiting students to join the ICAC Club as Youth Chapter members to promote integrity messages and positive values on campus



師友計劃下的青年屬會會員與擔任導師的退休廉政公署人員建立亦師亦友的情誼

Youth Chapter members and retired ICAC officers building up close bonding under the ICAC Club mentoring programme

## 樓宇管理

因應最新的樓宇管理貪污情況，廉署與民政事務總署、市區重建局及樓宇管理專業團體保持緊密合作，主動向業主和樓宇管理組織如業主立案法團、業主委員會、物業管理公司等推動廉潔樓宇管理。

年內，廉署透過講座、研討會、探訪等，為約 4 900 位來自八百多個樓宇管理組織的人士提供倡廉教育服務。廉署亦藉着多元化的宣傳途徑如展覽、問答遊戲、單張、專題文章等，接觸近 13 800 人次。廉署也透過誠信樓宇管理諮詢熱線、社交媒體和[專題網站](#)發放最新防貪資訊。

隨著物業管理業監管制度全面落實，廉署與物業管理業監管局攜手向業界加強教育工作。廉署除了製作一系列培訓短片和自學教材外，亦透過座談會向從業員推廣防貪信息；同時與專業團體及商會合辦持續專業發展課程，為行政人員提供誠信培訓；以及為修讀物業管理課程的大專及職訓學生安排倡廉講座。

## BUILDING MANAGEMENT

To address the latest corruption trend in building management, the ICAC joined hands with the Home Affairs Department, Urban Renewal Authority and building management related professional bodies to proactively promote clean building management to flat owners and building management bodies such as owners' corporations, owners' committees and property management companies, etc.

This year, the ICAC provided preventive education services to around 4 900 people from over 800 building management bodies through talks, seminars and visits. Besides, about 13 800 counts of people were reached through various publicity drives including exhibitions, quizzes, pamphlets and feature articles. The ICAC also maintained the Clean Building Management Enquiry Hotline, social media platforms and a [dedicated website](#) to promote latest anti-corruption information.

With the full implementation of the licensing regime, the ICAC collaborated with the Property Management Services Authority to step up educational efforts for the property management sector. Apart from producing a series of training videos and a self-learning package for industry practitioners, the ICAC also arranged talks to disseminate anti-corruption messages to property management staff. In addition, integrity training was delivered to executives through continuing professional development programmes of various professional bodies and trade associations, as well as to students undertaking property management programmes at tertiary education institutions and vocational schools.

透過展覽及遊戲宣傳廉潔樓宇管理

Exhibitions and games on clean building management





為物業管理業從業員製作全新培訓短片及網上自學教材

Newly-produced training video series and self-learning package for practitioners of the property management industry



透過社交媒體帖文鼓勵樓宇管理組織採用廉政公署服務

Social media feed promoting ICAC services for building management bodies



## 廉潔選舉

在特區政府完善地區治理及重塑區議會後，廉署因應區議會選舉的新安排，為不同持份者制定全方位的教育及宣傳計劃，並呼籲市民積極投票，共同維護廉潔選舉。

年內，廉署共舉辦 200 場法例簡介會，向政治團體成員、地區撲滅罪行委員會、地區防火委員會和分區委員會委員、助選人士、地區組織／樓宇管理組織成員、票站工作人員、大專生等解釋《選舉（舞弊及非法行為）條例》的規定；又向候選人及選民派發度身訂造的參考資料；並設立[專題網站](#)及查詢熱線，就廉潔選舉提供最新資訊及諮詢服務。

## CLEAN ELECTIONS

Following the Government's work on improving district governance and reforming District Council (DC), the ICAC formulated a multi-faceted education and publicity campaign for different stakeholders having regard to the new electoral arrangement of the DC Election, and appealed to members of the public for casting their votes and upholding a clean election.

The ICAC arranged 200 briefings for political associations, members of District Fight Crime Committees, District Fire Safety Committees and Area Committees, election helpers, members of district organisations / building management bodies, polling station staff and post-secondary students to explain the requirements of the *Elections (Corrupt and Illegal Conduct) Ordinance*. A wide range of tailor-made reference materials were distributed to candidates and electors. A [dedicated website](#) was set up and an enquiry hotline was in operation to provide up-to-date information and enquiry services on clean elections.

此外，廉署亦利用各類型網上網下渠道，包括電視、電台、公共交通網絡、手機應用程式、網上平台、社交媒體、大型戶外屏幕、社區設施等，廣泛宣揚“守法規、重廉潔”的信息。

Furthermore, the ICAC engaged diversified online and offline channels, including TV and radio broadcast, public transport network, mobile applications, online platforms, social media, large outdoor billboards, as well as community facilities to widely publicise the clean elections messages.



廉政公署首長級人員聯同義工團隊走訪社區，呼籲市民踴躍投票

ICAC directorate officers and volunteers appealing to members of the public for casting votes in the District Council Election

於全港 18 區舉行“快閃”宣傳活動推廣廉潔選舉信息

Flash roadshows promoting clean elections messages to the general public in 18 districts



廉政公署人員在法例簡介會上向候選人、助選人員及選民講解《選舉（舞弊及非法行為）條例》的重點

ICAC officers explaining the requirements of the *Elections (Corrupt and Illegal Conduct) Ordinance* to candidates, election helpers and voters in briefing sessions





為候選人、助選人員及選民度身訂造的廉潔選舉參考資料  
Reference materials tailored for candidates, election helpers and voters



運用不同類型的網上網下渠道，廣泛宣揚廉潔選舉信息  
Promoting clean elections messages through various online and offline publicity channels



## 媒體宣傳

廉署一直善用多媒體發放反貪信息並爭取市民支持。年內，廉署推出全新的資訊短片系列《[零距離接觸303](#)》，以輕鬆及淺白的解說，加強市民對反貪工作的了解；又製作多條以社會熱話、熱門新聞及廉署案件為主題的創意短片，透過創新幽默的手法傳遞正面價值觀，提醒市民對貪污保持警覺。

在新媒體方面，廉署進一步擴大社交媒體的接觸面。除了“香港廉政公署”官方 Facebook 專頁及 Instagram 帳號外，今年亦開通了[微信官方帳號](#)，將廉署資訊帶給更多的受眾。為迎接廉署成立五十周年，廉署推出了[主題網站](#)，詳載各項周年活動資訊，並透過《經典影視作品巡禮》及《廉政 50 人和事》欄目，從多角度呈現香港的反貪歷程，鼓勵市民繼續與廉署並肩守護廉潔香港。

## MEDIA PUBLICITY

The ICAC continued to use multimedia platforms to disseminate anti-corruption messages and garner public support. An informative video series titled [Inside 303](#) was launched to enhance public understanding of the anti-corruption work. Furthermore, short videos inspired by hot topics, trending news and the ICAC's cases were produced to convey positive values in a lively and light-hearted manner, serving as an effective reminder to sustain public vigilance against corruption.

On the new media front, the ICAC continued to expand its publicity in the realm of social media. In addition to the “Hong Kong ICAC” Facebook fanpage and Instagram account, an [official WeChat account](#) was launched this year to disseminate ICAC messages to a wider audience. To commemorate the ICAC's upcoming 50<sup>th</sup> anniversary, a [thematic website](#) was launched providing detailed information of various anniversary activities. Through the *Classic Advertisements, Posters and Dramas* and *50 ICAC Stories* columns of the website that depicted Hong Kong's anti-corruption journey from different perspectives, members of the public were encouraged to work hand in hand with the ICAC to safeguard a corruption-free Hong Kong.

## 多媒體平台宣傳防貪信息

Multi-media Platforms to Promote Anti-corruption Messages

廉署及其伙伴的網上平台錄得 **超過 729 萬** 瀏覽人次  
**Over 7.29 million** aggregate visits to the  
 ICAC and its partners' online platforms

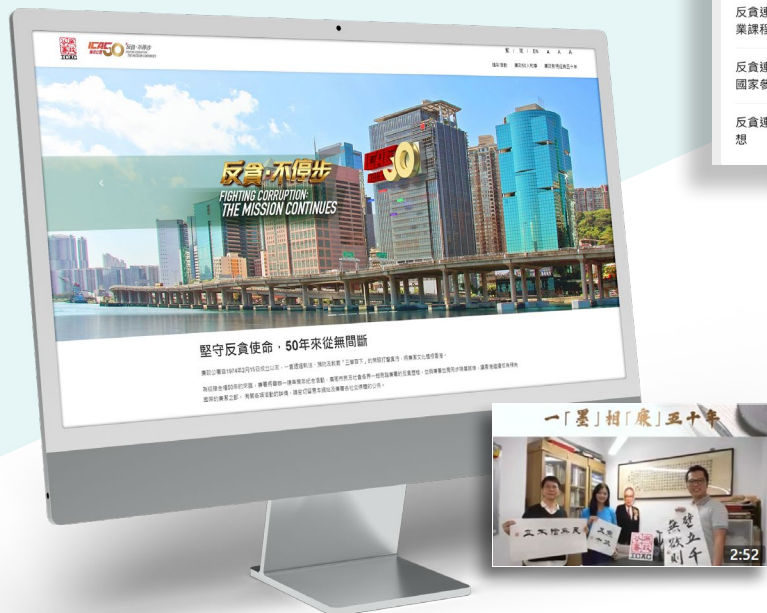
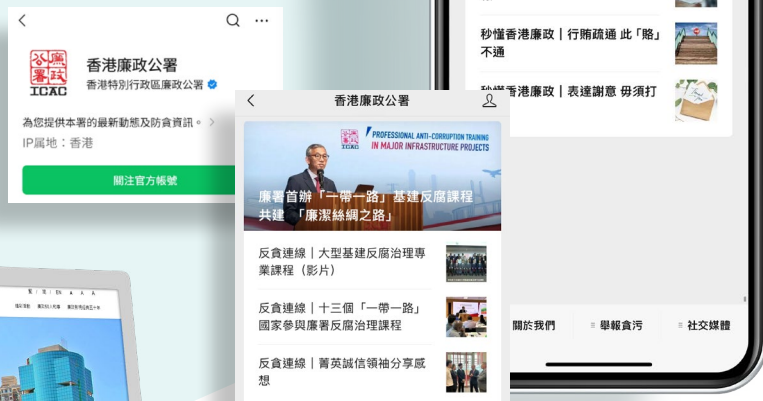


廉政公署推出以打卡熱潮、佳節送禮、非法介紹費、樓宇維修為主題的創意短片。短片的製作從撰寫劇本到幕前演出，均由廉政公署人員一手包辦，務求以輕鬆活潑的手法傳遞誠信信息。

Creative videos on social media check-in behaviour, festive gifts, illegal referral fees and building renovation, with the entire production from script writing to acting performances all handled by ICAC officers, communicating integrity messages in an engaging manner.

廉政公署於年內推出微信官方帳號，介紹廉政公署最新的資訊及工作動向

The ICAC's official WeChat account introducing ICAC's latest information and work initiatives

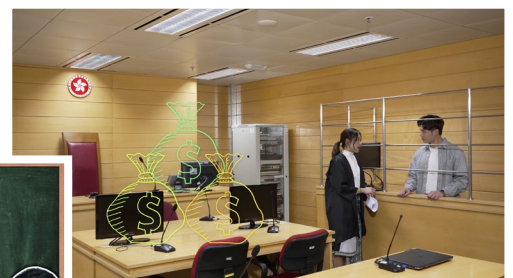


廉政公署五十周年“反貪·不停步”主題網站內載有各項活動資訊及有趣內容

The ICAC's 50<sup>th</sup> anniversary “Fighting Corruption: The Mission Continues” thematic website encompassing details of various anniversary activities and interesting information

《零距離接觸 303》短片系列引領觀眾走進廉政公署大樓，以輕鬆有趣手法介紹廉政公署工作及防貪法例的日常應用

Inside 303 video series leading audience into the ICAC Building, introducing different aspects of ICAC's work and the daily application of anti-corruption laws in a light-hearted approach





## 傳訊及傳媒事務

廉署的傳訊及傳媒事務組與新聞媒體一直保持良好溝通及聯繫，透過各大新聞媒體宣傳廉署最新反貪工作，提升透明度以加強市民對公署的了解。

廉署年內發出逾 200 份新聞稿，公布主要工作動向、執法行動、法庭案件及防貪教育宣傳活動，並適時回應社會關注的議題。

廉署又籌劃各類型傳媒宣傳活動，介紹不同範疇的廉政工作，如安排廉政專員接受傳媒專訪；就公眾關注的貪污案件舉辦新聞簡報會；並主動透過新聞媒體宣傳廉署的重點工作及國際反貪合作新猷，包括成立香港國際廉政學院、向海外反貪同業及本地不同行業管理人員提供反貪專業課程、首次應聯合國毒品和犯罪問題辦公室邀請在其奧地利總部舉辦反貪工作坊、首次舉辦招聘體驗日，以及維護廉潔區議會選舉宣傳活動等。



廉政公署人員出席新聞簡報會，就打擊非法足球外圍賭博貪污犯罪集團的“碧草”行動交代有關調查進度

ICAC officers attending the press briefing on the operation “Green Grass” against a corruption syndicate over football match-fixing

## COMMUNICATIONS AND MEDIA RELATIONS

The Communications and Media Relations Office of the ICAC maintains effective communication and close rapport with the news media to promote the ICAC’s latest anti-corruption initiatives, enhance its transparency and keep the public abreast of the Commission’s developments.

During the year, the ICAC issued over 200 press releases to promulgate the ICAC’s major activities, operations, court cases and preventive education initiatives. Timely responses were provided to the news media to address issues of concern.

The ICAC also arranged various media events, such as feature interviews of the Commissioner and press briefings on corruption cases of public concern, to promote the ICAC’s work focuses in different areas. Through the news media, the ICAC also publicised different aspects of its anti-corruption work and new initiatives in international anti-graft collaborations, including the setting up of the Hong Kong International Academy Against Corruption, provision of professional anti-corruption trainings for local senior executives of different trades and professions, and overseas graft fighters, hosting of the anti-corruption workshop upon invitation of United Nations Office on Drugs and Crime in its headquarters in Austria for the first time, the ICAC’s first Recruitment Experience Day as well as the Clean District Council Election education and publicity campaign.



廉政專員接受媒體專訪介紹廉政公署最新動向

Commissioner attending a feature media interview to give an update on the ICAC’s work initiatives





廉政公署人員會見傳媒，簡介廉政公署首次舉辦招聘體驗日

ICAC officers meeting the press to introduce the Commission's first Recruitment Experience Day



向傳媒介紹廉政公署首次在奧地利聯合國毒品和犯罪問題辦公室舉辦反貪工作坊

ICAC officers briefing the media on the first anti-corruption workshop hosted by the Commission at the United Nations Office on Drugs and Crime in Austria



廉政公署人員接受電視及電台直播訪問，宣傳廉潔區議會選舉

ICAC officer attending a live TV and radio interview to promote clean District Council Election

## 廉署周年民意調查

廉署每年均委託獨立研究公司進行周年民意調查，以了解市民對廉潔社會的態度及貪污課題的認知。過去十年的廉署周年民意調查結果顯示，公眾絕不容忍貪污，絕大部分被訪者表示在過去十二個月沒有親身遇過貪污，反映社會廉潔狀況良好而穩定，是香港得來不易的反貪成果。

二零二三年廉署周年民意調查的面訪工作已於年內展開。廉署將就所收集的數據進行分析，並於二零二四年公布民調的主要結果。

## ICAC ANNUAL SURVEY

The ICAC keeps on monitoring the community's attitude towards a corruption-free society and their knowledge about corruption through engaging independent research firms to conduct opinion surveys on an annual basis. The survey findings in the past 10 years consistently revealed that the community was highly intolerant of corruption and majority of the respondents had not encountered corruption personally in the preceding 12 months. These findings reaffirm the stable probity situation and the hard-earned anti-corruption achievements of Hong Kong.

Fieldwork of the ICAC Annual Survey 2023 had started in the year. The ICAC would analyse the data so collected and announce result of the major findings in 2024.



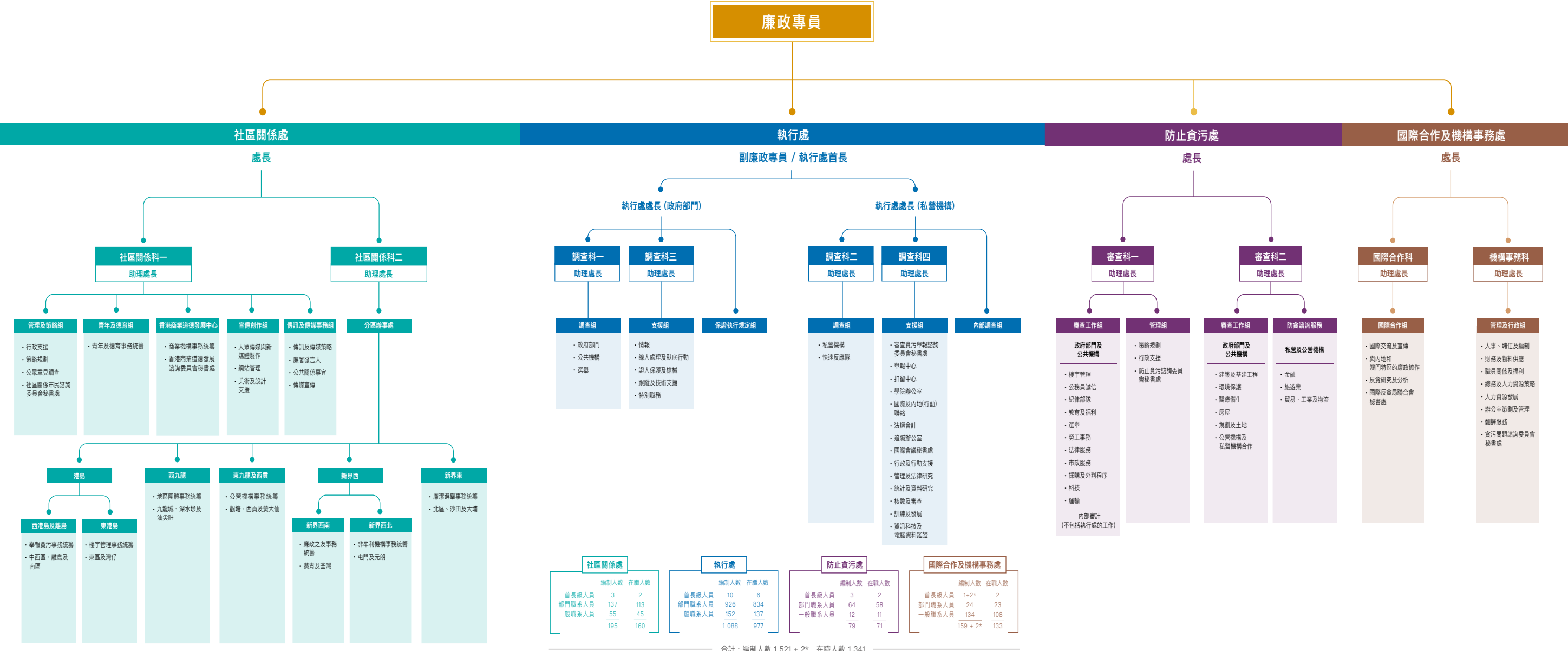
# 附錄

## Appendices



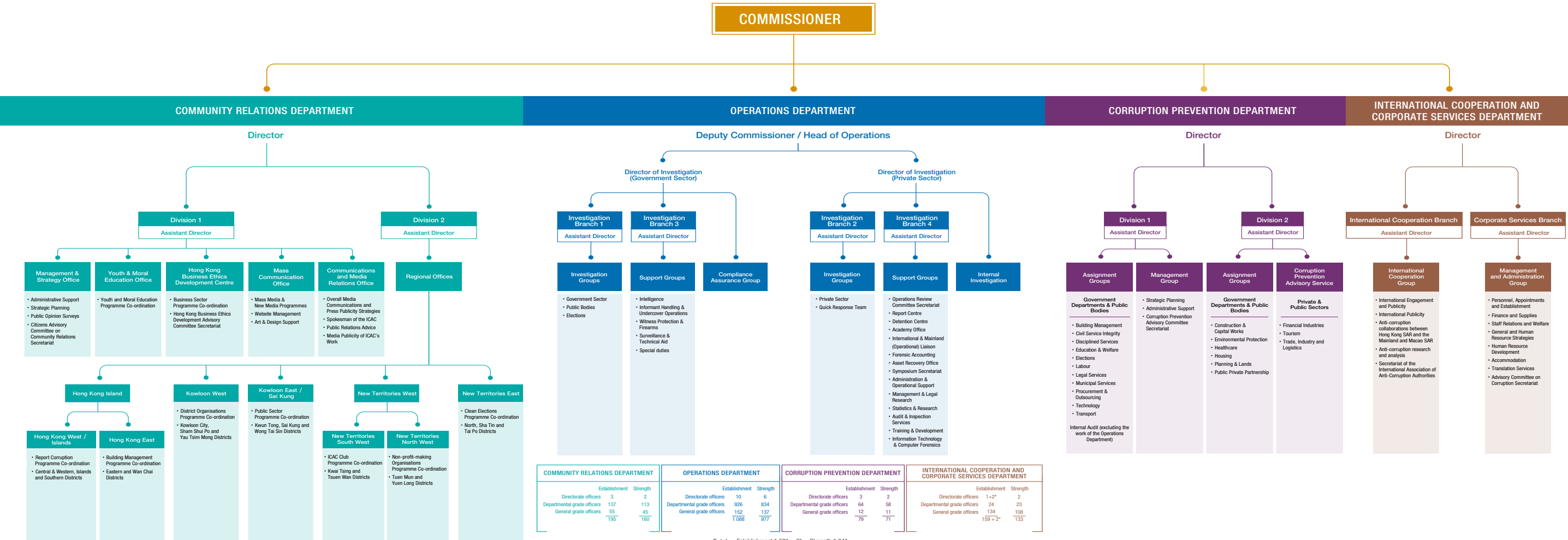
1	廉政公署的組織 Organisation of the Independent Commission Against Corruption	125
2	二零二三年廉政公署錄得最多貪污投訴的三個政府決策局／部門、公共機構及私營機構界別 The Three Government Bureaux/Departments, Public Bodies and Private Sector Industries attracting the most Corruption Complaints in 2023	129
3	截至二零二三年十二月底仍在調查案件的進度（不包括選舉案件） Progress of Ongoing Investigations as at the End of December 2023 (Excluding Election Cases)	130
4	二零一四至二零二三年被檢控或警誡的人數 Number of Persons Prosecuted or Cautioned between 2014 and 2023	131
5	二零二三年因貪污及相關罪行（不包括選舉案件）而被檢控和警誡的人數 （依政府決策局／部門及其他機構分類） Number of Persons Prosecuted and Cautioned for Corruption and Related Offences (Excluding Election Cases) in 2023 (Classified by Government Bureaux/Departments and Others)	132
6	二零二三年檢控人數（不包括選舉案件）（依罪行分類） Number of Persons Prosecuted in 2023 (Excluding Election Cases) (Classified by Offences)	133
7	二零二三年因與貪污有關連或因其引致的罪行及指名罪行而被檢控的人數（依罪行性質分類） Number of Persons Prosecuted for Offences Connected with or Facilitated by Corruption and Specified Offences in 2023 (Classified by Types of Offences)	134
8	二零二三年由廉政公署轉介政府決策局／部門及公共機構處理的非貪污性質投訴 Non-Corruption Referrals Made to Government Bureaux/ Departments and Public Bodies in 2023	135

廉政公署的組織（二零二三年十二月三十一日）  
Organisation of the Independent Commission Against Corruption  
(Position as at 31.12.2023)



\* 二零二二年一月六日至二零二五年七月五日期間增設一個高級助理處長及一個助理處長編外職位

廉政公署的組織（二零二三年十二月三十一日）  
Organisation of the Independent Commission Against Corruption  
(Position as at 31.12.2023)



\* 1 supernumerary post of Senior Assistant Director and 1 supernumerary post of Assistant Director created for the period from 6.1.2022 to 5.7.2025



## 二零二三年廉政公署錄得最多貪污投訴的三個政府決策局／部門、公共機構<sup>1</sup>及私營機構界別 The Three Government Bureaux/Departments, Public Bodies<sup>1</sup> and Private Sector Industries attracting the most Corruption Complaints in 2023

	年 Year	年 Year	升跌 Change
	2022	2023	%
<b>I. 政府決策局／部門 Government Bureaux/Departments</b>			
香港警務處 Hong Kong Police Force	124 (84)	104 (77)	-16% (-8%)
食物環境衛生署 Food and Environmental Hygiene Department	65 (44)	61 (34)	-6% (-23%)
房屋署 Housing Department	33 (19)	29 (16)	-12% (-16%)
<b>II. 公共機構 Public Bodies</b>			
醫院管理局 Hospital Authority	21 (16)	24 (20)	+14% (+25%)
香港生產力促進局 Hong Kong Productivity Council	3 (2)	6 (5)	+100% (+150%)
香港理工大學 Hong Kong Polytechnic University	2 (1)	5 (4)	+150% (+300%)
<b>III. 私營機構 Private Sector</b>			
樓宇管理業 Building Management	420 (358)	544 (461)	+30% (+29%)
金融及保險業 Finance and Insurance	105 (84)	142 (119)	+35% (+42%)
金融 Finance	76 (61)	92 (77)	+21% (+26%)
保險 Insurance	29 (23)	50 (42)	+72% (+83%)
建造業 Construction	133 (108)	131 (108)	-2% (0%)

( ) 代表可追查貪污投訴的數字或百分比升跌

( ) represents the number or percentage change in the number of pursuable corruption complaints

註 Notes | <sup>1</sup> 按照《防止賄賂條例》(第201章)所載釋義。  
As defined in the *Prevention of Bribery Ordinance* (Cap 201).

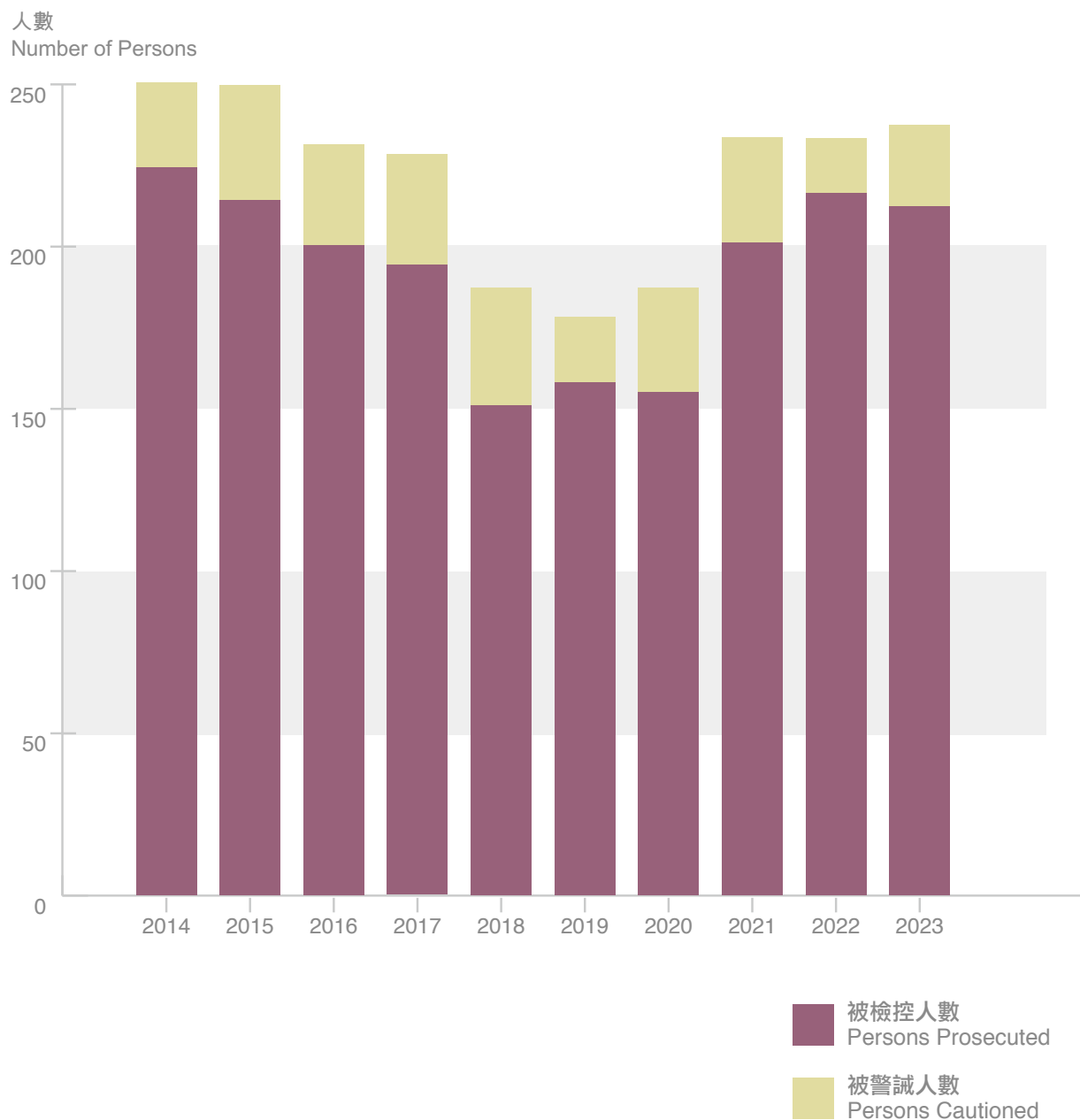
**截至二零二三年十二月底仍在調查案件的進度（不包括選舉案件）****Progress of Ongoing Investigations as at the End of December 2023**

(Excluding Election Cases)

已用時間 Time spent	案件數目 Number of cases	佔全部案件的百分率 Percentage of total number of cases
少於六個月 Less than 6 months	582	64.0%
六個月至不足一年 6 months to less than 1 year	190	20.9%
一年至不足兩年 1 year to less than 2 years	87	9.6%
兩年或以上 2 years or more	50	5.5%
<b>合計 Total</b>	<b>909</b>	<b>100%</b>

## 二零一四至二零二三年被檢控或警誡的人數

## Number of Persons Prosecuted or Cautioned between 2014 and 2023





**二零二三年因貪污及相關罪行（不包括選舉案件<sup>1</sup>）而被檢控和警誡的人數<sup>2</sup>**  
**（依政府決策局／部門和其他機構分類）**

**Number of Persons Prosecuted and Cautioned for Corruption and Related Offences  
 (Excluding Election Cases<sup>1</sup>) in 2023<sup>2</sup>**

(Classified by Government Bureaux/Departments and Others)

	檢控 Prosecution				警誡 Caution
	候審 Pending	罪名成立 Convicted	獲判無罪 Acquitted	合計 Total	
政府決策局／部門 Government Bureaux/Departments					
香港警務處 Hong Kong Police Force	2	1	0	3	0
懲教署 Correctional Services Department	0	2	0	2	0
房屋署 Housing Department	1	1	0	2	0
消防處 Fire Services Department	0	1	0	1	0
民政事務總署 Home Affairs Department	0	1	0	1	0
香港郵政 Hongkong Post	0	1	0	1	0
社會福利署 Social Welfare Department	1	0	0	1	0
水務署 Water Supplies Department	0	1	0	1	1
入境事務處 Immigration Department	1	0	0	1	1
康樂及文化事務署 Leisure and Cultural Services Department	0	0	0	0	3
其他 Others					
私營機構 Private Sector	118	41	7	167 <sup>3</sup>	16
公共機構 <sup>4</sup> Public Bodies <sup>4</sup>	5	1	0	6	1
個別人士（涉及政府決策局／部門） <sup>5</sup> Private Individuals (concerning Government Bureaux /Departments) <sup>5</sup>	2	4	2	9 <sup>6</sup>	1
個別人士（涉及公共機構） <sup>4</sup> Private Individuals (concerning Public Bodies) <sup>4</sup>	9	0	0	9	0
合計 Total	139	54	9	204	23

- 註 Notes
- 選舉案件指有關《選舉（舞弊及非法行為）條例》（第 554 章）的案件。  
Election cases refer to the cases relating to offences under the *Elections (Corrupt and Illegal Conduct) Ordinance* (Cap 554).
  - 上表所顯示的為檢控數字。倘若同一名人士在不同案件被檢控，上述數字亦會按其被檢控的次數計算。  
The figures in the above table denote the number of prosecutions. If a person is prosecuted in different cases, calculation of the figures will take into account the number of prosecutions made against that person.
  - 一人因控方不提出證供而獲釋。  
One person was discharged as the case was not pursued by the prosecution.
  - 按照《防止賄賂條例》（第 201 章）所載釋義。  
As defined in the *Prevention of Bribery Ordinance* (Cap 201).
  - 個別人士因涉及政府決策局／部門或公共機構貪污調查而被檢控。  
Private individuals were prosecuted in investigations involving government bureaux/departments or public bodies.
  - 一人獲准簽保守行為。  
One person was subject to binding over orders.

**二零二三年檢控人數<sup>1</sup>（不包括選舉案件<sup>2</sup>）（依罪行分類）**  
**Number of Persons Prosecuted in 2023<sup>1</sup> (Excluding Election Cases<sup>2</sup>)**  
 (Classified by Offences)

罪行分類 Types of Offences	政府決策局／部門 Government Bureaux/ Departments	個別人士 (涉及政府決策局／ 部門或公共機構) <sup>3</sup> Private Individuals (concerning Government Bureaux /Departments or Public Bodies) <sup>3</sup>	公共 機構 <sup>4</sup> Public Bodies <sup>4</sup>	私營 機構 Private Sector	合計 Total
<b>索賄／受賄 Soliciting/Accepting</b>					
第201章 <sup>5</sup> 第3條 s.3 Cap 201 <sup>5</sup>	1	0	0	0	1
第201章第4(2)條 s.4(2) Cap 201	4	5	2	0	11
第201章第9(1)條 s.9(1) Cap 201	0	0	1	32	33
<b>行賄 Offering</b>					
第201章第4(1)條 s.4(1) Cap 201	0	7	0	0	7
第201章第8(1)條 s.8(1) Cap 201	0	1	0	0	1
第201章第9(2)條 s.9(2) Cap 201	0	1	0	28	29
<b>代理人使用文件欺騙主事人 Agent using document to deceive principal</b>					
第201章第9(3)條 s.9(3) Cap 201	3	0	0	4	7
<b>披露受調查人身分 Disclosing identity of persons under investigation</b>					
第201章第30條 s.30 Cap 201	0	0	0	1	1
<b>與貪污有關連或因其引致的罪行及指名罪行<sup>6</sup> Offences connected with or facilitated by corruption and specified offences<sup>6</sup></b>					
第204章 <sup>7</sup> 第10(2)(a)條所描述罪行 s.10(2)(a) Cap 204 <sup>7</sup>	2	1	0	16	19
第204章第10(5)條所列罪行 s.10(5) Cap 204	3	3	3	86	95
<b>合計 Total</b>	<b>13</b>	<b>18</b>	<b>6</b>	<b>167</b>	<b>204</b>

- 註 Notes
- 1 上表所顯示的為檢控數字。倘若同一名人士在不同案件被檢控，上述數字亦會按其被檢控的次數計算。  
The figures in the above table denote the number of prosecutions. If a person is prosecuted in different cases, calculation of the figures will take into account the number of prosecutions made against that person.
  - 2 選舉案件指有關《選舉（舞弊及非法行為）條例》（第 554 章）的案件。  
Election cases refer to the cases relating to offences under the *Elections (Corrupt and Illegal Conduct) Ordinance* (Cap 554).
  - 3 個別人士因涉及政府決策局／部門或公共機構貪污調查而被檢控。  
Private individuals were prosecuted in investigations involving government bureaux/departments or public bodies.
  - 4 按照《防止賄賂條例》（第 201 章）所載釋義。  
As defined in the *Prevention of Bribery Ordinance* (Cap 201).
  - 5 香港法例第 201 章即《防止賄賂條例》。  
Cap 201 is the *Prevention of Bribery Ordinance*.
  - 6 詳見附錄七的罪行分類。  
Detailed breakdown at Appendix 7.
  - 7 香港法例第 204 章即《廉政公署條例》。  
Cap 204 is the *Independent Commission Against Corruption Ordinance*.

**二零二三年因與貪污有關連或因其引致的罪行及指名罪行<sup>1</sup>而被檢控的人數<sup>2</sup>（依罪行性質分類）**  
**Number of Persons Prosecuted for Offences Connected with or Facilitated by**  
**Corruption and Specified Offences<sup>1</sup> in 2023<sup>2</sup> (Classified by Types of Offences)**

罪行分類 Types of Offences	政府決策局/ 部門 Government Bureaux/ Departments	個別人士 (涉及政府決策局/部門或 公共機構) <sup>3</sup> Private Individuals (concerning Government Bureaux/Departments or Public Bodies) <sup>3</sup>	公共機構 <sup>4</sup> Public Bodies <sup>4</sup>	私營機構 Private Sector	合計 Total
<b>《盜竊罪條例》（第 210 章） <i>Theft Ordinance</i> (Cap 210)</b>					
欺騙罪行 Deception offences	3	3	3	79	88
盜竊 Theft	0	0	0	7	7
<b>《刑事罪行條例》（第 200 章） <i>Crimes Ordinance</i> (Cap 200)</b>					
使用虛假文書的副本 / 使用虛假文書 Using a copy of a false instrument/ Using a false instrument	1	0	0	3	4
偽造 Forgery	0	0	0	1	1
有刑事或不誠實意圖而取用電腦 Access to computer with criminal or dishonest intent	0	0	0	1	1
<b>《有組織及嚴重罪行條例》（第 455 章） <i>Organized and Serious Crimes Ordinance</i> (Cap 455)</b>					
處理已知道或相信為代表從可公訴罪 行的得益的財產 Dealing with property known or believed to represent proceeds of indictable offence	0	1	0	9	10
<b>普通法 Common Law</b>					
公職人員行為失當 Misconduct in Public Office	1	0	0	2	3
<b>合計 Total</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>102</b>	<b>114</b>

註 Notes

<sup>1</sup> 《廉政公署條例》（第 204 章）第 10(2) 條所描述罪行。Offences described in section 10(2) of the *Independent Commission Against Corruption Ordinance* (Cap 204).<sup>2</sup> 上表所顯示的為檢控數字。倘若同一名人士在不同案件被檢控，上述數字亦會按其被檢控的次數計算。

The figures in the above table denote the number of prosecutions. If a person is prosecuted in different cases, calculation of the figures will take into account the number of prosecutions made against that person.

<sup>3</sup> 個別人士因涉及政府決策局 / 部門或公共機構貪污調查而被檢控。

Private individuals were prosecuted in investigations involving government bureaux/departments or public bodies.

<sup>4</sup> 按照《防止賄賂條例》（第 201 章）所載釋義。As defined in the *Prevention of Bribery Ordinance* (Cap 201).



## 二零二三年由廉政公署轉介政府決策局／部門及公共機構<sup>1</sup>處理的非貪污性質投訴<sup>2</sup>

### Non-Corruption Referrals Made to Government Bureaux/Departments and Public Bodies<sup>1</sup> in 2023<sup>2</sup>

政府決策局/部門 Government Bureaux/Departments	轉介宗數 Number of referrals
香港警務處 Hong Kong Police Force	148
稅務局 Inland Revenue Department	25
房屋署 Housing Department	18
地政總署 Lands Department	15
食物環境衛生署 Food and Environmental Hygiene Department	14
社會福利署 Social Welfare Department	12
入境事務處 Immigration Department	10
教育局 Education Bureau	9
香港海關 Hong Kong Customs and Excise Department	8
屋宇署 Buildings Department	7
公務員事務局 Civil Service Bureau	7
民政事務總署 Home Affairs Department	7
消防處 Fire Services Department	6
康樂及文化事務署 Leisure and Cultural Services Department	6
其他政府部門 Other Government Departments	35
<b>小計 Sub-total</b>	<b>327</b>

公共機構 Public Bodies	轉介宗數 Number of referrals
香港按揭證券有限公司 The Hong Kong Mortgage Corporation Limited	21
證券及期貨事務監察委員會 Securities and Futures Commission	11
香港競爭事務委員會 Hong Kong Competition Commission	4
保險業監管局 Insurance Authority	4
其他公共機構 Other Public Bodies	20
<b>小計 Sub-total</b>	<b>60</b>
<b>合計 Total</b>	<b>387</b>

註 Notes | <sup>1</sup> 按照《防止賄賂條例》（第 201 章）所載釋義。  
As defined in the *Prevention of Bribery Ordinance* (Cap 201).

<sup>2</sup> 上表列出年內收到四次或以上轉介的政府決策局／部門和公共機構。  
vabove.



廉政公署  
諮詢報告

2023

REPORTS OF  
ICAC ADVISORY COMMITTEES



中華人民共和國香港特別行政區



廉政公署

INDEPENDENT COMMISSION AGAINST CORRUPTION  
HONG KONG SPECIAL ADMINISTRATIVE REGION OF THE PEOPLE'S REPUBLIC OF CHINA







## 目錄 CONTENTS

**04** | 貪污問題諮詢委員會  
ADVISORY COMMITTEE ON CORRUPTION

**12** | 審查貪污舉報諮詢委員會  
OPERATIONS REVIEW COMMITTEE

**22** | 防止貪污諮詢委員會  
CORRUPTION PREVENTION ADVISORY COMMITTEE

**35** | 社區關係市民諮詢委員會  
CITIZENS ADVISORY COMMITTEE ON COMMUNITY RELATIONS



貪污問題諮詢委員會

ADVISORY COMMITTEE ON CORRUPTION



## 向行政長官提交之 二零二三年工作報告

行政長官李家超先生：

### 職權範圍及委員名錄

貪污問題諮詢委員會（委員會）是廉政公署（廉署）主要的諮詢機構，負責監察廉署在執行職務、人手編制及行政事務上的政策。委員會的職權範圍及二零二三年委員名錄分別載於**附錄甲**及**附錄乙**。審查貪污舉報諮詢委員會、防止貪污諮詢委員會和社區關係市民諮詢委員會的主席均擔任委員會其中的當然委員。

### 委員會的工作

委員會於二零二三年共召開三次會議，審議香港的貪污狀況和廉署四個部門的首長作出的工作匯報。廉署繼續緊守崗位，透過執法、防貪及教育，堅定不移地履行肅貪倡廉使命，並積極推動國際反貪合作。踏入成立五十周年，廉署在年內啟動一連串慶祝活動，盡顯廉署人員的專業和活力；而廉署金禧，亦代表委員會與廉署同行半世紀，見證廉署有效執行反貪職責。

### 全方位肅貪倡廉

委員會知悉香港社會高度廉潔，貪污維持在很低水平，並繼續獲得國際社會的稱許。根據“透明國際”的《二零二三年清廉指數》，香港在 180 個獲評級的國家及地區中排名第 14 位。另外，就 World Justice Project《二零二三年法治指數》有關“消除貪污”指標，香港在 142 個司法管轄區中排第九位。香港的反貪表現評級得到國際認同，成績得來不易。這不但反映廉署的工作具成效，更證明香港的法治及反貪制度十分穩健。

## ANNUAL REPORT 2023 TO THE CHIEF EXECUTIVE

The Chief Executive the Honourable  
Mr John LEE Ka-chiu,

### TERMS OF REFERENCE AND MEMBERSHIP

The Advisory Committee on Corruption (ACOC) is the principal advisory body of the Independent Commission Against Corruption (ICAC) to oversee its operational, staffing and administrative policies. The terms of reference and membership of the ACOC in 2023 are at **Annexes A** and **B** respectively. The Chairmen of the Operations Review Committee, the Corruption Prevention Advisory Committee and the Citizens Advisory Committee on Community Relations are among the ex-officio members serving the ACOC.

### WORK OF THE COMMITTEE

During 2023, the ACOC held three meetings to review the corruption situation in Hong Kong and the work of the ICAC presented by the heads of its four departments. The ICAC remained relentless and committed to achieving its anti-corruption mission through law enforcement, corruption prevention and community education, and proactively fostered international cooperation against corruption. Approaching its 50<sup>th</sup> anniversary, the ICAC kicked off a series of celebratory activities during the year, showcasing the professionalism and vibrancy of ICAC officers. The golden jubilee also signified that the ACOC had walked side-by-side with the ICAC on its anti-corruption journey for half a century, and witnessed the fulfilment of its mission.

### Holistic Anti-Corruption Strategy

The ACOC noted that Hong Kong remained a clean society with a very low level of corruption, and the city had continued to receive international acclaim for its probity. According to Transparency International's *Corruption Perceptions Index 2023*, Hong Kong ranked 14<sup>th</sup> among 180 countries and territories assessed. Moreover, in World Justice Project's *Rule of Law Index 2023*, Hong Kong secured the ninth place among 142 jurisdictions in terms of "Absence of Corruption". The hard-earned international recognition was clear evidence of the ICAC's effective work strategy, as well as the robust rule of law and anti-corruption regime of Hong Kong.

廉署在二零二三年共接獲 2 001 宗與選舉無關的貪污投訴，較二零二二年增加 9%，但仍較二零一九年（即疫情爆發前）的投訴數字為低。委員會得悉貪污投訴上升的主因，是因本港的經濟活動隨疫情退卻而逐漸復常，私營機構的貪污投訴相應增加。

在公營機構方面，雖然有個別公務員因涉貪受查或被檢控，但整體公務員隊伍仍然廉潔奉公。委員會明白社會對公職人員的誠信抱極高期望，因此支持廉署繼續與公務員事務局合作推行“誠信領導計劃”，並在公務員學院的“公共行政領袖實踐課程”及“高層領導培訓課程”中，與高級至首長級公務員進行交流，藉以深化政府部門的廉潔文化。委員會亦察悉，廉署為政府部門及公共機構完成了 65 份防貪審查工作報告，持續致力減低公共行政範疇的貪污風險。

“私營機構方面，委員會特別關注樓宇管理業、建造業及金融保險業的貪污情況，而廉署已迅速採取全面的肅貪倡廉策略，並以執法、預防及教育加強不同界別的防貪能力，維護香港廉潔公平的營商環境。委員會得悉廉署於年內進行了代號“火網”的執法行動，成功搗破歷來最大宗的樓宇維修貪污案件，並推出《物業管理公司防貪指南》，以協助物管公司有效預防貪污及進行風險管理。建造業方面，廉署與發展局及建造業議會合辦“齊建廉潔文化 共享公平『誠』果”建造業防貪峰會，以推動建造業界落實誠信管理制度，支持及採用由廉署編製的《誠信行動綱領》和一系列針對非法介紹費的防貪措施。至於金融保險業方面，委員會十分支持廉署加強與業界多個監管機構合作，以發揮執法協同效應，打擊行業內的貪污和相關不法活動，藉此鞏固香港作為國際金融中心的地位。

“青年興，則香港興”，青年是香港的未來。委員會贊同廉署在加強宣傳工作以爭取大眾支持及提高社會各界的反貪意識之餘，透過“廉政大使計劃”、“高中 iTeen 領袖計劃”、“廉署菁英誠信領袖計劃”等項目，著力培育青年人成為具國家觀念及國際視野、擁護廉潔及法治的未來領袖。

In 2023, the ICAC received a total of 2 001 corruption complaints (excluding election complaints), representing a 9% increase when compared to 2022, but a level lower than the pre-pandemic level in 2019. The ACOC understood that this increase in corruption complaints was attributed to the gradual recovery of economic activities in Hong Kong as the pandemic receded, resulting in a corresponding rise in corruption complaints concerning the private sector.

Regarding the public sector, the ACOC noted that the civil service remained clean and honest, despite isolated cases of civil servants being investigated or prosecuted for corruption offences. The ACOC recognised the high public expectations for the integrity of civil servants, and therefore supported the ICAC in continuing to co-organise the “Ethical Leadership Programme” with the Civil Service Bureau, and engaging in exchanges with senior to top-ranking civil servants through the Civil Service College’s “Leadership in Action Programme” and “Advanced Leadership Enhancement Programme”, with a view to deepening the probity culture within government departments. The ACOC was also aware that the ICAC completed 65 corruption prevention studies for government departments and public bodies, as a sustained effort to reduce corruption risks in public administration.

As for the private sector, while the ACOC was concerned about corruption in the building management industry, the construction industry and the finance and insurance industry, the ICAC swiftly responded with a holistic strategy encompassing law enforcement, prevention and education to strengthen the anti-corruption capabilities of different industries and sustain Hong Kong’s clean and fair business environment. The ACOC noted that the ICAC mounted an operation codenamed “Fire Net” during the year, which successfully cracked the largest ever building management corruption case in history. The ICAC also launched a *Corruption Prevention Guide for Property Management Companies* to assist property management companies in corruption prevention and risk management. As regards the construction industry, the ICAC co-organised with the Development Bureau and the Construction Industry Council the “Building a Clean and Fair Construction Industry Through Collaboration Anti-Corruption Summit” to promote the implementation of integrity management systems, as well as the adoption of the ICAC’s *Commitment to Action Agenda* and corruption prevention measures. Regarding the finance and insurance industry, the ACOC strongly supported the ICAC in strengthening collaboration with a number of regulatory bodies to enhance the synergy of law enforcement to combat corruption and illegal activities in the industry, thereby consolidating Hong Kong’s position as an international financial centre.

## 維護選舉廉潔公正

委員會支持廉署透過嚴正執法，打擊可能構成操控或破壞選舉的行為，並採取“全覆蓋”的預防及宣傳教育策略，加深選舉持份者對選舉法例的認識，以確保二零二三年鄉郊一般選舉及二零二三年區議會一般選舉在公平、公開、公正的情況下進行。在區議會選舉期間，廉署果斷執法，拘捕了七名懷疑煽惑他人杯葛區議會選舉的人士，並迅速落案起訴其中兩人。在選舉當天，廉署派駐超過900名人員於各票站執勤，即場處理市民就有關選舉的查詢與投訴；並且實地觀察投票及點票過程，然後提出改善建議。廉署人員在兩項選舉中，盡忠職守，充分表現出專業精神，委員會對此深表讚賞。

## 加強國際及內地反貪協作

委員會支持廉署繼續發揮“背靠祖國、聯通世界”的獨特優勢，並全力配合國家“一帶一路”倡議，為建設“廉潔之路”作出貢獻。廉署透過領導國際反貪局聯合會及利用不同國際反貪平台，連繫全球各區域的相關機構，向國際社會，包括“一帶一路”國家，分享廉署打擊及預防貪污的經驗及良好做法，藉以建立更強大的全球反貪力量。

另外，委員會欣悉廉署與聯合國毒品和犯罪問題辦公室（毒罪辦）開展了緊密的合作關係。在七月，廉署首次應毒罪辦邀請在其位於維也納的總部為出席全球反腐敗執法機構業務網絡（GlobE 網絡）的成員代表舉辦反貪工作坊；隨後，廉署更與毒罪辦成立工作小組，持續探討及攜手推行在重要議題上的合作，包括在二零二四年二月藉廉署慶祝成立五十周年之際，為 GlobE 網絡成員在香港舉辦國際反貪培訓課程。廉署與毒罪辦共同編製了《加強青年參與反貪腐倡議全球政策指南》，該《指南》已在十二月於美國亞特蘭大舉行的《聯合國反腐敗公約》第十屆締約國會議中正式推出，為各國反貪機構就推動青年參與推動反貪工作提供了實用的參考。

委員會亦樂見廉署與國家監察委員會保持緊密聯繫，積極配合國家發展和反腐政策，及推進大灣區廉政建設的工作。

“Hong Kong will prosper only when its young people thrive”. Young people are Hong Kong’s future. The ACOC appreciated the ICAC’s effort in strengthening its publicity work to enlist public support and raise society’s anti-corruption awareness; and in empowering young people through programmes such as “ICAC Ambassador”, “iTeen Leadership” and “ICAC ELITE Youth Leadership” to become future leaders with a sense of national identity, an international perspective, and the commitment to upholding integrity and the rule of law.

## Support Clean Elections

The ACOC endorsed the ICAC’s robust law enforcement to combat possible acts of manipulating or undermining elections, as well as its adoption of an “all-embracing” prevention, education and publicity strategy to deepen stakeholders’ understanding of the electoral laws and to ensure the conduct of the 2023 Rural Ordinary Election and the 2023 District Council Ordinary Election (DC Election) in a fair, open and just manner. As regards the DC Election, resolute enforcement action was taken during the election period to arrest 7 persons suspected of inciting others to boycott the DC Election, with two of them charged shortly afterwards. On the polling day, more than 900 ICAC officers were deployed to the polling stations to handle public enquiries and complaints on-site, and to observe the polling and vote-counting processes and then offer recommendations for improvement. The ACOC highly commended the ICAC officers for their effort made in the two elections, which was a full manifestation of their unwavering commitment and utmost professionalism.

## Strengthened International and Mainland Collaboration against Corruption

The ACOC supported the ICAC in leveraging Hong Kong’s unique advantage of being “backed by the motherland and connected to the world” to contribute to the building of “A Road of Integrity” in full support of the country’s “Belt and Road” Initiative. Through its leadership in the International Association of Anti-Corruption Authorities and participation on various international platforms, the ICAC built connectivity with relevant organisations in various regions round the globe to share its anti-corruption experience and best practices with the international community, including the Belt and Road countries, so as to build a stronger alliance and global force against corruption.

The ACOC was delighted to note the close partnership between the ICAC and the United Nations Office on Drugs and Crime (UNODC). In July, at the invitation of the UNODC, the ICAC hosted for the



### 成立香港國際廉政學院

香港獲國際社會廣泛認同為反貪先驅，而廉署的肅貪倡廉經驗更為不少國家所借鑑。抓緊當前的時機，加上國家和特區政府的支持，廉署在二零二四年二月成立香港國際廉政學院，利用過去半世紀的反貪經驗，推動國際合作及培訓交流。在二零二三年，廉署為多個海外反貪機構舉辦先導課程，為學院的成立和發展打好根基。廉政學院在短時間和有限資源下創造出的成果充分顯示廉署人員實力強、效率高、上下一心、迎難而上，委員會對此表示極大的讚賞。委員會認為香港國際廉政學院的成立表現出廉署人員的宏大願景，不但將廉署的工作提升至另一個台階，亦為國家以至全球反貪工作作出貢獻。

### 機構管治

委員會繼續發揮有效監察廉署的角色，就廉署的工作提供意見。委員會定期收到廉署內部審計報告，得悉廉署不斷提升內部監管及行政制度，精益求精，委員會對此表示支持。

委員會已審閱廉署二零二四至二五年度預算案，亦在廉署向你呈交二零二三年年報前，審閱該年報。

first time anti-corruption workshops at the UNODC headquarters in Vienna for representatives of the Global Operational Network of Anti-Corruption Law Enforcement Authorities (GlobE Network). Following that, the ICAC and the UNODC formed a working group to jointly explore and push forward cooperation on important issues, with various efforts made including an international anti-corruption training programme to be held for GlobE members in Hong Kong as the ICAC celebrated its 50th anniversary in February 2024. Besides, the two also jointly developed the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work*. The Guide, which was launched during the 10<sup>th</sup> session of the Conference of the States Parties to the *United Nations Convention against Corruption* held in Atlanta, the United States in December, provided practical references for anti-corruption institutions worldwide on enhancing youth engagement in anti-corruption efforts.

The ACOC was also pleased to note that the ICAC maintained close liaison with the National Commission of Supervision to tie in with the national development and anti-graft policy, and to foster anti-corruption collaboration in the Greater Bay Area.

### Establishment of the Hong Kong International Academy Against Corruption

Hong Kong is recognised by the global community as a pioneer in graft-fighting and the ICAC is taken as a model of success by many countries. Timely grasping the opportunity, and with the support of the country and the Special Administrative Region Government, the ICAC established the Hong Kong International Academy Against Corruption (HKIAAC) in February 2024 to capitalize on its 50 years of anti-corruption experience to promote international cooperation and training exchanges. In 2023, the ICAC had organised pilot courses for a number of overseas anti-graft organisations in order to lay a sound foundation for the HKIAAC. Established within a short period of time and with limited resources, the HKIAAC is an embodiment of the strength, efficiency, unity and courage of ICAC officers in the face of difficulties. The ACOC highly appreciated the extraordinary efforts involved and believed that the establishment of the HKIAAC also represented the grand vision of ICAC officers, which would not only elevate the work of the ICAC to a new level, but also contribute to the anti-corruption work of our country and the world.

## 鳴謝

我在此衷心感謝委員會各委員的貢獻和支持。同時，我和各委員十分認同並讚賞廉政專員在年內領導廉署作出了多項新嘗試，擴闊廉署在海內外的合作交流，積極走進國際舞台，宣傳香港廉潔文化，說好香港故事。我們亦感謝廉署人員所作的報告和詳盡回答委員的查詢。適逢廉署五十周年，我們特別對廉署歷代人員多年來一直緊守崗位、竭力履行和承傳反貪使命，為香港反貪工作屢創高峰，表達由衷的讚許和感謝。



貪污問題諮詢委員會主席  
廖長江, GBS, JP

## Corporate Governance

The ACOC continued to exercise an effective monitoring role to advise the ICAC on its work. The ACOC received periodic reports on internal audits of the ICAC, and noticed and supported the ICAC's efforts in making continual improvements to its internal control and administrative systems for enhanced governance.

The ACOC considered and endorsed the ICAC's draft Estimates of Expenditure for 2024-25, and also scrutinised the ICAC Annual Report 2023 before it was submitted to you.

## APPRECIATION

I wish to take this opportunity to thank members of the ACOC for their contribution and support. I, together with other members of the ACOC, fully endorsed and highly appreciated the new attempts made by the ICAC under the leadership of the Commissioner during the year, which had broadened the ICAC's scope of cooperation and exchange with organisations worldwide, and increased its visibility on the international arena, whereby it could better promote the clean culture and tell the good stories of Hong Kong. We would also like to place on record our gratitude to ICAC officers for their reports and detailed replies in answering members' enquiries. As the ICAC is celebrating its 50<sup>th</sup> anniversary, we would like to express our sincere appreciation to all ICAC officers, from generation to generation, for their dedication and commitment in fulfilling and carrying on the anti-corruption mission throughout the years, and for their efforts in scaling new heights for Hong Kong's fight against corruption.



Martin LIAO Cheung-kong, GBS, JP  
Chairman  
Advisory Committee on Corruption

貪污問題諮詢委員會職權範圍

ADVISORY COMMITTEE ON CORRUPTION TERMS OF REFERENCE

二零二三年十二月三十一日  
as at 31 December 2023

1. 就香港的貪污問題向廉政專員提供意見，並負責：
    - (a) 監察廉政公署在執行職務、人手編制及行政事務上的政策；
    - (b) 就廉政專員根據《廉政公署條例》第 8(2) 條所考慮採取的行動提供意見；
    - (c) 聽取廉政專員報告廉政公署對屬員所採取的紀律處分；
    - (d) 審核廉政公署每年的開支預算；
    - (e) 在廉政公署年報呈交行政長官前予以審閱；以及
    - (f) 每年向行政長官提交委員會的工作報告。
  2. 有需要時，向行政長官反映廉署工作中任何受到委員會關注的事項或該署所面對的問題。
1. To advise the Commissioner of the Independent Commission Against Corruption on any aspect of the problem of corruption in Hong Kong, and, to this end:
    - (a) to keep the operational, staffing and administrative policies of the Commission under review;
    - (b) to advise on action being considered by the Commissioner under section 8(2) of the *Independent Commission Against Corruption Ordinance*;
    - (c) to receive reports by the Commissioner on disciplinary action taken;
    - (d) to consider the annual estimates of expenditure of the Commission;
    - (e) to scrutinise the annual report of the Commission before its submission to the Chief Executive; and
    - (f) to submit an annual report to the Chief Executive on the work of the Committee.
  2. To draw to the Chief Executive's attention, as it considers necessary, any aspect of the work of the Commission or any problem encountered by it.



貪污問題諮詢委員會  
委員名錄

ADVISORY COMMITTEE ON CORRUPTION MEMBERSHIP

二零二三年十二月三十一日  
as at 31 December 2023



廖長江議員, GBS, JP (主席)

區璟智女士, GBS, JP

陳勇議員, BBS, JP

周雯玲女士, JP

林凱章先生, JP

李秀慧女士, JP

盧偉國議員, GBS, MH, JP

審查貪污舉報諮詢委員會主席 (當然委員)

防止貪污諮詢委員會主席 (當然委員)

社區關係市民諮詢委員會主席 (當然委員)

行政署長 (當然委員)

廉政專員 (當然委員)

副廉政專員兼廉政公署執行處首長 (當然委員)

The Hon Martin LIAO Cheung-kong, GBS, JP (Chairman)

Ms AU King-chi, GBS, JP

The Hon Chan Yung, BBS, JP

Ms Irene CHOW Man-ling, JP

Mr Victor LAM Hoi-cheung, JP

Ms Cecilia LEE Sau-wai, JP

The Hon Dr Lo Wai-kwok, GBS, MH, JP

Chairman of the Operations Review Committee (ex officio)

Chairman of the Corruption Prevention Advisory Committee (ex officio)

Chairman of the Citizens Advisory Committee on Community Relations (ex officio)

Director of Administration (ex officio)

Commissioner, Independent Commission Against Corruption (ex officio)

Deputy Commissioner and Head of Operations, Independent Commission Against Corruption (ex officio)



# 審查貪污舉報諮詢委員會

OPERATIONS REVIEW COMMITTEE

## 向行政長官提交之 二零二三年工作報告

行政長官李家超先生：

### 職權範圍及委員名錄

審查貪污舉報諮詢委員會由 13 名非官方成員及 4 名官方成員組成，負責監察廉政公署（廉署）執行處的工作。委員會的職權範圍及委員名錄分別載於附錄甲及附錄乙。於二零二三年年底，陳寶珊博士在服務委員會六載後卸任。此外，劉敏儀女士於二零二四年新獲委任為委員。

### 委員會的工作

委員會於二零二三年召開八次會議，審議執行處擬備的報告。在年內的八次會議上，執行處向委員會報告正在調查的重大案件、檢控個案進展、歷時超過一年的調查以及獲廉署釋六個月以上人士的個案。委員會得知，廉政專員在年內未有行使《防止賄賂條例》（第 201 章）第 17 條賦予的權力簽發搜查令。另外，委員會聽取共 25 宗已完成調查的重大案件報告。

此外，一個由三位非官方成員輪流組成的小組委員會，年內八次審議共 1 504 宗性質較輕並已完成調查的案件及 412 宗無法追查的貪污投訴，並提供意見。委員會隨後聽取並確認小組委員的審議結果。

執行處首長每次均出席委員會會議並匯報執行處的工作概況、貪污投訴統計數字及趨勢，以及委員會關注的事項。委員會亦審閱了執行處提交的《二零二二年政府人員貪污及舞弊行為年報》，當中剖析政府部門容易出現貪污舞弊的範疇。

## ANNUAL REPORT 2023 TO THE CHIEF EXECUTIVE

The Chief Executive the Honourable  
Mr John LEE Ka-chiu,

### TERMS OF REFERENCE AND MEMBERSHIP

The Operations Review Committee, comprising 13 non-official members and 4 official members, oversees the work of the Operations Department of the Independent Commission Against Corruption (ICAC). Its terms of reference and membership are at **Annexes A and B** respectively. At the end of 2023, Dr Emily Chan Po-shan retired from the Committee after six years of service, and Ms Vivien Lau Man-yeet joined the Committee in 2024.

### WORK OF THE COMMITTEE

Eight Committee meetings were held in 2023 to review reports prepared by the Operations Department. During the meetings, the Committee received reports and updates from the Operations Department on current major investigations, cases prosecuted at court, ICAC investigations spanning over a year and cases involving persons who had been on ICAC bail for over six months. The Committee noted that no search warrants had been issued by the Commissioner pursuant to section 17 of the *Prevention of Bribery Ordinance* (Cap 201). During the year, the Committee received reports on 25 completed major investigations.

A Subcommittee with three non-official members sitting in rotation convened on eight separate occasions to consider and advise on 1 504 completed minor investigations and 412 non-pursuable complaints of corruption. Findings of the Subcommittee were reported to the Committee for endorsement.

The Head of Operations attended the Committee meetings to brief members on the work of the Operations Department, corruption statistics and trends and other issues of interest. We also considered the *Annual Report on Corruption and Malpractice in the Government 2022* submitted by the Operations Department for identifying areas susceptible to corruption and malpractices in the Government.



## 整體貪污情況

香港的貪污情況繼續有效受控，公務員隊伍及公共機構整體誠實可靠，私營企業享有廉潔公平的營商環境。廉署在二零二三年共接獲 2 001 宗貪污投訴（不包括選舉投訴<sup>1</sup>），當中 1 566 宗為可追查的貪污投訴，兩者同比上升 9%。整體涉及私營機構的投訴佔 72%，而涉及政府部門和公共機構的投訴則分別佔 23% 及 6%<sup>2</sup>。貪污投訴上升的主因，是本港經濟活動因疫情退卻而逐漸復常，私營機構的貪污投訴相應增加。然而，二零二三年接獲的貪污投訴比二零一九年（即疫情爆發前）下降 13%。

貪污是非常隱蔽的罪行，難以偵測。隨著科技日新月異和跨境活動漸趨頻繁，貪污分子的犯案手法層出不窮。然而，委員會樂見執行處一直保持專業，迎難而上，鍥而不捨地追查每宗貪污案件。廉署在二零二三年共檢控 204 人，人數與去年相同，而涉及的案件共 102 宗，同比下降 2%，同年有 139 人被定罪，以案件人數及宗數計算的定罪率分別為 74% 及 83%，另有 23 人因干犯輕微罪行而接受警誡<sup>3</sup>。

委員會察悉，具名投訴佔整體投訴 71%，顯示市民願意挺身而出舉報貪污，並繼續全力支持廉署的反貪工作。

## GENERAL CORRUPTION SCENE

The corruption situation in Hong Kong continues to be well under control. The civil service and public bodies in Hong Kong remain clean and honest, while a corruption-free and level playing field is maintained for the private enterprises. In 2023, a total of 2 001 corruption complaints (excluding election complaints<sup>1</sup>) were received with 1 566 of them being pursuable reports, representing an increase of 9% in both figures when compared to 2022. Overall, 72% of the corruption complaints concerned the private sector, 23% related to government departments and 6% involved public bodies<sup>2</sup>. The increase was largely attributed to a corresponding rise in the number of complaints concerning the private sector following the return of economic activities to normalcy as the epidemic situation subsided. However, the number of complaints received in 2023 went down by 13% when compared to 2019, i.e. before the pandemic outbreak.

Corruption is a crime which is highly insidious and difficult to be detected. With advancement of information technology and increasingly busy cross-boundary activities, the modus operandi of criminals is more sophisticated and ever-changing. In spite of these, the Committee appreciates that the Operations Department has maintained professionalism and risen to challenges ahead by pursuing each and every corruption case vigilantly with perseverance. In 2023, 204 persons (same as the previous year) involved in 102 cases were prosecuted, down by 2% when compared to 2022. In the same year, 139 persons were convicted. The person-based and case-based conviction rates were 74% and 83% respectively, while 23 persons were formally cautioned for minor breaches of offences<sup>3</sup>.

The Committee notes that public support for the ICAC's anti-corruption work remains strong with 71% of the complainants identifying themselves when reporting corruption.

### 註 Notes

<sup>1</sup> 選舉投訴指涉嫌違反《選舉（舞弊及非法行為）條例》（第 554 章）的投訴。  
Election complaints refer to complaints alleging breaches of the *Elections (Corrupt and Illegal Conduct) Ordinance* (Cap 554).

<sup>2</sup> 由於四捨五入，個別項目的百分比總和未必等於一百。  
Individual percentages may not add up to 100 due to rounding.

<sup>3</sup> 有關二零二三年檢控、定罪以及接受警誡人數之數字均不包括選舉案件。  
The figures concerning the number of persons prosecuted, convicted and formally cautioned in 2023 excluded those for election cases.

## 涉及政府決策局／部門的貪污投訴

在二零二三年，涉及政府人員的貪污投訴共 451 宗，其中 298 宗為可追查的投訴，兩者同比分別下跌 15% 和 20%。大部分部門的投訴均錄得下跌。由政府各部門轉介的投訴共 103 宗，佔整體投訴 5%。

委員會明白廣大市民對公職人員的誠信及問責要求極高。年內雖然有 13 名公務員涉及貪污或其他違法行為而被檢控，但委員會欣悉整體公務員隊伍仍然廉潔奉公、誠實可信，而集團式貪污亦未有死灰復燃的跡象。委員會深信，執行處定必繼續不偏不倚地依法調查每宗貪污投訴個案，亦會加強與政府各部門的合作，確保政府人員誠實公正，着力提高治理水平。

## 轉介部門首長考慮作紀律處分和行政處理的個案

在二零二三年，委員會詳細審視執行處提交的調查報告及建議後，同意把涉及 62 名政府人員（涉及 39 宗案件）的事宜轉介相關決策局和部門考慮作紀律處分和行政處理。轉介個案主要涉及濫用職權、未經許可接受貸款及值勤／逾時工作上舞弊。

## 涉及公共機構的貪污投訴

在二零二三年，涉及公共機構的貪污投訴共 111 宗，其中 80 宗為可追查的投訴，兩者同比分別下降 8% 和上升 4%。醫院管理局（24 宗）、生產力促進局（6 宗）及香港理工大學（5 宗）共佔公共機構整體投訴 32%。

## CORRUPTION IN THE GOVERNMENT SECTOR

In 2023, a total of 451 complaints concerning staff of government bureaux and departments were received with 298 of them being pursuable reports, representing a decrease of 15% and 20% respectively when compared to 2022. The number of complaints concerning the government sector registered a decline across the board. A total of 103 cases were referred to the ICAC for action by various government bureaux and departments, accounting for 5% of the overall complaints.

The Committee understood that the citizens of Hong Kong have great expectations of a civil service with a high level of integrity and accountability. Though there were 13 government servants prosecuted for corruption or other illicit acts during the year, the Committee is pleased to note that the civil service lives up to a high standard of integrity and honesty without any sign of resurgence of syndicated corruption. The Committee is confident that the Operations Department will continue to impartially investigate every corruption complaint in accordance with the law, and strive to improve governance by forging continuous collaboration with government bureaux and departments to ensure the integrity and probity required of government servants.

## REFERRAL OF CASES FOR CONSIDERATION OF DISCIPLINARY AND/OR ADMINISTRATIVE ACTION BY HEADS OF DEPARTMENTS

In 2023, upon a comprehensive review of the investigation reports and recommendations submitted by the Operations Department, the Committee endorsed the referral of 39 cases involving 62 government servants to the relevant bureaux and departments for consideration of disciplinary and/or administrative action. Such referrals mainly involved misuse of authority, acceptance of unauthorised loans, and malpractice in attendance/overtime work.

## CORRUPTION CONCERNING PUBLIC BODIES

In 2023, a total of 111 corruption complaints relating to public bodies were received with 80 of them being pursuable reports, representing a drop of 8% and an increase of 4% respectively when compared to 2022. The Hospital Authority (24), the Hong Kong Productivity Council (six) and the Hong Kong Polytechnic University (five) together accounted for 32% of the total complaints relating to public bodies.

## 涉及私營機構的貪污投訴

在二零二三年，涉及私營機構的貪污投訴共 1 439 宗，其中 1 188 宗為可追查的投訴，兩者同比分別上升 22% 和 20%。錄得最多投訴的 3 個私營機構界別是樓宇管理業（由 420 宗增至 544 宗）、金融及保險業（由 105 宗增至 142 宗）以及建造業（由 133 宗跌至 131 宗）。

委員會留意到二零二三年涉及樓宇管理業的貪污投訴數字錄得 30% 的顯著升幅，並繼續位列私營機構投訴之首。樓宇管理與市民生活息息相關，委員會欣悉執行處不遺餘力打擊業內的貪污罪行，決心保障市民利益，尤其於二零二三年一月採取代號“火網”的大型執法行動，成功瓦解一個組織嚴密的貪污集團，並經諮詢律政司的法律意見後迅速起訴 23 名人士，包括集團骨幹成員、涉案的工程顧問和承辦商、業主立案法團成員以及物業管理公司職員，控告他們行賄受賄共逾 650 萬元及串謀詐騙，當中涉及 10 個住宅及商用樓宇大維修工程等項目，合約總值高達 5 億 2 千萬元。委員會樂見廉署排除萬難，搗破這宗歷來最大型的樓宇維修貪污案件，除了對業界起重大警惕作用外，亦有效加強市民對樓宇管理和維修的防貪意識，這亦導致年內有關樓宇管理業的貪污投訴增多。委員會有信心執行處行之有效的調查策略和及早干預行動可繼續切實排解民生憂難。

委員會也注意到廉署年前已經與證券及期貨事務監察委員會（證監會）以及會計及財務匯報局（會財局）簽訂了合作諒解備忘錄，加強彼此合作以進一步確保金融市場公平穩定地運作。在上述備忘錄的協同效應下，廉署於年內多次與證監會及會財局採取聯合行動並取得成果，包括於二零二三年十月首次採取的三方聯合行動，打擊兩間香港上市公司懷疑在香港及內地進行總值接近 2 億港元虛假企業交易的不法行為。是次三方聯合行動充分展現廉署與伙伴監管機構維護廉潔金融市場的共同目標，鞏固香港作為國際金融中心的地位，並增強香港發展動能。

## CORRUPTION IN THE PRIVATE SECTOR

In 2023, a total of 1 439 corruption complaints concerning the private sector had been received, among which 1188 were pursuable complaints, representing increases of 22% and 20% respectively. The top three subsectors attracting most complaints were building management (from 420 to 544), finance and insurance (from 105 to 142) and construction industry (from 133 to 131).

The Committee notices a significant increase of 30% in corruption complaints involving the building management industry, which remains at the top of the list of corruption complaints concerning the private sector. Building management is closely related to people's livelihood. The Committee is pleased to note that the Operations Department has spared no effort in eradicating corruption in the industry and is unwaveringly determined to protect the interests of the public, as demonstrated in the large-scale operation "Fire Net" mounted in January 2023, which successfully neutralised a sophisticated corruption syndicate. As a result of the operation, 23 individuals, including backbone members of the syndicate, a project consultant, contractors, owners' corporation members and property management companies' staff involved in the case, were promptly prosecuted upon advice of the Department of Justice for offering and accepting bribes totalling over \$6.5 million and conspiracy to defraud. The case involved grand renovation and other projects of 10 residential and commercial buildings worth a total of \$520 million. The Committee is pleased to note that the Operations Department managed to overcome the challenges in cracking down on this largest building maintenance corruption case in history. The case significantly enhanced people's awareness of corruption prevention in building management and maintenance, which resulted in the increased number of corruption complaints concerning the building management industry in the year. The Committee is confident that the time-tested strategy adopted by the Operations Department will continue to effectively address public concerns.

The Committee also notices that the ICAC had previously signed Memoranda of Understanding with the Securities and Futures Commission (SFC) and the Accounting and Financial Reporting Council (AFRC), thereby strengthening collaboration with the two agencies to further protect the integrity and stability of the financial market. With the synergy created by the memoranda, the ICAC mounted several joint operations with the SFC and AFRC, and achieved remarkable results in the year, including the first tripartite operation conducted in October 2023 against two Hong Kong-listed companies suspected to have made falsified corporate transactions totalling nearly \$200 million in Hong Kong and the Mainland. The tripartite operation is a manifestation of the common goals of the ICAC



委員會樂見廉署於二零二三年十月與保險業監管局簽訂合作諒解備忘錄，合力打擊保險業內貪污和違規行為，攜手提升業界誠信管治及專業水平。上述備忘錄同時加強各持份者對保險業界的信心，有助建立一個更廉潔和透明的營商環境。

委員會觀察到近年香港有多項大型基建工程相繼展開，而廉署一直密切監察建造業，尤其與公共工程有關的貪污風險，以及業內受賄以轉介工作的不法行為。就早前有關香港國際機場“三跑道系統項目”的執法行動，廉署至今已先後檢控 10 人，包括兩名機場管理局前高層及多名分判商，他們被控在多項工程及物料供應合約審批、行政及財務事宜上貪污等罪行，涉及賄款總額約 770 萬元，而當中所涉合約及物料訂單更總值 2 億 6 千萬元。委員會有信心廉署會繼續嚴厲執法，打擊業內貪污行為。

## 選舉

於二零二三年七月刊憲生效的《2023 年區議會（修訂）條例》不但重塑了區議會組成的辦法，而且完善了地區治理工作，進一步落實“愛國者治港”原則。重塑區議會後的第一場全港性大型選舉已經於二零二三年十二月十日順利舉行。委員會對廉署維護廉潔選舉的決心和努力予以高度肯定。

就是次區議會選舉，廉署先後進行了多項宣傳活動，鼓勵市民共同維護選舉廉潔，同時透過不同渠道教育各持份者和公眾人士《選舉（舞弊及非法行為）條例》（選舉條例）的要點。此外，廉署在選舉日更派駐超過 900 名廉署人員到各投票站執勤，以確保選舉達至公平、公正、廉潔、安全和有序的目標。

在選舉期間，執行處主動偵查及雷厲打擊可能構成破壞或操控選舉的不法行為，包括選舉條例第 27A 條罪行，即“在選舉期間內藉公開活動煽惑另一人不投票或投無效票”。委員會樂見執行處果斷執法，拘捕了 7 名懷疑干犯有關選舉罪行的人士，並迅速落案起訴當中兩人。委員會有信心廉署上下會繼續緊守崗位，確保未來所有公共選舉廉潔公正。

and its financial regulator partners in safeguarding the integrity of the financial market, consolidating Hong Kong's status as an international financial hub and creating strong impetus for Hong Kong's growth.

The Committee is pleased to note that the ICAC has signed a Memorandum of Understanding with the Insurance Authority in October 2023 to join forces in fighting corruption and other malpractices, and enhancing integrity governance and professionalism in the insurance industry. The memorandum has also strengthened the confidence of stakeholders in the industry and is conducive to establishing a corruption-free and open business environment.

The Committee is aware that a number of major infrastructure projects have commenced in Hong Kong in recent years. The ICAC has been closely monitoring the construction industry, and keeping in check the corruption risks involved in public works as well as the illegal practice of accepting bribes as rewards for making referrals in the industry. With regard to the enforcement actions concerning the Three-Runway System Project of the Hong Kong International Airport, the ICAC has already prosecuted 10 individuals, including two former senior executives of the Airport Authority Hong Kong and a number of sub-contractors. They were charged with bribery and other offences in the award of works and material supplies contracts as well as related administrative and financial arrangements. The case involved bribes totalling around \$7.7 million over works sub-contracts and material purchase orders worth \$260 million in total. The Committee is confident that the ICAC will continue to take robust enforcement actions against corruption in the industry.

## ELECTIONS

The *District Councils (Amendment) Ordinance 2023*, which was gazetted and took effect in July 2023, not only reshaped the composition of the District Councils, but also improved governance at the district level and further implemented the principle of “patriots administering Hong Kong”. The first large-scale territory-wide election under the reformed District Councils was held on 10 December 2023. The Committee deeply appreciates the perseverance and hard work of the ICAC in safeguarding clean elections.

The ICAC has launched a number of publicity campaigns for this District Council election to encourage people to uphold the clean election culture, and to educate stakeholders and the general public on the gist of the *Elections (Corrupt and Illegal Conduct) Ordinance* through various means. Moreover, the ICAC deployed more than 900 officers at polling stations on the polling day to ensure that the election was conducted in a fair, just, clean, safe and orderly manner.

## 總結和展望

廉署自一九七四年成立以來，在反貪路上一直竭盡所能，成功守護香港廉潔和誠信等核心价值，更成為全球反貪先鋒，其輝煌成績在社會各界有目共睹。委員會很高興與廣大市民共同見證廉署步入金禧五十周年這歷史性的一刻。

國家近年致力打擊貪腐，委員會欣悉廉署在中央人民政府和香港特別行政區政府的全力支持下，剛於二零二四年二月成立了“香港國際廉政學院”（廉政學院），為世界各地（包括“一帶一路”國家）的反貪人員以及本地公私營界別舉辦專業培訓，並促進海內外專家學者交流反貪經驗。委員會相信廉政學院的成立將成為香港與國家以及全球攜手打擊貪腐的一個重要里程碑，亦能展現香港背靠祖國，聯通世界的顯著優勢。

委員會也深信在廉署成立五十周年之際，執行處會繼續不懼不偏，鍥而不捨地打擊貪污，維護香港的法治根基和廉潔之都的美譽，並透過廉政學院推動國際間反貪信息交流和協作，持續為全球反貪工作貢獻香港力量。

During the election period, the Operations Department proactively investigated and took robust actions against illegal conducts which might undermine or manipulate the election, including the offence under section 27A of the Ordinance, namely “inciting another person not to vote, or to cast invalid vote, by activity in public during election period”. The Committee is pleased to see the Operations Department’s resolute enforcement action, which resulted in arrest of seven individuals who were suspected to have committed election offences and prompt prosecution of two. The Committee is confident that the ICAC will continue to remain steadfast to ensure that all public elections are free from corruption in the future.

## CONCLUSION AND THE WAY FORWARD

Since its establishment in 1974, the ICAC has been making every effort to fight corruption and safeguard the core values of probity and integrity in Hong Kong. As a forerunner in the global fight against corruption, the ICAC has achieved remarkable results which are there for all to see. The Committee is pleased to witness with members of the public the historic 50<sup>th</sup> anniversary of the ICAC.

The country has been dedicated to fighting corruption in recent years. The Committee is pleased to note that the ICAC has established the Hong Kong International Academy Against Corruption (HKIAAC) in February 2024 with the support of the Central People’s Government and the Hong Kong Special Administrative Region Government. Apart from providing professional training for graft fighters from around the world, including those from the Belt and Road countries, as well as local public and private organisations, the HKIAAC also promotes the exchange of anti-corruption experience among experts and scholars from Hong Kong, the Mainland and overseas. The Committee believes that the establishment of the HKIAAC is a major cornerstone in Hong Kong’s partnership with the country and the rest of the world in fighting corruption, and it demonstrates our distinctive advantages of enjoying strong support of the Motherland and being closely connected to the world.

The Committee is also assured that as the ICAC celebrates its 50<sup>th</sup> anniversary, the Operations Department will continue its graft-fighting mission relentlessly without fear or favour to consolidate the rule of law foundation of Hong Kong and its reputation as a corruption-free city; and promote international anti-graft information exchanges and collaboration through the HKIAAC to contribute to the global anti-corruption cause on behalf of Hong Kong.

## 鳴謝

最後，我衷心感謝各委員盡心竭力履行委員會的職責，並以嚴謹和持平的態度審查每宗個案，貢獻良多。此外，執行處人員一直努力不懈和堅定不移地履行反貪使命，委員會對此深表讚賞。



審查貪污舉報諮詢委員會主席  
陳智思, GBM, GBS, JP

## APPRECIATION

Last but not least, I would like to express my sincere gratitude to all members of the Committee for their dedication and contributions in reviewing each and every case in a stringent and objective manner. The Committee also highly commends the unremitting and persistent efforts of the Operations Department in fulfilling its anti-corruption mission.



Bernard Charnwut CHAN, GBM, GBS, JP  
Chairman  
Operations Review Committee



審查貪污舉報諮詢委員會職權範圍

OPERATIONS REVIEW COMMITTEE TERMS OF REFERENCE

二零二三年十二月三十一日  
as at 31 December 2023

1. 聽取廉政專員報告廉署接獲的所有貪污舉報，以及廉署如何處理這些舉報。
  2. 聽取廉政專員報告所有歷時超過一年或需要動用大量資源的調查個案進展。
  3. 廉政專員須盡早向委員會報告由其授權進行搜查的次數及理由，並須解釋急需進行搜查的原因。
  4. 聽取廉政專員報告涉嫌人士獲廉署保釋超過六個月的所有個案。
  5. 聽取廉政專員報告廉署已完成調查的個案，並就律政司決定不予檢控或警誡的案件，建議應採取的行動。
  6. 聽取廉政專員報告在廉署管轄範圍內所作檢控的結果及其後的上訴結果。
  7. 就廉署管轄範圍內進行調查所得到的資料，向廉政專員建議哪些資料應送交有關部門、公共機構、其他機構或個別人士；或在特殊情況下，如有關資料於委員會開會前因有需要而經已遞交，則委員會在其後會議中，須就該行動進行審議。
  8. 就廉政專員向委員會提出的其他事項，或主動就任何事項提供意見。
  9. 向行政長官反映任何值得關注的執行處運作或該委員會所面對的任何問題。
  10. 向行政長官提交年報，而內容須向公眾發表。
1. To receive from the Commissioner of the Independent Commission Against Corruption information about all complaints of corruption made to the Commission and the manner in which the Commission is dealing with them.
  2. To receive from the Commissioner progress reports on all investigations lasting over a year or requiring substantial resources.
  3. To receive from the Commissioner reports on the number of, and justifications for, search warrants authorised by the Commissioner, and explanations as to the need for urgency, as soon afterwards as practicable.
  4. To receive from the Commissioner reports on all cases where suspects have been bailed by the Commission for more than six months.
  5. To receive from the Commissioner reports on the investigations the Commission has completed and to advise on how those cases that on legal advice are not being subject to prosecution or caution, should be pursued.
  6. To receive from the Commissioner reports on the results of prosecutions of offences within the Commission's jurisdiction and of any subsequent appeals.
  7. To advise the Commissioner on what information revealed by investigations into offences within its jurisdiction shall be passed to government departments or public bodies, or other organisations and individuals, or, where in exceptional cases, it has been necessary to pass such information in advance of a Committee meeting, to review such action at the first meeting thereafter.
  8. To advise on such other matters as the Commissioner may refer to the Committee or on which the Committee may wish to advise.
  9. To draw to the Chief Executive's attention any aspect of the work of the Operations Department or any problems encountered by the Committee.
  10. To submit annual reports to the Chief Executive which should be published.

審查貪污舉報諮詢委員會  
委員名錄

OPERATIONS REVIEW COMMITTEE MEMBERSHIP

二零二三年十二月三十一日  
as at 31 December 2023



陳智思先生, GBM, GBS, JP (主席)

陳家殷先生, BBS, JP

陳寶珊博士

陳婉珊女士, MH

夏雅朗博士, BBS, JP

許樹昌教授, BBS, JP

簡慧敏議員

江智蛟先生

藍凌志先生

李國興先生

李彭廣教授, BBS, JP

彭韻僖女士, BBS, MH, JP

袁淑琴女士

律政司司長(或代表) (當然委員)

警務處處長(或代表) (當然委員)

行政署長 (當然委員)

廉政專員 (當然委員)

The Hon Bernard Charnwut CHAN, GBM, GBS, JP (Chairman)

Mr Samuel CHAN Ka-yan, BBS, JP

Dr Emily CHAN Po-shan

Ms Clara CHAN Yuen-shan, MH

Dr Aron Hari HARILELA, BBS, JP

Prof David HUI Shu-cheong, BBS, JP

The Hon Carmen KAN Wai-mun

Mr Johnson KONG Chi-how

Mr Richard Kendall LANCASTER

Mr Felix LI Kwok-hing

Prof LI Pang-kwong, BBS, JP

Ms Melissa Kaye PANG, BBS, MH, JP

Ms Nicole YUEN Shuk-kam

Secretary for Justice (or representative) (ex officio)

Commissioner of Police (or representative) (ex officio)

Director of Administration (ex officio)

Commissioner, Independent Commission Against Corruption (ex officio)



# 防止貪污諮詢委員會

CORRUPTION PREVENTION ADVISORY COMMITTEE



## 向行政長官提交之 二零二三年工作報告

行政長官李家超先生：

### 職權範圍及委員名錄

防止貪污諮詢委員會（委員會）由 12 名非官方成員及 3 名官方成員組成，負責就防止貪污處（防貪處）的工作向廉政專員提供意見。委員會的職權範圍及委員名錄分別載於**附錄甲**及**附錄乙**。年內，陳文先生、杜家駒先生、霍靜妍女士、李文光先生及冼漢迪先生接替陳嫣虹女士、張耀堂先生、朱永耀先生、賴旭輝博士及楊詠珊女士擔任委員會成員。委員會轄下有六個各由兩名非官方成員組成的小組委員會，負責就防貪處六個審查組的工作重點和優先次序提供意見。

### 委員會的工作

年內，委員會舉行了六次會議，審閱共 71 份由防貪處提交的審查工作報告，主要與政府決策局／部門和公共機構的工作有關。審查工作報告涵蓋不同的制度及職能，範疇非常廣泛。報告須呈交委員會審議，以確保廉署就減低貪污風險所提出的建議有效及切實可行。委員會通過的審查工作報告列於**附錄丙**。報告發出後，廉署會與有關政府決策局／部門及機構保持緊密聯繫，跟進後者落實防貪建議的情況。

委員會知悉，防貪處除了提交上述審查工作報告，亦向政府決策局／部門及公共機構提供了 543 次<sup>\*</sup>適時的防貪建議，主要涉及其就新推出的措施、公共服務和公共工程項目而草擬或檢討的法例、政策、制度或程序。另外，防貪處因應私營界別的要求，提供度身訂造的防貪建議共 1 320 次<sup>\*</sup>，並在兩個

## ANNUAL REPORT 2023 TO THE CHIEF EXECUTIVE

The Chief Executive the Honourable  
Mr John LEE Ka-chiu,

### TERMS OF REFERENCE AND MEMBERSHIP

The Corruption Prevention Advisory Committee (CPAC), comprising 12 non-official and 3 official members, advises the Commissioner of the ICAC on the work of the Corruption Prevention Department (CPD). Its terms of reference and membership are at **Annexes A** and **B** respectively. This year, Mr Stephen CHAN Man, Mr William Junior Guilherme DOO, Ms Amelia FOK Ching-yin, Mr Jonathan LEE Man-kwong and Mr Hendrick SIN have succeeded Ms Kuby CHAN Yin-hung, Mr Sunny CHEUNG Yiu-tong, Mr Alex CHU Wing-yiu, Dr Stephen LAI Yuk-fai and Ms Theresa YEUNG Wing-shan as members of the Committee. Through six subcommittees, each comprising two non-official members, the Committee advises on the focus and priority of the work of the six Assignment Groups of CPD.

### WORK OF THE COMMITTEE

During the year, the CPAC met on six occasions and considered 71 assignment reports presented by CPD. These assignment reports, involving mostly the work of government bureaux/departments (B/Ds) and public bodies (PBs) covering a wide range of systems and functions, were scrutinised by the CPAC to ensure that the recommendations proposed by the ICAC were effective and practical to mitigate the corruption risks identified. A list of the assignment reports endorsed by the CPAC is at **Annex C**. After the issue of reports, the ICAC followed up closely with the B/Ds and organisations concerned on their implementation of the corruption prevention recommendations.

The CPAC noted that apart from the above-mentioned assignment reports, CPD provided timely corruption prevention advice to B/Ds and PBs on 543 occasions<sup>\*</sup>, mainly in their formulation/review of legislation, policies, systems or procedures for the implementation of new initiatives, public services and public works projects. Furthermore, tailor-made corruption prevention advice was offered to the private sector upon request on 1 320 occasions<sup>\*</sup>, with each

註 Notes | <sup>\*</sup> 數字不包括防貪講座。

Statistics exclude the numbers of corruption prevention talks conducted.

工作天內回應每個要求。此外，防貪諮詢服務透過服務熱線，處理共1 110個公眾查詢。防貪處亦為政府決策局／部門、公共機構及私營機構（包括非政府機構及公共工程的顧問／承辦商）舉辦了220次防貪講座，接觸超過30 600人。

## 主要工作

年內，廉署繼續協助政府決策局／部門和公共機構透過優化制度和程序而進一步減低貪污風險。委員會認同廉署繼續採取“源頭預防”的策略，讓合適的誠信管理及防貪元素注入政府部門和公共機構的制度內；並與相關政府部門及機構合作，推動工作流程和公共服務數碼化以加強預防貪污成效及提高效率。同時，廉署繼續向私營界別提供防貪諮詢服務，及善用電子平台等更多元的途徑為私營界別提供最新防貪資訊，更與各行各業的監管機構／團體及專業團體建立伙伴關係，提升私營機構的防貪能力。以下是防貪處的工作重點簡介。

### 就政府新措施及早提供防貪建議

近年，政府推出多項新措施及計劃，以回應民生、社會及經濟發展的需要，包括興建簡約公屋，為不同行業推出輸入勞工計劃、設立地區服務及關愛隊伍、制訂《基層醫療健康藍圖》等。廉署於這些新政策及項目的設計及籌備階段，已及早為政府決策局／部門和公共機構提供防貪建議，以便在新措施落實推行時已經建立誠信系統；亦會視乎需要，進行詳細檢討，堵塞可能出現的貪污漏洞。委員會欣悉這策略能成功落實及提高防貪成效。

request for services duly responded to within two working days. In addition, the Corruption Prevention Advisory Service handled 1 110 public enquiries through its hotline service. CPD also conducted a total of 220 corruption prevention talks for B/Ds, PBs and private organisations (including non-governmental organisations (NGOs) and consultants/contractors of public works), reaching an audience totalling over 30 600 persons.

## HIGHLIGHT OF WORK

During the year, the ICAC continued to assist B/Ds and PBs in further reducing corruption risks through enhancing their systems and procedures. The CPAC supports the ICAC in continuing with the strategy of “prevention at source” to help ensure suitable integrity management and corruption prevention elements were built into the systems of B/Ds and PBs, and collaborating with the relevant government departments and organisations for promoting the digitalisation of work processes and public services to enhance corruption prevention and efficiency. The ICAC continued to provide corruption prevention advisory services to the private sector and leveraged on diversified channels, including electronic platforms, to provide the latest corruption prevention information to the private sector. In addition, the ICAC established partnership with regulatory bodies/organisations and professional bodies of different industries in order to enhance the corruption prevention capabilities of the private sector. The highlight of CPD’s work is set out below.

### Early Input to Government’s New Initiatives

In recent years, the Government has launched a number of new initiatives and programmes to address the needs concerning people’s livelihood and social and economic development. These initiatives included building Light Public Housing units, implementing labour importation schemes for various sectors, setting up Care Teams, formulating the *Primary Healthcare Blueprint*, etc. The ICAC provided early corruption prevention advice to the B/Ds and PBs concerned at the design and preparation stage of these new initiatives and programmes to facilitate their implementation with system integrity. The ICAC would also conduct detailed reviews to plug possible corruption loopholes where necessary. The CPAC is pleased to note that the successful implementation of this approach could enhance the effectiveness of corruption prevention.

## 重點處理有關民生、安全、受公眾關注的事宜

廉署特別關注有關民生、公眾安全、涉及公眾利益或市民關注的事項，以及涉及大量公帑的計劃和工程。委員會欣悉廉署過去一年在這方面審視了公共選舉、工程項目、執法及規管職能、食物安全、採購、資助計劃的管理等項目，並向有關決策局／部門及公共機構提供防貪建議，以減低貪污風險。例如廉署就 2023 年區議會一般選舉的選舉活動指引及投票安排、食物業處所及食物製造廠的發牌及監管制度等提供防貪建議。另外，廉署於 2023 年推出了《公共機構採購防貪指南》，以提升公共機構在採購過程中的防貪能力。

工程方面，委員會樂見廉署就新建樓宇工程的質量監督完成審查研究及作出防貪建議。鑑於近年有大型工程項目的工人招聘程序出現一些不當行為，廉署迅速進行一系列工作以提升業界防貪意識，當中包括與發展局及建造業議會合辦防貪研討會、分別為總承建商及分包商推出招聘工人的誠信風險管理計劃書、及透過建造業議會將反貪海報及小冊子派發予約 1 500 個建造工地。

## 私營機構的防貪工作

委員會十分欣賞廉署不斷以創新模式及多元手法，與不同界別的監管機構／團體共同為提升行業的誠信管理及防貪能力而努力，廉署今年在這方面取得了令人鼓舞的成績，其中包括為物業管理、非政府機構、銀行業、律師行等不同專業，推出最新的防貪指南，協助私營機構加強防貪措施、提升企業管治。

## Emphasis on People's Livelihood, Safety and Issues of Public Concern

The ICAC attaches particular importance to areas concerning people's livelihood and public safety, issues of public interest or concern, and programmes and projects involving substantial amount of public money. The CPAC is pleased to note that the ICAC reviewed programmes covering areas such as public election, public works, law enforcement and regulatory functions, food safety, procurement and funding scheme administration, and offered corruption prevention advice to the relevant B/Ds and PBs to mitigate corruption risks during the year. For example, the ICAC offered corruption prevention advice on the "Guidelines on Election-related Activities" and polling arrangement in respect of the 2023 District Council Ordinary Election, the licensing and regulatory regimes for food premises and factories, etc. Moreover, the ICAC launched the *Corruption Prevention Guide on Procurement for Public Bodies* in 2023 to enhance the corruption prevention capabilities of PBs in procurement processes.

Regarding works projects, the CPAC is pleased to note that the ICAC has completed assignment studies and made recommendations on quality supervision of new building works. In view of the emerging improprieties in the worker recruitment procedures of mega projects in recent years, the ICAC promptly made a series of efforts to enhance the industry's anti-corruption awareness, including jointly organising corruption prevention seminars with the Development Bureau and the Construction Industry Council (CIC); launching Integrity Risk Management Plans on recruitment of workers for main contractors and subcontractors respectively; and distributing anti-corruption posters and pamphlets to about 1 500 construction sites through the CIC.

## Corruption Prevention Work for Private Sector

The CPAC applauds the ICAC's innovative and diversified approaches in collaborating with regulatory bodies/organisations of various industries to enhance the integrity management and corruption prevention capabilities of the industries. The ICAC achieved gratifying results in this aspect during the year. Such efforts included the launching of corruption prevention guides for property management, NGOs, the banking industry and law firms to strengthen corruption prevention safeguards and enhance corporate governance in the private sector.



近年，廉署銳意以“集體行動”等方式提升不同行業的誠信，繼 2021 年向建造業推出“誠”建約章後，2023 年再夥拍香港中華廠商聯合會推出“誠信營商約章”，推動工商界企業實施“誠信管理制度”。國家發佈的《“一帶一路”廉潔建設高級原則》，其中一項原則是鼓勵透過加強公私營協作，共同預防及打擊貪污。廉署的約章計劃，正好配合此原則。

### 善用科技推動防貪

在政府推動創新科技的同時，廉署亦積極協助部門及公共機構藉科技提升他們的防貪能力。當中包括編製《數碼化防貪指南》，檢視工務部門的數碼工程監督系統，亦會繼續協助他們善用資訊科技加強防貪能力。委員會認為這方面的工作尤為重要，並給予全力支持。

### 展望未來

廉署會運用過去累積的經驗，繼續協助公私營界別加強防貪能力。來年的重點工作包括為非政府機構、樓宇管理、上市公司、大型基建項目的持份者強化防貪機制、提升企業管治。

In recent years, the ICAC has committed to enhancing the integrity of different industries by various means such as “collective action”. Following the launching of the Construction Industry Integrity Charter in 2021, the ICAC partnered with the Chinese Manufacturers' Association of Hong Kong to set up the Business Sector Integrity Charter in 2023 to encourage the business sector to adopt the Integrity Management System. The “Integrity Charter” programme is in line with the country's *High-Level Principles on Belt and Road Integrity Building*, which include encouraging public-private partnerships to prevent and combat corruption.

### Embracing Technology to Enhance Corruption Prevention

In line with the Government's efforts to promote innovation and technology development, the ICAC has been actively assisting B/Ds and PBs in embracing technology for enhancing their corruption prevention capabilities. Apart from launching the *Corruption Prevention Guide – Corruption Prevention through Digitalisation* and reviewing the digital works supervision systems of works departments, the ICAC would also continue to assist them in strengthening their corruption prevention capabilities through the use of information technology. The CPAC considers this area of work very important and offers full support.

### LOOKING AHEAD

With the experience it gained in the past, the ICAC will continue to assist the public and private sectors in enhancing their corruption prevention capabilities. In the year ahead, the work priorities include strengthening corruption prevention systems and enhancing governance of the stakeholders in NGOs, the building management sector, listed companies and large-scale infrastructure projects.

## 結語

防貪處在加強本港公私營機構的誠信管治及內部監管方面，繼續發揮重要作用。委員會肯定防貪處過去一年的工作，亦讚賞該處貫徹其源頭預防及伙伴合作的策略，為公私營界別提供不同的防貪服務，使香港繼續成為廉潔具競爭力的經濟體。

## 鳴謝

我已完成六年的主席任期。我希望藉此機會，衷心感謝委員會全體成員在過去一年的貢獻及支持。同時我亦對廉署人員的不懈努力、專業精神及無比熱誠，深表謝意。



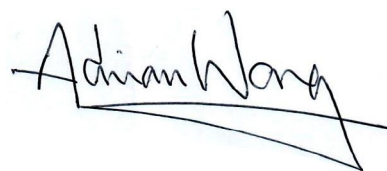
防止貪污諮詢委員會主席  
黃冠文, BBS, MH, JP

## CONCLUSION

CPD continues to play a crucial role in enhancing the integrity governance and internal controls of both public and private organisations in Hong Kong. The CPAC not only affirms the work done by CPD in the past year but also commends the wide range of corruption prevention services offered to the public and private sectors through CPD's prevention at source and partnership strategies which help maintain Hong Kong as an economy of integrity and competitiveness.

## APPRECIATION

I have completed my six-year term as Chairman. I would like to take this opportunity to express my appreciation for the contribution and support of all CPAC members during the year. I also wish to thank ICAC staff for their hard work, professionalism and dedication.



Adrian WONG Koon-man, BBS, MH, JP  
Chairman  
Corruption Prevention Advisory Committee

防止貪污諮詢委員會職權範圍  
CORRUPTION PREVENTION ADVISORY COMMITTEE  
TERMS OF REFERENCE

二零二三年十二月三十一日  
as at 31 December 2023

- |  |   |
|--|---|
| <ol style="list-style-type: none"><li>1. 聽取及要求廉政公署報告有關政府部門、公共機構及私營機構在工作常規及程序上可能助長貪污的地方，並向廉政專員建議應予以審查的項目及審查的先後次序。</li><li>2. 研究根據審查結果而作出的各項建議，並就進一步行動向廉政專員提供意見。</li><li>3. 監察根據該諮詢委員會的意見而作出的建議如何實施。</li></ol> | <ol style="list-style-type: none"><li>1. To receive and call for reports from the Commission about practices and procedures of government departments, public bodies and the private sector which may be conducive to corruption, and advise the Commissioner what areas should be examined and the degree of priority to be accorded to each.</li><li>2. To consider recommendations arising from such examinations and advise the Commissioner on further action to be taken.</li><li>3. To monitor action taken to implement recommendations made on the advice of the Corruption Prevention Advisory Committee.</li></ol> |
|--|---|



防止貪污諮詢委員會委員名錄  
CORRUPTION PREVENTION ADVISORY  
COMMITTEE MEMBERSHIP

二零二三年十二月三十一日  
as at 31 December 2023



黃冠文先生, BBS, MH, JP (主席)

陳文先生

陳美寶小姐, JP

陳英凝教授

杜家駒先生, BBS, JP

霍靜妍女士

江玉歡議員

劉家慧女士

李文光先生

冼漢迪先生, MH

蘇祐安先生, MH, JP

胡立基先生

警務處處長或代表 (當然委員)

行政署長或代表 (當然委員)

廉政專員 (當然委員)

Mr Adrian WONG Koon-man, BBS, MH, JP (Chairman)

Mr Stephen CHAN Man

Miss Mabel CHAN Mei-bo, JP

Prof Emily CHAN Ying-yang

Mr William Junior Guilherme DOO, BBS, JP

Ms Amelia FOK Ching-yin

The Hon Doreen KONG Yuk-foon

Ms Carrie LAU Ka-wai

Mr Jonathan LEE Man-kwong

Mr Hendrick SIN, MH

Mr Albert SU Yau-on, MH, JP

Mr Winson WOO Lap-kee

Commissioner of Police or representative (ex officio)

Director of Administration or representative (ex officio)

Commissioner, Independent Commission Against Corruption (ex officio)

## 二零二三年防止貪污處完成的審查工作報告

## ASSIGNMENT REPORTS COMPLETED BY CORRUPTION PREVENTION DEPARTMENT IN 2023

機構 Client	題目 Subject Area
<b>I. 政府決策局／部門 Government Bureaux/Departments</b>	
漁農自然護理署 Agriculture, Fisheries and Conservation Department	犬牙魚的進出口管制及港口巡查 Control of Import and Export of Toothfish and Port Inspection  獸醫註冊的程序 Registration of Veterinary Surgeons
民航意外調查機構 Air Accident Investigation Authority	民航意外及嚴重事故調查 Investigation of Aircraft Accidents and Serious Incidents
建築署 Architectural Services Department	斜坡保養合約的管理 Administration of Slopes Maintenance Term Contracts
屋宇署 Buildings Department	處理新界豁免管制屋宇的僭建物 Control of Unauthorised Building Works in New Territories Exempted Houses  新建樓宇工程的質量監督 Quality Supervision of New Building Works
民航處 Civil Aviation Department	空運貨物保安 Air Cargo Security
土木工程拓展署 Civil Engineering and Development Department	採用新工程合約目標價選項的基本工程合約的管理 Administration of Capital Works Contracts Adopting New Engineering Contract Target Options  採用新工程合約目標價選項的基本工程合約的付款處理 Processing of Payment for Capital Works Contracts Adopting New Engineering Contract Target Options
懲教署 Correctional Services Department	懲教院所的保安程序 Security Control of Correctional Institutions
創意香港 Create Hong Kong	電影製作融資計劃及資助其他電影相關計劃的管理 Administration of the Film Production Financing Scheme and Scheme for Funding Other Film-related Projects
發展局 Development Bureau	基本工程項目文物影響評估機制的實施 Implementation of the Heritage Impact Assessment Mechanism for Capital Works Projects
教育局 Education Bureau	監管提供非本地高等及專業教育課程的機構的程序 Regulation of Institutions Offering Non-local Higher and Professional Education Courses
機電工程署 Electrical and Mechanical Services Department	營運及維修保養服務合約的管理 Management of Operation and Maintenance Service Contracts
環境保護署 Environmental Protection Department	化學廢物處理中心的運作 Operation of Chemical Waste Treatment Centre  堆填區的運作 Operation of Landfill  廢塑膠收集及回收服務的提供 Provision of Collection and Recycling Services for Waste Plastics

## 二零二三年防止貪污處完成的審查工作報告

## ASSIGNMENT REPORTS COMPLETED BY CORRUPTION PREVENTION DEPARTMENT IN 2023

機構 Client	題目 Subject Area
消防處 Fire Services Department	服務合約的採購及管理 Procurement and Management of Service Contracts
食物環境衛生署 Food and Environmental Hygiene Department	公共街市服務合約的判授及管理 Letting and Administration of Public Markets Services Contracts 食物製造廠的發牌及監管制度 Licensing and Control of Food Factories 食肆的發牌及監管制度 Licensing and Control of Restaurants
政府化驗所 Government Laboratory	中藥化驗的程序 Testing of Chinese Medicines
政府產業署 Government Property Agency	剩餘政府宿舍的處置程序 Disposal of Surplus Government Quarters
路政署 Highways Department	一般物料及服務的採購 Procurement of General Stores and Services
香港金融管理局 Hong Kong Monetary Authority	專門服務的採購 Procurement of Specialist Services
香港警務處 Hong Kong Police Force	當舖的發牌制度 Licensing of Pawnshops 警民關係組的工作 Work of the Police Community Relations Officer Offices
房屋署 Housing Department	整體承租街市租務合約的判授及管理 Letting and Administration of Single Operator Market Tenancies
入境事務處 Immigration Department	港口管制科的工作 Work of the Harbour Division
稅務局 Inland Revenue Department	稅務監督及法律行動 Tax Inspections and Legal Actions
知識產權署 Intellectual Property Department	原授專利制度的管理 Administration of the Original Grant Patent System
地政總署 Lands Department	樹木保養工程的監管 Control of Tree Maintenance Works
康樂及文化事務署 Leisure and Cultural Services Department	園藝保養服務合約的判授和管理 Letting and Administration of Horticultural Maintenance Services Contracts 社區演藝計劃的管理 Management of Community Arts Scheme 管理非物質文化遺產（非遺）清單及非遺資助計劃 Management of Intangible Cultural Heritage (ICH) Inventory and ICH Funding Scheme



## 二零二三年防止貪污處完成的審查工作報告

## ASSIGNMENT REPORTS COMPLETED BY CORRUPTION PREVENTION DEPARTMENT IN 2023

機構 Client	題目 Subject Area
酒牌局及食物環境衛生署 Liquor Licensing Board and Food and Environmental Hygiene Department	簽發酒牌的程序 Liquor Licensing
政府資訊科技總監辦公室 Office of the Government Chief Information Officer	學校 IT 創新實驗室計劃的管理 Administration of IT Innovation Lab in Schools Programme
社會福利署 Social Welfare Department	私人土地作福利用途特別計劃的管理 Administration of the Special Scheme on Privately Owned Sites for Welfare Uses
運輸署 Transport Department	停車收費錶系統的管理、營運及維修 Management, Operation and Maintenance of the Electronic Parking Meter System
在職家庭及學生資助事務處 Working Family and Student Financial Assistance Agency	在職家庭津貼計劃的管理 Administration of Working Family Allowance Scheme

## II. 公共機構 Public Bodies

香港機場管理局 Airport Authority Hong Kong	資訊科技服務合約的管理 Administration of IT Services Contracts  三跑道系統項目的防貪工作及機場城市的工作計劃 Corruption Prevention Work for Three-Runway System Project and Work Plan for Airport City  資訊科技設備和軟件的採購 Procurement of Information Technology Equipment and Software
中華電力有限公司 CLP Power Hong Kong Limited	樓宇維修及小型工程合約的管理 Management of Building Maintenance and Minor Works
僱員再培訓局 Employees Retraining Board	樂活一站及陪月一站營運機構的委聘及監察 Engagement and Monitoring of Operators under Smart Living Scheme and Smart Baby Care Scheme
香港年金有限公司 HKMC Annuity Limited	香港年金計劃的管理 Administration of HKMC Annuity Plan
香港應用科技研究院 Hong Kong Applied Science and Technology Research Institute	研究項目的管理 Management of Research Projects
香港數碼港管理有限公司 Hong Kong Cyberport Management Company Limited	物業管理合約的判授及管理 Letting and Administration of Property Management Contracts
香港考試及評核局 Hong Kong Examinations and Assessment Authority	答卷的處理及評閱 Processing and Marking of Answer Scripts

## 二零二三年防止貪污處完成的審查工作報告

## ASSIGNMENT REPORTS COMPLETED BY CORRUPTION PREVENTION DEPARTMENT IN 2023

機構 Client	題目 Subject Area
香港出口信用保險局 Hong Kong Export Credit Insurance Corporation	賠償及賠款歸還程序 Claims Processing and Debt Recovery
香港科技園公司 Hong Kong Science and Technology Parks Corporation	基本工程項目的管理 Administration of Capital Works Projects 工業園的租賃 Leasing of Industrial Estates 基本工程的質量控制 Quality Control of Capital Works Projects
醫院管理局 Hospital Authority	服務合約的判授及管理 Letting and Administration of Service Contracts
保險業監管局 Insurance Authority	保險中介人的發牌程序 Licensing of Insurance Intermediaries
香港鐵路有限公司 MTR Corporation Limited	新工程合約制度下工程合約的判授 Letting of Works Contracts Adopting New Engineering Contract
公共機構 Public Bodies	公共機構採購防貪指南 Corruption Prevention Guide on Procurement for Public Bodies
香港中文大學 The Chinese University of Hong Kong	服務合約的判授與管理 Letting and Administration of Service Contracts
香港教育大學 The Education University of Hong Kong	學士學位課程的學生取錄制度 Admission of Students to Undergraduate Programmes
地產代理監管局 The Estate Agents Authority	發牌程序 Licensing Procedures
香港演藝學院 The Hong Kong Academy for Performing Arts	維修及小型工程合約的判授及管理 Letting and Administration of Maintenance and Minor Works Contracts
香港賽馬會 The Hong Kong Jockey Club	賽馬會西洲公眾高爾夫球場的管理 Management of The Jockey Club Kau Sai Chau Public Golf Course 支持高爾夫球場運作的物品及服務供應 Provision of Goods and Services in Support of Golf Course Operation
香港大學 The University of Hong Kong	臨床校外執業的管理 Administration of Clinical Outside Practice
市區重建局 Urban Renewal Authority	收購及遷置程序 Acquisition and Clearance Procedures

## 二零二三年防止貪污處完成的審查工作報告

## ASSIGNMENT REPORTS COMPLETED BY CORRUPTION PREVENTION DEPARTMENT IN 2023

機構 Client	題目 Subject Area
<b>III. 其他 Others</b>	
建造業 Construction Industry	建造業的誠信管理 Integrity Management in the Construction Industry 建造業的工人招聘 Recruitment of Workers in the Construction Industry
上市公司 Listed Companies	上市公司的防貪工作及倡議 Corruption Prevention Work and Initiatives for Listed Companies
非政府機構（社會福利界） Non-governmental Organisations (NGOs) in the Welfare Sector	非政府機構的管治及內部監控防貪指南 Corruption Prevention Guide on Governance and Internal Control for NGOs
物業管理業 Property Management Sector	物業管理公司防貪指南 Corruption Prevention Guide for Property Management Companies
香港中華廠商聯合會 The Chinese Manufacturers' Association of Hong Kong	貨品及服務的採購程序 Procurement of Goods and Services





# 社區關係市民諮詢委員會

CITIZENS ADVISORY COMMITTEE ON  
COMMUNITY RELATIONS

## 向行政長官提交之 二零二三年工作報告

行政長官李家超先生：

### 職權範圍及委員名錄

社區關係市民諮詢委員會（委員會）由 16 名非官方成員及 1 名官方成員組成，負責就廉政公署（廉署）爭取公眾支持打擊貪污，以及教育公眾認識貪污害處的工作，向廉政專員提供意見。委員會的職權範圍及委員名錄分別載於**附錄甲**及**附錄乙**。委員王政芝女士於二零二三年年底卸任，鄭美雲女士於二零二四年獲委任為新委員。

### 委員會的工作

委員會在年內舉行了三次會議，討論廉署以面對面形式及透過媒體進行的倡廉工作，並提出建議。委員會特別討論了廉署在二零二三／二四年度的倡廉工作策略、“反貪·不停步”廉署五十周年活動計劃，以及“廉署菁英誠信領袖計劃”的進度與展望。

委員會轄下設有兩個小組委員會，分別為傳媒宣傳及社區研究小組委員會和倡廉教育及市民參與小組委員會，負責監察廉署社區關係處（社關處）各特定範疇的工作和提供建議，並向委員會匯報。

年內，傳媒宣傳及社區研究小組委員會舉行了三次會議，聚焦討論廉署在二零二三／二四年度的媒體宣傳策略，以及社區研究方向。委員會支持廉署繼續每年進行民意調查，以科學化的研究結果引證香港市民與廉署並肩反貪的成果，並參考研究數據適時調整宣傳策略。

## ANNUAL REPORT 2023 TO THE CHIEF EXECUTIVE

The Chief Executive the Honourable  
Mr John LEE Ka-chiu,

### TERMS OF REFERENCE AND MEMBERSHIP

The Citizens Advisory Committee on Community Relations (CACCR), comprising 16 non-official members and one official member, advises the Commissioner of the ICAC on the Commission's work to foster public support in combating corruption and educate the public against the evils of corruption. Its terms of reference and membership are at **Annexes A** and **B** respectively. At the end of 2023, Ms Gigi WONG Ching-chi retired from the Committee, whilst Ms Cally KWONG Mei-wan joined as a new member of the Committee in 2024.

### WORK OF THE COMMITTEE

During the year, the CACCR conducted three meetings to discuss and advise on ICAC's integrity promotion work through face-to-face education and media publicity. In particular, the CACCR discussed ICAC's education and publicity strategies in 2023/24, ICAC's 50<sup>th</sup> anniversary activities under the theme of "Fighting Corruption: The Mission Continues", as well as the progress and way forward of the ICAC ELITE Youth Leadership Programme.

The CACCR has two subcommittees, namely the Media Publicity and Community Research Subcommittee (MPCRSC) and the Preventive Education and Public Engagement Subcommittee (PEPESC), which scrutinise and give advice on specific aspects of work of the Community Relations Department (CRD) of the ICAC and report to the CACCR.

In the year, the MPCRSC held three meetings and focused the discussion on ICAC's media publicity strategy in 2023/24 and the direction of community research. The CACCR supported the ICAC to continue its opinion survey annually and adjust the publicity strategy as required. Through such scientific research studies, the achievements made jointly by the general public and the ICAC in fighting corruption can be reaffirmed.

年內，倡廉教育及市民參與小組委員會舉行了三次會議，就廉署向社會各界提供的倡廉服務提供意見。小組委員會特別檢討了二零二二年“傳誠之旅”旗艦活動的成效，並重點討論宣傳廉潔樓宇管理信息的策略，以及向醫療健康業推廣誠信的計劃。

## 二零二三年倡廉工作回顧

廉署一直採取三管齊下的反貪策略，一體推進執法、預防及宣傳教育工作。廉署縱然面對多番挑戰，其反貪步伐從未停止，堅持守護廉潔香港和傳承誠信文化。委員會留意到廉署在疫情期間積極部署，在二零二三年香港全面復常時，迅速加快倡廉教育及宣傳工作的步伐，全力配合國家發展及特區政府的施政理念，說好香港的廉政故事，鞏固香港廉潔都會美譽。

我謹代表委員會重點匯報廉署於年內的倡廉工作成果。

### 青年及德育

培養青年人誠信、守法等核心價值，是廉署工作的重中之重。多年來，廉署舉辦的大專生“廉政大使計劃”及“高中 iTeen 領袖計劃”一直深受各院校歡迎。廉署在這穩固的基礎上，於二零二三年推出全新的“廉署菁英誠信領袖計劃”，為大專及高中生度身訂造具特色的培訓及交流活動，栽培青年人成為具誠信、擁護法治，並具備國家觀念和國際視野的未來社會領袖。廉署除了安排首屆“菁英誠信領袖”體驗執法工作外，亦提供機會予學員接待來港訪問的“一帶一路”國家反貪機構人員，並前往內地城市親身感受國家反貪的力度和理念。委員會欣聞廉署將多年來行之有效的青年誠信培訓計劃提升到更高的層次，在推出首年已取得十分正面的評價。

The PEPESC also held three meetings in the year to advise on ICAC's preventive education services for different segments of the community. The Subcommittee specifically reviewed the effectiveness of the "Journey for Integrity" signature event organised in 2022, and discussed the Commission's work strategy in promoting clean building management and the ethics promotion programme for the medical and healthcare industry.

## REVIEW OF EDUCATION AND PUBLICITY WORK IN 2023

The ICAC adopts a three-pronged strategy to fight corruption through the integration of law enforcement, prevention, education and publicity. Despite various challenges, the ICAC has never slowed down its pace in the anti-graft mission and has remained steadfast in safeguarding the value of integrity and the probity culture of Hong Kong. The CACCR noticed that the ICAC had made the necessary preparation during the pandemic and sped up its preventive education and publicity work as soon as Hong Kong returned to full normalcy in 2023, telling the anti-corruption stories of Hong Kong and living up to its reputation as a city of probity to underscore the national development and governance philosophy of the HKSAR Government.

On behalf of the Committee, I would like to report on the achievements of the ICAC during the year.

### Youth and Moral Education

It is always the top priority of the ICAC to nurture in the younger generation the core values of integrity and law-abidingness. Throughout the years, the ICAC Ambassador Programme for tertiary students and the iTeen Leadership Programme for secondary students had been popular amongst the tertiary education institutions and secondary schools. Leveraging on this solid foundation, the ICAC launched the ICAC ELITE Youth Leadership Programme in 2023 to tailor training and exchange activities for tertiary and senior secondary students, equipping them with the value of integrity, the spirit of the rule of law as well as the sense of national identity and global vision to become future pillars of the society. Apart from experiential activities on law enforcement work, the first cohort of the iELITE Youth Leaders were given the opportunity to receive delegates of anti-corruption agencies from "Belt and Road" countries during the latter's visits to Hong Kong and join the study tour to Mainland cities to witness their efforts



在幼童方面，廉署繼續支援學校推行價值觀教育，包括在“i Junior小學德育計劃”下推出新一輯以“公平”為主題的卡通教材及遊戲物資，又送出德育繪本及教材予參加“童·閱·樂”繪本傳誡計劃的幼稚園。廉署亦於年內推出“ICAC 兒童教室”，首次邀請幼稚園學生及家長到訪廉署，透過繪本共讀、親子小手工等活動，將誠信的種子播在兒童的心裏。

年內，曾參加廉署誠信及道德推廣活動和計劃的學生超過 27 萬人。我曾以專家小組成員的身分，參與廉署和聯合國毒品和犯罪問題辦公室合作編制《加強青年參與反貪腐倡議全球政策指南》的工作時，親身接觸過廉署優秀的青年領袖，對廉署培育青年發展工作的質和量表示欣喜。委員會對廉署培育不同求學階段之青年的德育工作予以肯定。

### 廉潔選舉

完善地區治理後的第一次區議會換屆選舉於年內完成。委員會欣悉廉署努力不懈，在選舉數個月前開始以“全覆蓋”的教育及宣傳策略，加深選舉持份者對選舉法例的認識，並呼籲市民踴躍投票，選出賢能。廉署在年內舉辦了二百場選舉法例簡介會及地區宣傳活動、編製候選人資料冊及選民須知單張，全年運作廉潔選舉查詢熱線，並把人工智能融入多媒體宣傳。廉潔選舉的信息遍佈社區，市民在公平、公正及廉潔的選舉文化中選出新一屆區議員，共建美好社區。

委員會衷心感謝每一位參與維護廉潔選舉的廉署人員，他們嚴正執法，打擊所有破壞和操控選舉的行為，亦在投票日駐守票站和分區辦事處處理市民的查詢與投訴，展現一絲不苟的專業反貪精神。

and vision on anti-corruption cause. The CACCR was pleased to see that the ICAC ELITE Youth Leadership Programme, which had generated positive feedback in the first year after its launch, had taken ICAC's iconic programmes on youth integrity promotion to a new height.

As for the young children, the ICAC continued to support values education in schools by producing a new series of animation-based teaching package and activity materials on the theme of “fairness” under the i Junior Programme for Primary Schools, as well as moral education picture books and activity packages for kindergartens under the “Reading for Integrity” Project. The ICAC also arranged ICAC's Kids Classroom in the year to invite kindergarteners and their parents to visit the ICAC and participate in story-telling and parent-child handicraft activities to sow the seed of integrity in the minds of the young children.

In 2023, over 270 000 students participated in ICAC's integrity and ethics promotion activities/programmes. As a member of the expert panel, I took part in the joint project of the ICAC and the United Nations Office on Drugs and Crime on developing the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work* and personally met some of the young leaders trained up by the ICAC in the project. I was impressed by both the quality and quantity of ICAC's youth development work. The CACCR recognised ICAC's efforts in organising tailored moral education activities for young people at different developmental stages to suit their needs.

### Clean Elections

The first District Council Ordinary Election after the Government's improved district governance was completed in 2023. The CACCR was aware that the ICAC had launched a multi-faceted education and publicity campaign a few months before the election to enhance knowledge of various stakeholders on the electoral laws and appeal to members of the public to cast their votes. The ICAC arranged 200 briefing sessions and publicity activities at district level, and produced information booklets and reminder leaflets for reference of candidates and voters respectively. The clean elections enquiry hotline was in operation throughout the year, whilst AI technology was adopted in multimedia productions for better publicity effect. Through these education and publicity activities, the message of clean elections was spread across the territory, contributing to a culture of honesty, fairness and integrity for members of the public to vote for the new term District Councillors for building a better community.

## 公營界別的誠信推廣

委員會樂見廉署持續地向各級政府人員提供誠信培訓，包括為現屆特區政府全體主要官員及政治委任官員在就任首年內介紹防貪法規及誠信管理，又在所有新入職公務員必須出席的培訓計劃中加入廉署分享環節，鞏固政府團隊的廉潔文化。同時，廉署與各決策局／部門合作無間，至今已推動六成的決策局／部門訂立了誠信培訓周期，為職員定期安排培訓。此外，廉署亦與公務員事務局合辦以高級管理人員為對象的專題工作坊及分享會，延續“誠信領導計劃”多年來累積的成效。

在公共機構方面，委員會察悉廉署除了繼續支援香港機場管理局等機構加強職員培訓及落實誠信管理外，亦為在完善選舉制度下產生的立法會議員及區議會議員製作《誠信錦囊》電子單張，介紹《防止賄賂條例》和普通法公職人員行為失當罪的重點，以及相關注意事項，在公共行政領域持續推廣誠信。

## 商業道德推廣

政府於年內公布了為不同行業推出的多項輸入勞工與及人才入境計劃。委員會全力支持廉署迅速與相關決策局及政府部門攜手部署，為新來港人士提供防貪教育及宣傳服務，讓他們及早認識香港的反貪法例。委員會得知廉署已為所有經計劃到港的勞工安排反貪法例簡介及派發防貪資訊包，並於他們的工作場所及宿舍安排宣傳活動。廉署除了與新成立的香港人才服務辦公室建立合作關係，透過網上社交平台持續宣傳有關來港就業的防貪信息外，亦在年內舉辦的第三屆香港國際人才高峰論壇中設置廉政資訊展覽攤位，向有意來港發展的內地及海外人才宣傳香港的廉潔優勢。

社關處轄下的香港商業道德發展中心(中心)一直與商界伙伴合作推廣商業及專業道德，

The CACCR would like to express our heartfelt thanks to all ICAC officers who had played a part in safeguarding a clean election. With their meticulous professionalism, ICAC officers cracked down corrupt acts that undermined or manipulated elections by stringent law enforcement. They were also stationed at polling stations as well as regional offices on the polling day to handle public enquiries and complaints in a timely manner.

## Integrity Promotion in the Public Sector

The CACCR appreciated ICAC's relentless efforts in providing integrity training for government officers at all ranks, including the arrangement of briefing sessions for all Politically Appointed Officials of the HKSAR Government in their first year of appointment to introduce the anti-corruption laws and ethics management, and the incorporation of ICAC sessions in the compulsory induction programme for all new recruits to entrench the probity culture in the civil service. The ICAC also worked closely with bureaux/departments (B/Ds) to arrange regular integrity training for their staff members. About 60% of B/Ds had adopted integrity training cycles so far. In addition, the ICAC continued to collaborate with the Civil Service Bureau to organise thematic workshops and sharing sessions targeted at senior government officers to sustain the effectiveness of the Ethical Leadership Programme over the years.

The CACCR also learnt that the ICAC had been supporting the Airport Authority of Hong Kong and other public bodies to organise staff training and implement integrity management. Besides, e-leaflets were produced for members of Legislative Council and District Council returned under the improved electoral systems to provide them with a gist of the *Prevention of Bribery Ordinance*, the common law offence of Misconduct in Public Office and relevant points-to-note with a view to sustaining integrity promotion in the public sector.

## Business Ethics Promotion

The Government had promulgated various labour importation and talent admission schemes in the year. The CACCR supported the ICAC to work swiftly with relevant B/Ds to provide education services and publicity materials to these new arrivals to let them understand the anti-corruption laws of Hong Kong in a timely manner. The

以作為抵禦貪污的第一道防線。委員會欣悉中心為各行業及專業提供免費的職員誠信培訓，包括實體講座及網上課程，並伙拍專業團體及商會舉辦參觀廉署活動，協助中小型初創企業以至上市及跨國公司推廣商業道德，以鞏固香港的競爭力和經濟持續發展，做好香港“八大中心”的定位。此外，委員會亦樂見中心因應不同行業和專業的特色及關注事項，在其網站提供大量實用的誠信培訓資源，包括最新上載的《銀行業誠信解密系列》網上自學培訓動畫、《醫生實務防貪指引》，以及為製藥及醫療器材業的營業代表製作的網上誠信資源。

委員會亦樂見廉署在年內接觸了香港所有受金管局監管的認可機構，推廣為前線銀行職員及銀行客戶新製作的防貪教育資源，並持續為銀行業界提供不同的培訓課程及交流活動。在建造業方面，廉署聯同發展局及建造業議會合辦防貪峰會，鼓勵業界推動防貪和誠信管理。在康樂體育業方面，廉署與中國香港足球總會加強合作，為運動員、球證及職員舉辦誠信培訓講座；又伙同中國香港體育協會暨奧林匹克委員會為本地體育總會的管理人員舉辦防貪研討會，進一步向體育界推廣誠信及提升管治水平。

### 社區防貪教育

委員會知悉廉署一直主動接觸不同大廈管理組織，呼籲業主提高警惕，積極參與樓宇管理事務。物業管理業監管制度在年內全面落實，廉署與物業管理業監管局攜手向業界加強推廣誠信專業。廉署除了製作一系列物業管理業培訓短片和自學教材外，亦透過座談會向從業員推廣防貪信息；同時與專業團體及商會合辦持續專業發展課程，為行政人員提供誠信培訓；以及為修讀物管課程的大專及職訓學生安排倡廉講座。廉署亦配合年內的“火網”執法行動及新一輪的“樓宇更新大行動 2.0”申請，展開具規模的宣傳工作。

Committee noted that ICAC briefing sessions had been arranged for all imported workers who came to Hong Kong under different schemes, while information packs were distributed and publicity activities organised at their workplaces and centralised quarters. The ICAC also established working relationship with the newly established Hong Kong Talent Engage, stepped up its publicity efforts in social media platforms and staged a publicity booth in the 3rd International Talents Summit during the year to promote Hong Kong's edge on integrity to the incoming talents from the Mainland and overseas.

CRD's Hong Kong Business Ethics Development Centre (HKBEDC) strives to promote business and professional ethics as the first line of defence against corruption. The CACCR acknowledged HKBEDC's continued efforts to provide free integrity training services, in the form of face-to-face talks or web courses, for various industries and professions, and organise ICAC visit programmes in partnership with professional bodies and trade associations to assist small and medium start-ups as well as listed and multinational companies to practise business ethics, so as to sustain the competitiveness and economic growth of Hong Kong to commensurate with its “eight centres” positioning. In addition, the Committee was pleased to see that HKBEDC provided on its website a large number of practical ethics training resources tailored for different industries and professions, including the self-learning animation series titled *Unveil the Secret: Integrity Myths in the Banking Industry*, the *Online Medical Guide for Medical Professionals* as well as the online ethics resources for practitioners of pharmaceutical and medical device industry, to address their characteristics and concerns.

The CACCR also noted that the ICAC had approached all authorised institutions under the Hong Kong Monetary Authority in the year to promote the ethics resources newly produced for frontline bank staff and clients and provide training courses and exchange programmes for the banking industry. The ICAC also teamed up with the Construction Industry Council and the Development Bureau to launch an anti-corruption summit to call on the construction industry to implement ethical practices and integrity management. For recreation and sports sector, the ICAC had stepped up its collaboration with the Hong Kong Football Association and arranged integrity training for its football players, referees and staff members. Besides, the ICAC joined hands with the Sports Federation & Olympic Committee of Hong Kong, China, to organise a seminar for its affiliating national sports associations to promote ethics and enhance governance level.



政府在年內成立“地區服務及關愛隊伍”(“關愛隊”),以凝聚社區資源和力量,支援政府的地區工作和加強地區網絡,在完善地區治理下扮演重要角色。委員會欣聞廉署已迅速為“關愛隊”成員舉辦講座,講解防貪法例要求,並會透過“關愛隊”的地區服務網絡向市民傳遞廉潔守法信息。

### 以媒體宣傳說好香港反貪故事

委員會欣悉廉署把握時機,在邁向成立五十周年及即將成立香港國際廉政學院之際,進一步在網上及網下擴大倡廉信息的接觸面,彰顯廉署的專業反貪形象及香港的廉潔實況,保持香港的競爭優勢。

委員會樂見廉署在年內作出不少宣傳上的突破,例如在 Facebook 直播執法行動的傳媒簡介會,亦不斷探索新方向,以貼近市民喜好的手法提升宣傳成效與滲透力。委員會留意到廉署多利用受歡迎的平台(如 Facebook, Instagram 及在年內啟用的微信官方帳號)介紹廉署的執法工作及最新發展,並增加網上短片製作,以有趣的方式把廉潔信息滲透社區,消除市民對舉報貪污的誤解,鼓勵市民挺身舉報貪污。廉署又在社交媒體轉載五十周年專題網站中的《廉政 50 人和事》,例如廉署標誌的由來、廉署咖啡的典故、廉署總部變遷和首個分區辦事處等,讓公眾再次見證廉署半世紀以來的反貪歷程。

### Community Education

The CACCR acknowledged ICAC's continuous efforts to reach out to different building management bodies proactively and to call on flat owners to stay vigilant through their active participation in building management. With the full implementation of the licensing regime in the year, the ICAC collaborated with the Property Management Services Authority to step up their joint efforts to promote professional ethics in the property management sector. Apart from producing a series of training videos and a self-learning package for industry practitioners, the ICAC also arranged talks to disseminate anti-corruption messages to property management staff. In addition, integrity training was delivered to executives through continuing professional development programmes of various professional bodies and trade associations, as well as to students undertaking property management programmes at tertiary education institutions and vocational schools. The ICAC also launched a wave of large-scale publicity work to tie in with the “Fire Net” operation and the new round of applications for Operation Building Bright 2.0 in the year.

District Services and Community Care Teams (Care Teams), which were set up in 2023 to consolidate community resources and forces in support of the Government's district work and networking, played an important role in the improved district governance structure. The CACCR was delighted to learn that the ICAC had taken prompt action to arrange talks for members of the Care Teams to explain the anti-corruption laws and appeal for their support in disseminating integrity messages to residents through their service networks.

### Telling the Anti-Corruption Stories of Hong Kong through Media Publicity

The CACCR was happy to learn that the ICAC would, taking the opportunity of its upcoming 50<sup>th</sup> anniversary and the establishment of the Hong Kong International Academy Against Corruption, further expand its online and offline publicity to show to a wider audience the professionalism of the ICAC in combating corruption and the probity situation of Hong Kong as one of its competitive edges.

The Committee was delighted to see that the ICAC made a number of breakthroughs in its publicity strategy, such as live-broadcasting press briefings of major ICAC cases on Facebook, and continued to explore new channels to meet the interests of the general public for better publicity mileage and message penetration. It was observed that the ICAC increasingly used its social media accounts on popular platforms (including Facebook and Instagram) as well as

### 與市民攜手邁向廉署成立五十周年

委員會認同廉署提倡公眾參與，持續向社會各界宣揚反貪信息，爭取市民的長期支持。廉署諮詢委員會委員參與廉署在二零二三年十二月舉行的“反貪·不停步”起動跑，啟動一連串供市民參與的廉署五十周年活動，亦身體力行對反貪人員予以支持。起動跑當日寒冷天氣警告生效，委員會委員、廉署人員和親友、廉署青年及義工組織“廉政大使”、“菁英誠信領袖”和“廉政之友”成員以及其他紀律部隊代表無懼太平山頂的低溫，一同參與約 3.5 公里的長跑競賽，全情投入跑出自己最佳的成績，體現香港市民與廉署堅持反貪的奮鬥精神。

委員會與市民同樣期待陸續推出的各項廉署五十周年活動，包括二零二四年二月舉行的大型傳誡跑、相片及短片大募集等社區參與活動，以及青年短片創作比賽等。

its new WeChat account launched in the year to introduce the law enforcement work and latest initiatives of the ICAC. Creative videos were produced and uploaded to the media platforms to introduce to the audience in a light-hearted manner anti-corruption messages, dispel misconception and encourage members of the public to report corruption. The ICAC also reposted interesting stories on the origin of ICAC logo, ICAC's iconic coffee, relocation of ICAC headquarters and the first ICAC regional office, etc. from the *50 ICAC Stories* column of the 50<sup>th</sup> anniversary website to the social media platforms for the general public to revisit the anti-corruption history of Hong Kong over the past half century.

### Heading Towards the ICAC's 50<sup>th</sup> Anniversary Together

The CACCR endorsed ICAC's community engagement strategy to put across anti-corruption messages amongst different sectors of the community and garner their long-term support. In December 2023, members of ICAC's advisory committees took part in the "Fighting Corruption: The Mission Continues" Kick-off Run to embark the series of public engagement activities for the 50<sup>th</sup> anniversary and show their support to ICAC officers. Despite the cold weather warning hoisted on the event day, advisory committee members, ICAC officers, their families and friends, ICAC Ambassadors, iELITE Youth Leaders, ICAC Club members as well as representatives of other disciplined forces gathered at the Peak with their fiery enthusiasm and participated in the 3.5km running event. All runners made the best endeavours to excel themselves, upholding the unwavering spirit of the ICAC in fighting corruption.

Together with other Hong Kong citizens, CACCR members are looking forward to the upcoming 50<sup>th</sup> anniversary activities, including the Running Gala scheduled for February 2024, photo/video collection campaign and other public engagement activities, youth video competition, and so forth.

## 總結

多年來，廉署周年民意調查的結果均反映香港社會對廉署反貪工作的堅實支持，市民認為保持社會廉潔對香港整體發展重要，對貪污一直抱零容忍態度。委員會欣賞廉署在反貪路上繼續追求卓越，邁步向前。我展望來年廉署度過成立五十年之際，委員會將與廉署更緊密合作，共譜倡廉工作的新篇章，並見證廉署在成立香港國際廉政學院後，將本地及國際的反貪、倡廉工作提升至另一個台階。

## 鳴謝

我衷心感謝委員會全體成員在年內的貢獻和全力支持，亦非常榮幸能與來自多個專業領域的委員和經“青年委員自薦計劃”加入委員會的青年人合作，為延續香港廉潔文化努力。

此外，委員會亦讚賞廉署人員時刻保持專業，不論面對甚麼困難和挑戰，依然抱持“反貪·不停步”的態度，盡心竭力地維護香港公平公正、安定繁榮。



社區關係市民諮詢委員會主席  
何順文

## CONCLUSION

Past ICAC Annual Surveys consistently reflected that the society of Hong Kong firmly supported the anti-corruption cause. People showed zero tolerance toward corruption and believed that keeping Hong Kong corruption-free was important to the overall development of the city. The CACCR commended the ICAC for its perseverance and pursuit of excellence in the anti-graft journey. Looking ahead to the ICAC reaching its golden jubilee in the coming year, the Committee would build a stronger tie with the ICAC to co-write a new chapter in the work of integrity promotion and expect the establishment of the Hong Kong International Academy Against Corruption bringing graft-fighting and integrity promotion work of the ICAC to a higher level in both local and international arenas.

## APPRECIATION

I would like to extend my appreciation to all members of the Committee for their contribution and full support. I also treasured the opportunity of working together with these members from various professional fields as well as young members who joined the Committee through the Member Self-recommendation Scheme for Youth to sustain the probity culture of Hong Kong.

The CACCR would also take the opportunity to send our regards to all staff members of the ICAC for their professionalism and dedication to uphold the values of integrity and fairness for the prosperity of Hong Kong in times of difficulties and challenges, while embracing the spirit of “Fighting Corruption: The Mission Continues”.



Simon HO Shun-man  
Chairman  
Citizens Advisory Committee on Community Relations



社區關係市民諮詢委員會職權範圍  
CITIZENS ADVISORY COMMITTEE ON COMMUNITY RELATIONS  
TERMS OF REFERENCE

二零二三年十二月三十一日  
as at 31 December 2023

1. 向廉政專員建議如何爭取公眾支持打擊貪污及如何教育公眾認識貪污的害處。
2. 聽取及要求廉政公署社區關係處報告為達致上述目標而進行的工作。
3. 監察公眾對廉署工作的反應以及對貪污所持的一般態度。

1. To advise the Commissioner of the Independent Commission Against Corruption measures to be taken to foster public support in combating corruption and educate the public against the evils of corruption.
2. To receive and call for reports on action taken by the Community Relations Department of the Commission in pursuance of the above.
3. To monitor community response to the Commission's work and public attitudes towards corruption in general.

社區關係市民諮詢委員會委員名錄  
CITIZENS ADVISORY COMMITTEE ON  
COMMUNITY RELATIONS MEMBERSHIP

二零二三年十二月三十一日  
as at 31 December 2023



何順文教授 (主席)

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黃江天博士, BBS, JP

黃偉傑先生, MH

容靜怡女士

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Ms Amy CHAN Lim-chee, JP

Ms May CHAN Suk-mei, GBS, JP

Dr Albert CHAU Wai-lap

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Dr Bobby LIU Kam-hing, MH

Prof Joshua MOK Ka-ho

Mr Webster NG Kam-wah, JP

Mr Victor PANG Wing-seng, MH

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Mr Andy WAN Ka-kit

Ms Gigi WONG Ching-chi

Dr James WONG Kong-tin, BBS, JP

Mr WONG Wai-kit, MH

Ms Jenny YUNG Ching-yi

Commissioner, Independent Commission Against Corruption (ex officio)

