

第七章 CHAPTER 7

香港國際
廉政學院

HONG KONG
INTERNATIONAL
ACADEMY AGAINST
CORRUPTION

二零二四年是廉署的金禧五十周年，除了一系列的慶祝活動外，廉署在國家和特區政府的支持下，於二零二四年二月二十一日正式成立香港國際廉政學院（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。廉署寄望透過學院向國際社會展現國家與香港的反貪決心及成果，並推動全球反貪協作。

The year 2024 marks the ICAC's golden jubilee. Apart from organising a host of commemorative events, the ICAC also established, with the support of the country and the HKSAR Government, the Hong Kong International Academy Against Corruption (HKIAAC) on 21 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. Through the HKIAAC, the ICAC hopes to showcase to the international community the determination and achievements of both the country and Hong Kong in fighting corruption, and to promote global anti-corruption collaboration.



香港國際廉政學院

HONG KONG INTERNATIONAL ACADEMY
AGAINST CORRUPTION

香港國際廉政學院的院徽與廉政公署的機構標誌一脈相承。以中文“廉”字為中心的院徽，看似紅色的方形印鑑，寓意勇於承擔、重誠守信，同時亦突顯中華文化以廉為本的傳統哲學。此外，印鑑右側和底部的灰色直線與學院英文名稱縮寫“HKIAAC”就仿如一塊基石，設計上帶有學院背靠祖國，立足香港和面向世界的象徵意義。整體而言，院徽充分體現了中西美學和傳統藝術與現代設計的融合，代表學院結合傳統與中西智慧，銳意創新，堅定不移地為推進全球反貪事業作出貢獻。

In line with the corporate logo of the ICAC, the emblem of the HKIAAC is presented as a red square-shaped seal with the Chinese character "廉" (meaning "integrity") in the centre. It signifies the courage to undertake responsibilities and the high regard for the virtues of honesty and trustworthiness. At the same time, it highlights the traditional Chinese philosophy of building our foundation on integrity. Additionally, the grey lines on the right and at the bottom of the seal together with the abbreviation "HKIAAC" are designed to resemble a cornerstone. Their disposition is symbolic of the Academy being backed by our country, based in Hong Kong and open to the world. Overall, the HKIAAC emblem fully embodies the integration of Chinese and Western aesthetics as well as traditional art and modern design. It stands for the Academy's determination to innovate through tradition by drawing on the wisdom of the East and West for the ultimate goal of advancing the global anti-corruption cause.



廉政學院於二零二四年二月成立，以“承先啟後，知行合一”為格言

The HKIAAC established in February 2024, taking "Inherit and Acquire; Achieve and Inspire" as motto



廉政學院於年內推動與各國反貪機構的合作，包括舉辦培訓與交流項目、進行反貪研究等，貢獻全球反貪發展。

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。

During the year, the HKIAAC facilitated collaboration with anti-corruption agencies (ACAs) of various countries through organising training and exchange programmes and conducting anti-corruption studies, thereby contributing to the global anti-corruption cause.

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.

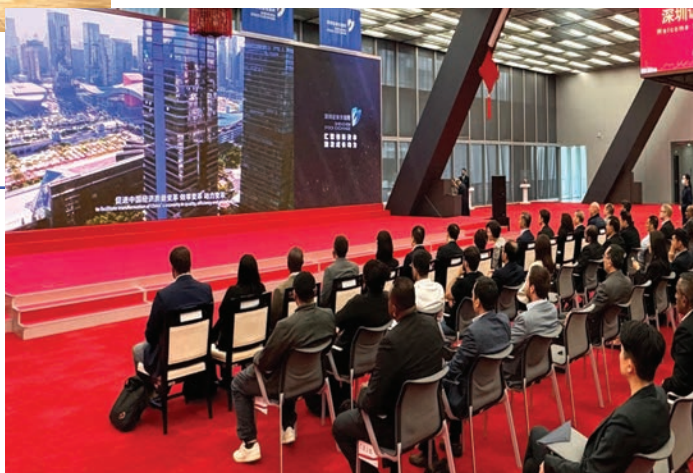


來自全球 19 個司法管轄區的 35 名執法人員，完成由廉署與聯合國毒品和犯罪問題辦公室首次在香港合辦，為期九天的“財務調查及追逃追贓”的國際專業反貪培訓課程

35 law enforcers from 19 jurisdictions around the world completed a nine-day international anti-corruption training programme on "Financial Investigation and Asset Recovery" co-organised by the ICAC and the United Nations Office on Drugs and Crime, the first of its kind held in Hong Kong

課程安排學員到粵港澳大灣區考察三天，了解內地反貪腐經驗、廉政建設、金融規管機制及經濟發展

The programme also featuring a three-day study tour to the Guangdong-Hong Kong-Macao Greater Bay Area, by offering participants an opportunity to learn about China's graft-fighting experience, integrity building efforts, financial regulatory mechanism and latest economic developments



國際培訓

在二零二四年，廉政學院舉辦了23個海外國際反貪培訓課程，共計超過2 000名反貪人員參與其中。廉政學院與不同國際組織合辦多個培訓課程，邀請世界各地的反貪機構派員來港參加，相關主題包括財務調查、利用創新科技打擊和預防貪腐、跨境追逃追贓等。

在二零二四年，廉政學院共舉辦了四個反貪專題研習課程。學院在二月成立後，隨即與聯合國毒品和犯罪問題辦公室（毒罪辦）在香港合辦一個為期九天的財務調查及追逃追贓專業課程。課程亦安排學員到粵港澳大灣區考察三天，期間他們訪問國家監察委員會，了解內地反貪腐經驗及廉政建設，學員又獲國家監察委員會安排，分別與中國證券監察管理委員會及中國人民銀行的代表交流，認識內地全面的金融規管機制。學員亦到訪內地大型上市企業，親身體驗中國經濟的最新發展。學院在七月又與“亞洲開發銀行和經濟合作與發展組織的亞太區反貪污行動計劃”在港合辦一個以利用科技打擊貪污為題的培訓。

此外，廉政學院在九月為13個“一帶一路”國家的反貪機構舉辦為期九天的“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，包括中九龍幹線、深中通道及黃茅海大橋，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，親身見證國家高質量發展，了解國家多年來在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。

INTERNATIONAL TRAINING

In 2024, the HKIAAC organised 23 overseas international anti-corruption training programmes, which were participated by a total of more than 2 000 graft-fighters. The HKIAAC co-organised with different international organisations and invited officers from ACAs worldwide to come and join a number of training programmes in Hong Kong on subjects such as financial investigation, utilisation of innovative technology to combat and prevent corruption and cross-boundary asset recovery.

In 2024, the HKIAAC organised four Anti-corruption Thematic Programmes. Upon its establishment in February, the HKIAAC partnered with the UNODC to co-organise a nine-day "Professional Development Programme on Financial Investigation and Asset Recovery" in Hong Kong. The Programme also featured a three-day study tour to the Guangdong-Hong Kong-Macao Greater Bay Area. Participants visited the National Commission of Supervision to learn about Mainland's experience in fighting corruption and integrity building. Under the arrangement by the National Commission of Supervision, participants had the opportunity to meet with officials of the China Securities Regulatory Commission and the People's Bank of China to learn about Mainland's comprehensive regulatory mechanism of the financial sector. Visits to the Mainland's leading listed enterprises were also arranged for participants to gain first-hand knowledge of the latest economic development of China. In July, a training programme on leveraging technology in fighting corruption was also conducted in Hong Kong in collaboration with the "Asian Development Bank and Organisation for Economic Co-operation and Development - Anti-Corruption Initiative for Asia and the Pacific",

Moreover, in September, a nine-day "Professional Anti-corruption Training in Major Infrastructure Projects" was organised for ACAs of 13 Belt and Road countries. 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 and relevant safeguards, plus insights on cultivation of an integrity-based management culture. In addition, the programme also included visits to the sites of various major infrastructure projects in Hong Kong and the Mainland, such as the Central Kowloon Route Project, Shenzhen-Zhongshan Link and Huangmaohai Bridge, whereby participants

廉政學院在十一月更舉辦了為期三週的“廉署領袖發展課程”，共 31 名來自 11 個司法管轄區的代表參加。“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，至今培訓了近 900 名海內外學員。課程的講者均是來自政府以及不同專業領域的知名領袖。廉署高級人員亦透過經驗分享和個案分析，與學員闡述廉署結合執法、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。學員亦獲安排到中國河南省考察五天，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其他領域的最新發展。

學員對上述課程均表示獲益良多，更對中國的發展有更深入了解，並會將相關反貪經驗帶回所屬機構，強化國際協作。

could learn about how corruption prevention measures and a clean atmosphere were conducive to ensuring safety, quality and efficiency in the work processes of major infrastructure projects, and could get to see by themselves China's high-quality developments, its anti-graft achievements in major infrastructure projects over the years, and its determination in combatting corruption.

In November, the HKIAAC further conducted the three-week ICAC Leadership and Executive Development (LED) Programme, which was attended by 31 representatives from 11 jurisdictions. Restructured from the former ICAC Chief Investigators' Command Course, which had provided training for over 900 participants worldwide since the late 1970s, the LED Programme is a major initiative of the ICAC in enhancing international anti-graft cooperation. Speakers for the programme



香港國際廉政學院與亞太區反貪污行動計劃首次在香港合辦“科技反貪專業培訓課程”，為 29 名來自十個司法管轄區的執法人員提供為期三天的專業培訓，提升運用創新科技偵查貪污罪行的效能，共同促進國際反貪發展

For the first time, the Hong Kong International Academy Against Corruption and the Anti-Corruption Initiative for Asia and the Pacific (ACI) co-organising the "Professional Development Programme on Innovative Investigative Technologies" in Hong Kong to offer three-day professional training to 29 law enforcement officers from 10 jurisdictions, with a view to enhancing their capabilities in corruption investigation with the application of innovative technology and advancing the global anti-corruption cause together

were all renowned leaders from the government and their respective professional fields. Through experience sharing and case studies, senior officers of the ICAC 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 a five-day study tour to Henan Province, participants visited various authorities including its Commission of Supervision, where they were given the opportunity to gain first-hand knowledge of the Mainland's latest development in areas such as integrity building.

Upon completion of the aforementioned programmes, participants all expressed that they had learned a lot and gained a deeper understanding of China's development. They would bring home relevant insights and experience to help foster international collaboration.

副廉政專員兼執行處首長歡迎亞開行及經合組織的代表

The Deputy Commissioner-cum-Head of Operations welcoming representatives of the ACI



學員參觀香港海關設於香港空運站的驗貨設施，了解運用科技執法經驗

Participants visiting the cargo examination facilities of the Hong Kong Customs and Excise Department located at Super Terminal One to learn about its experience in the application of technologies in law enforcement work

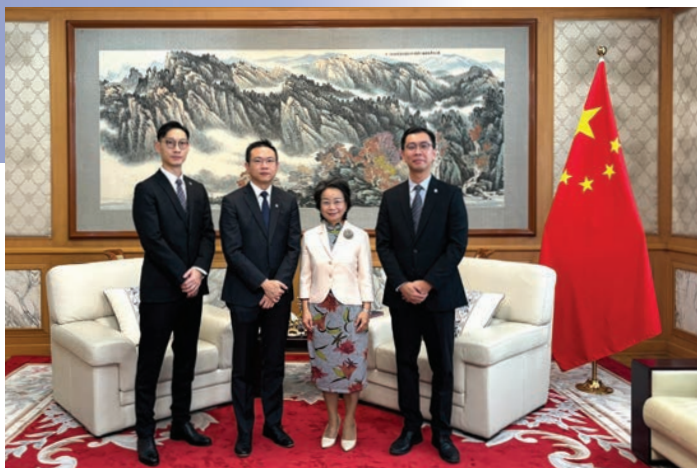
此外，廉政學院推行反貪海外拓展計劃，於二零二四年分別派出廉署人員為十個國家（包括希臘、印度尼西亞、哈薩克斯坦、馬來西亞、馬爾代夫、馬里、蒙古國、巴拿馬、南非及泰國）的反貪機構舉辦度身訂造的反貪能力建設課程，分享廉署的反貪經驗。行程中廉署人員亦在外交部駐香港特別行政區特派員公署（外交部駐港特派員公署）的安排下拜訪中華人民共和國駐各國大使，介紹廉署推動國際合作的工作及了解當地社會最新情況。

Furthermore, the HKIAAC conducted Anti-corruption Overseas Mission Programme by sending ICAC officers to organise tailor-made anti-corruption capacity building programmes for the ACAs of ten countries (namely Greece, Indonesia, Kazakhstan, Malaysia, Maldives, Mali, Mongolia, Panama, South Africa and Thailand) in 2024, to share the ICAC's graft-fighting experience. The ICAC officers also met with the Ambassador of the People's Republic of China in the respective countries with the assistance of the Office of the Commissioner of the Ministry of Foreign Affairs (OCMFA), to give an update on the ICAC's latest initiatives in international co-operation and to learn about the local current development.



廉政學院為超過 30 位來自蒙古國家反貪局，蒙古總檢察長辦公室及蒙古警察總局的反貪人員舉辦為期 5 日的反貪課程

The HKIAAC hosted a five-day workshop aimed at over 30 graft fighters from the Mongolia's Independent Authority Against Corruption, the Mongolian Prosecutor General's Office and the National Police Agency



廉署人員於蒙古期間亦趁機拜訪中國駐蒙古國特命全權大使，介紹廉署的國際合作成果及最新動向

ICAC officers also took the opportunity to visit the Chinese Ambassador to Mongolia, to introduce the ICAC's international cooperation achievements and the latest developments

廉政學院為馬里打擊非法致富辦公室舉辦能力建設課程

HKIAAC organising the Capacity Building Training for anti-corruption personnel of the Central Office for the Fight against Illicit Enrichment of Mali



本地反貪專業課程

在二零二四年，廉政學院緊貼香港社會發展趨勢，策略性地為風險較高的行業及備受公眾關注的界別量身定制專屬反貪專業課程。過去一年，學院共推出 11 個課程，專為企業領導層、高級管理人員及合規主管設計，旨在提升其所屬機構或界別的反貪意識及能力，並強化領導層對誠信管理的承諾。

為確保課程內容切合業界實際需求，廉政學院與多個專業團體攜手合作，包括香港中國企業協會、香港會計師公會及香港保險業聯會等，共同設計及舉辦課程，進一步提升課程的實用性與理論深度。課程涵蓋的行業廣泛，包括銀行業、會計業、工程業、物業管理、保險業及體育界別等，並獲得業界的高度評價與認可。透過與專業團體及主要持份者的緊密合作，廉政學院不僅建立了穩固的合作夥伴關係，更促進了知識交流及行業專屬的能力建設，以有效應對各行業內的貪污風險。

LOCAL TRAINING

In 2024, in tandem with the social developments in Hong Kong, the HKIAAC strategically offered bespoke professional anti-corruption training programmes for industries with relatively high corruption risks and sectors of public concern. During the past year, 11 programmes were specially designed for the leadership, senior managerial staff and compliance supervisors of enterprises to enhance the anti-corruption awareness and capacities of their respective organisations or sectors, and to reinforce the leadership's commitment towards integrity management.

To ensure that the programme contents met the needs of different industries, the HKIAAC collaborated with various professional bodies, including the Hong Kong Chinese Enterprises Association, the Hong Kong Institute of Certified Public Accountants and the Hong Kong Federation of Insurers, to design and organise the programmes, further enhancing their practicality and



廉署首次夥同證券及期貨事務監察委員會、會計及財務匯報局及保險業監管局舉辦四方聯合課程，為 34 位來自四個機構的人員安排為期三天的課程，提升執法能力打擊金融貪腐

The ICAC partnering with the Securities and Futures Commission, the Accounting and Financial Reporting Council and the Insurance Authority to organise the first-ever three-day quadripartite training programme for 34 officers from the four organisations to enhance their capabilities to combat financial crimes and corruption

depth. These programmes, covering a wide range of industries including the banking, accounting, engineering, property management, insurance and sports industries, were highly acclaimed and recognised by industry practitioners. By working closely with professional bodies and major stakeholders, the HKIAAC could not only establish strong partnerships, but also facilitate knowledge exchange and industry-specific capacity building for coping with the inherent corruption risks in different industries effectively.



學員代表在結業禮上分享課程得著

Representatives of the course participants sharing their learnings from the training

學術研究

除了提供反貪專業課程外，廉政學院亦致力構建國際反貪腐學術研究及交流平台，以推動全球反貪工作的發展。學院在二月成立時已經分別與北京大學、清華大學、香港大學、香港科技大學及澳門大學簽訂合作備忘錄，亦與其中四間大學正式啟動多項反貪研究項目，包括銀行業廉潔合規建設、誠信合規管理體系和樓宇管理貪污風險等。這些聯合研究旨在深化對相關議題的理解，並提出具實效的對策。

ACADEMIC STUDIES

Apart from organising professional anti-corruption training programmes, the HKIAAC is also committed to establishing an international platform for anti-corruption academic studies and exchange, with a view to advancing the global anti-corruption cause. The HKIAAC had signed MoUs with Peking University, Tsinghua University, the University of Hong Kong, the Hong Kong University of Science and Technology and the University of Macau respectively at its establishment in February. In particular, a number of anti-corruption research projects have also been launched with four of the universities which respective MoUs were signed, covering areas such as integrity and compliance building for the banking industry, integrity compliance management system and corruption risk in building management. These joint studies aim to deepen the understanding of relevant issues and propose practical solutions.

與此同時，廉政學院積極推動學術交流與知識共享。透過邀請各地反貪領域的學者、研究員及反貪人員於廉署舉辦的國際會議、培訓課程和內部訓練等活動中作專業分享或演講，廉署推動創新思維及最佳實踐的應用，進一步提升反貪工作的專業水平。

內部培訓及發展

廉政學院亦承擔培育廉署人員的重要使命。學院的訓練及發展科不斷優化內部培訓課程，提升廉署人員專業水平，致力培訓每一位廉署人員具備有最高的誠信及專業能力，以肩負日益複雜的肅貪倡廉的責任。

入職培訓

廉政學院成立後，在短短一年時間已獲香港學術及職業資歷評審局認可為資歷架構第五級營辦者，具備資格舉辦資歷架構第五級（與本地學士學位屬同一級別）的反貪課程。同時，以往的廉署人員入職課程經過大規模改革及整合後，亦獲認證為第五級後成為全新的“反貪專業文憑”課程。首屆獲認證的“反貪專業文憑”亦於二零二四年十二月舉辦，學員為48位新入職的廉署人員，主要屬廉政主任（乙／丙）及助理廉政主任職級。課程旨在為學員提供專業的知識、技能和能力，以更有效打擊香港的貪污問題。課程為期二十星期，包含十二個訓練單元，內容涵蓋國家、香港及海外反貪法制、廉署職能、反貪法例及執法程序、調查及搜證技巧、電腦法證、財務調查、槍械使用及體能訓練、防貪策略、反貪教育及宣傳等。



廉政專員代表廉政學院從香港學術及職業資歷評審局總幹事接受資歷架構第五級別認證

Commissioner receiving QF Level 5 accreditation from HKCAAVQ Executive Director on behalf of HKIAAC

In parallel, the HKIAAC proactively fosters academic exchanges and knowledge sharing. By inviting scholars, researchers, graft fighters from various regions to participate in international conferences, training courses, and internal training organised by ICAC to share their expertise, thereby promoting innovative thinking and application of best practices, and further enhancing professionalism in anti-corruption work.

INTERNAL TRAINING AND DEVELOPMENT

The HKIAAC also undertakes the important mission of nurturing ICAC officers. The Training and Development (T&D) Division of the HKIAAC strives to optimise internal training to enhance the professional standards of ICAC officers, and to nurture the highest level of integrity and professional competence in every one of them for the discharge of their anti-corruption mission, so as to shoulder the increasingly complex responsibilities of combatting corruption.

Induction Training

Since its establishment, the HKIAAC was accredited as a Qualifications Framework (QF) Level 5 operator by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ) within just one year, being qualified to offer the anti-corruption programme at QF Level 5 (pitched at the same QF Level as a local Bachelor's Degree). In parallel, the original induction course for new recruits to ICAC had undergone significant reforms and integration to become the newly accredited "Professional Diploma in Anti-corruption" programme at QF Level 5. The first accredited "Professional Diploma in Anti-Corruption" programme was conducted in December 2024 for 48 newly appointed ICAC officers mainly at the CACO (M/L) and ACACO ranks. It aimed to equip participants with professional knowledge and skills and build their capacity for more effectively combatting corruption in Hong Kong. This 20-week programme covered 12 training modules on anti-corruption regimes in the Mainland, Hong Kong and other parts of the world; the work of the ICAC; anti-corruption laws and enforcement procedures; investigation and evidence collection skills and techniques; computer forensics; financial investigation; use of firearms and physical fitness; corruption prevention strategies and measures; anti-corruption education and publicity, etc.

在職培訓

年內，訓練及發展科為廉政主任（乙／丙）人員舉辦基礎指揮課程。課程為期四星期，提供訓練予 37 位新晉升或新入職的廉政主任（乙／丙）人員。課程中加入領導才能、管理及溝通技巧訓練，提升學員自信與決策能力，學習應對轉變，培養靈活性，以身作則，建立團隊精神與信任。

另外，入職執行處助理廉政主任職級的學員在完成入職培訓 12 個月及 24 個月後，需要接受兩階段為期三星期的進階入職課程訓練，以持續加強反貪專業知識及調查技巧。在進階入職課程中，學員需要通過一連串的實務工作考核，以確保他們能應付複雜的調查工作。於二零二四年，有 104 位執行處助理廉政主任完成了進階入職課程。

國情教育

《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》）及《維護國家安全條例》分別於二零二零年六月三十日及二零二四年三月二十三日開始實施，廉署全面配合履行維護國家安全的責任，相關法例已被納入入職課程、各種常規內部課程及內部晉升的考核範圍。廉署職員務必熟習《香港國安法》及《維護國家安全條例》的條文及其立法背後的重重大意義。

年內廉署為在職人員舉辦的國情教育包括在國家安全教育日邀請學者講解近代和當代中國安全史；邀請北京大學政府管理學院院長親臨主講《國家的反腐敗制度和廉政建設》，並舉辦學習全國兩會精神分享會、參觀中國人民解放軍駐香港部隊展覽中心和國家安全展覽廳。此外，廉署派員到國內接受國情培訓及有關內地廉政建設的調研，其中 31 位人員參加了在中國浦東幹部學院舉辦的“香港廉政公署高級人員培訓班”，參加的同事在培訓班結束後更在廉署內部為數百名人員舉辦了大型學習分享會，講述課程中的體會。為增進同事對國家的認識，廉署特意在八月推出網上“國情知多少有獎問答挑戰賽”，讓一眾同事參與。

On-the-job Training

During the year, the T&D Division organised the Investigators' Command Course for CACO (M/L) officers. This four-week course was to provide training for 37 officers who were newly appointed or promoted to the CACO (M/L) rank. Training on leadership, management and communication skills was incorporated to level up their confidence and decision-making power, while allowing them to learn to tackle changes, build flexibility, lead by example and build team spirit and trust.

ACACOs of OPS are required to, 12 months and 24 months after completing the induction training, undergo two stages of advanced induction training lasting for three weeks, as sustained efforts to strengthen their professional knowledge and investigation skills. In an advanced induction course, participants need to pass a series of practical work assessments to ensure they can handle complex investigations. In 2024, a total of 104 ACACOs in OPS completed their advanced induction training.

National Education

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)* and the *Safeguarding National Security Ordinance (SNSO)* on 30 June 2020 and 23 March 2024, the ICAC bears the responsibility and shall perform its duties in safeguarding national security. In this regard, the NSL and SNSO have 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 and SNSO provisions and the significance behind enactment of the laws.

During the year, different national studies programmes were organised by ICAC for serving officers, including a talk on modern and contemporary national security history delivered by a scholar; a talk entitled *National Anti-corruption System and Integrity Building* hosted by the Dean of the School of Government of Peking University; a sharing session on the spirit of "two sessions"; and visits to the Chinese People's Liberation Army (PLA) Hong Kong Garrison Exhibition Center and the National Security Exhibition Gallery. In addition, officers were sent to participate in Mainland courses and study tours to learn about national affairs and integrity building on the

Mainland. Among them, 31 officers attended the "National Studies Course for ICAC Senior Officers" held at the China Executive Leadership Academy Pudong. A large-scale sharing session was subsequently held within ICAC by the course participants for hundreds of ICAC officers to exchange on their insights from the course. With a view to enriching staff's knowledge of the country's developments, a prize-winning online quiz was particularly organised for staff's participation in August.



學習全國兩會精神分享會

Sharing session on the spirit of the "two sessions"



參觀中國人民解放軍駐香港部隊展覽中心

Visit to the Chinese People's Liberation Army Hong Kong Garrison Exhibition Center

參觀國家安全展覽廳

Visit to the National Security Exhibition Gallery



中國浦東幹部學院香港廉政公署高級人員培訓班

"National Studies Course for ICAC Senior Officers" held at the China Executive Leadership Academy Pudong



持續專業發展

年內，廉署舉辦多個內部課程、講座及研討會，並安排同事參加由政府及外部培訓機構所舉辦的各項訓練課程。各項培訓旨在協助廉署人員了解其專業領域內最新的發展，並提升其專業技能及工作技巧，內容涵蓋維護國家安全、外交禮儀、社交媒體數據分析、項目管理、管理技巧、電腦法證、犯罪學、證據規則及資產追回等不同主題。另外，公務員事務局於二零二四年六月七日頒布更新版《公務員守則》，廉署隨即為各級別同事舉辦了更新版《公務員守則》宣講會，讓人員對守則有更深入理解。



此外，廉署亦派遣人員參加於本地、內地不同省市及海外（如澳洲、奧地利、義大利及新加坡等）著名學府或機構舉辦的課程及交流培訓，當中包括清華大學與北京大學的公共管理碩士課程。

聯合國“初級專業人員計劃”

在中央政府的支持及外交部駐港特派員公署的協助下，兩位廉政公署人員獲外交部推薦參與聯合國初級專業人員計劃。他們於二零二三年初被派往總部設於維也納的聯合國毒品和犯罪問題辦公室工作兩年。



Continuous Professional Development

During the year, a number of in-house courses, talks and seminars were conducted and officers were arranged to attend various training courses organised by the Government and external training institutions. Aimed to help officers keep abreast of the latest trend in their related fields and further enhance their professional competencies and job skills, these programmes covered an array of subjects including the safeguarding of national security, diplomatic protocol, social media data analysis, project management, management skills, computer forensics, criminology, evidence rules and asset recovery. Moreover, after the Civil Service Bureau promulgated an updated Civil Service Code on 7 June 2024, the ICAC conducted immediately a talk on the subject for all levels of staff, enabling them to have a deeper understanding of the Code.

社交媒體數據分析課程

Social media data analysis course

Besides, officers were also sent to attend training courses and exchange programmes organised by renowned local, various Mainland provinces and municipalities or overseas (such as Australia, Austria, Italy and Singapore, etc.) institutions or agencies, including the Executive Master of Public Administration (EMPA) Programme in Tsinghua University and the Master's Degree in Public Policy Programme in Peking University.

United Nations Junior Professional Officer (JPO) Programme

With the support of the Central People's Government (CPG) and the assistance of the OCMFA, two ICAC officers have been recommended by the Ministry of Foreign Affairs (MFA) to participate in the UN Junior Professional Officer (JPO) Programme. They were posted to the United Nations Office on Drugs and Crime (UNODC) in Vienna in early 2023 for two years.

副廉政專員兼執行處首長在聯合國毒品和犯罪問題辦公室出席會議時探望兩位在該辦公室工作的廉署同事

The Deputy Commissioner-cum-Head of Operations visiting the two ICAC officers working at UNODC while attending a meeting there

師友計劃

廉署“師友計劃”踏入12周年，今年主題是“Enlighten Your Path, Empower Your Journey”。今年有145位人員參加，陣容鼎盛。所謂教學相長，“師友計劃”為友師及學員提供一個互動平台，令學員了解廉署的信念及價值觀，加快適應工作環境；友師亦可以透過分享工作經驗和心得，勉勵學員們力求進步，做到薪火相傳，為廉署發光發亮，在反貪路上並肩作戰。



Mentoring Programme

Entering its twelfth year, the ICAC's "Mentoring Programme" was conducted under the theme of "Enlighten Your Path, Empower Your Journey" in 2024, with a strong line-up of 145 participating officers. The programme aims to provide an interactive platform for mentors and mentees, allowing both to benefit and learn from the process. While mentees can get to understand the ICAC's beliefs and values, such that they can quickly adapt to the work environment, mentors can share their experience and insights and encourage mentees to strive for improvement, such that the anti-corruption torch can be passed on, with different generations of ICAC officers working hand in hand to sparkle in the anti-corruption arena.

廉政專員為廉署“師友計劃”主持啟動儀式

Commissioner officiating at the launching ceremony of the ICAC's "Mentoring Programme"

廉署內地招聘宣講會

二零二四年三月廉政學院首次派代表到訪內地頂尖學府，並為在內地就學的香港學生進行招聘宣講會。行程包括到訪北京清華大學及上海復旦大學，與同學分享廉署的反貪理念、發展方向和工作點滴，以及講解廉署招聘的要求。



ICAC Mainland Recruitment Talks

For the first time ever, representatives of the HKIAAC visited leading universities in the Mainland and conducted recruitment talks for the Hong Kong students studying in the Mainland. Their itinerary covered visits to Tsinghua University in Beijing and Fudan University in Shanghai, where they shared with the students the ICAC's vision, its way forward and tidbits about life in the ICAC, and explained to them the requirements in ICAC's recruitments.

執行處助理處長代表廉政學院到訪內地頂尖學府，並首次進行招聘宣講會

On behalf of the HKIAAC, an Assistant Director of the Operations Department visiting leading tertiary institutions in the Mainland where recruitment talks were conducted for the first time

廉署招聘體驗日

為配合新一輪招聘計劃，二零二四年六月，廉署舉行共四輪“廉署招聘體驗日”，讓有志投考廉署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 700 名參加者。體驗日主要環節包括“實戰易”虛擬實境調查情境訓練、入職體能測試、模擬拘捕及搜查行動及“三角枱”模擬接見嫌疑人。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。

專上學生暑期實習計劃

二零二四年七至八月，廉署聘請九名專上學院學生作為期八週的暑期實習。期間，實習生有機會接受為期四天的基礎調查及法律常識培訓，並分別派駐到廉政學院、資訊科技及電腦資料法證組，及社區關係處轄下的不同組別工作。其間，實習生與廉政專員及高層同事分享在工作期間所獲得的經驗。實習計劃提供寶貴的學習經驗，讓青年參與本地及國際活動及在反貪工作上貢獻所長。

ICAC Recruitment Experience Day

To tie in with its latest recruitment exercise, the ICAC held the "ICAC Recruitment Experience Day" in June 2024, with four sessions arranged 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 700 participants received. Major highlights of the Experience Day included the "VR Smart" virtual reality (VR) situational investigation training, the recruitment physical fitness test, simulated arrest and search actions and simulated suspect interviewing at a "triangular table". Participants could apply for the posts of Investigator and Assistant Investigator on the spot and attend the physical fitness test. Those who passed the test would be recognised as meeting the relevant requirements for the recruitment exercise of the year.

Post-Secondary Student Summer Internship Programme

Between July and August 2024, ICAC engaged nine post-secondary institutions students for an eight-week summer internship programme. Apart from receiving four-day training on the basics of investigation and legal knowledge, the interns were deployed to the HKIAAC, Information Technology & Computer Forensics Division and different offices of CRD. During the internship, they were also invited to share with the Commissioner and senior management their experience gained from the programme. The internship programme provided invaluable learning experience, engaging youth participation in local and international activities and encourage their contribution to anti-corruption efforts.

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、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空繩網訓練場，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。廉政學院於二零二四年初研發出一套虛擬實況訓練系統“實戰易”，透過應用虛擬實境技術，為廉署人員提供不受場地侷限的標準化訓練。系統設有“學員行為導向實況發展”功能，根據廉署人員操作表現安排不同的處境變化，強化廉署人員應變能力。隨著廉政學院的成立，現時位於廉署大樓的廉政學院設施及屯門廉署訓練營正進行翻新改造工程，以配合各種培訓需要。

Training Facilities

The ICAC Building is equipped with modern training facilities, including a shooting range complex, a multipurpose hall, a gymnasium, 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. In early 2024, the HKIAAC developed a VR training system known as "VR Smart". Through the application of VR technology, ICAC officers have been provided with standardised training without venue constraint. The system is equipped with a "behaviour-oriented live development" function, which renders changes to the scenario according to an officer's operational performance. It serves to strengthen the adaptability of ICAC officers to different situations. Following the establishment of the HKIAAC, its facilities at the ICAC Building and the ICAC Training Camp in Tuen Mun are undergoing renovation works to cater for different training needs.

