



ICAC

遵照香港特别行政區法例第 204 章《廉政公署條例》第 17 條,呈交行政長官<sup>1</sup>。

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)<sup>1</sup>.

<sup>1</sup> 經行政長官批准,本報告現提交立法會省覽。提交日期為二零二五年七月十六日,而報告亦於同日上載至廉政公署網站(https://www.icac. org.hk/tc/about/report/annual/index.html)。

# 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.

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# 第一章 CHAPTER 1

# 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。在香港特區政府的全 力支持下,廉署將一如以往,與全體市民共 同堅守反貪使命,並推動國際合作,與各地 反貪機構一同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(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. With the unwavering support of the Government of the Hong Kong Special Administrative Region, the ICAC will persist in its anti-corruption mission with the community, and foster international cooperation among anti-corruption agencies worldwide to advance 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 (details are shown in Appendix 1):



### 諮詢委員會

行政長官委任各界賢達,組成四個獨立的諮 詢委員會,專責審查廉署的工作:

#### **ADVISORY COMMITTEES**

The work of the ICAC comes under the scrutiny of four independent committees comprising prominent citizens drawn from different sectors of the community and appointed by the Chief Executive.



各個諮詢委員會的委員名錄及工作報告詳載於 另一刊物。 Membership lists and reports on the work of the advisory committees 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;
- (vi)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
- (vii) 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,以利便揭露貪污行為,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.

# 第二章 CHAPTER 2

# 豐盛的金禧年 A PROSPEROUS YEAR OF GOLDEN JUBILEE



二零二四年是廉政公署(廉署)成立五十周 年的金禧年。半世紀以來,廉署努力肅貪倡 廉,為香港帶來了巨大的改變,由昔日貪污 肆虐之地,蛻變為今天備受國際社會推崇的 廉潔之都。透過與國際反貪局聯合會及香港 國際廉政學院(廉政學院)組成的"反貪鐵 三角",加上香港"背靠祖國、聯通世界"的 獨特優勢,廉署與世界各地反貪同儕加強伙 伴合作,為全球反貪事業作出積極貢獻。

國家主席習近平在中國共產黨第二十屆中 央紀律檢查委員會第四次全體會議中,強調 在反腐敗的路上,要"一步不停歇、半步不 退讓,一體推進不敢腐、不能腐、不想腐", 進一步堅定反腐敗鬥爭的決心和信心。習主 席的重要講話,正切實展現在廉署對貪污零 容忍的態度上。

廉署必定配合國家政策及發展,全力打擊貪 污,維護香港的廉潔和法治,為香港的長治 久安及經濟發展提供堅實的支持。廉署人員 定必堅決維護國家主權和安全,保持香港 長期繁榮穩定,全面準確貫徹"一國兩制" 方針,並且加強國際聯繫,說好香港故事和 展示"一國兩制"的成果。 The year 2024 marks the golden jubilee of the establishment of the Independent Commission Against Corruption (ICAC). Over the past half century, the ICAC has been fighting corruption with all-out efforts, bringing about significant transformation to Hong Kong from a corruption-plagued city to today's city of probity and winning international acclaim. Through the tripartite partnership with the International Association of Anti-Corruption Authorities (IAACA) and the Hong Kong International Academy Against Corruption (HKIAAC), coupled with Hong Kong's unique advantage of being "backed by the motherland and connected to the world", the ICAC has strengthened collaboration with anti-corruption counterparts worldwide, contributing significantly to the global anti-corruption cause.

President XI Jinping, in his speech at the fourth Plenary Session of the 20th Central Commission for Discipline Inspection of the Chinese Communist Party, emphasised that "one must not pause or compromise on the path against corruption", and promoted the principles that "people do not dare to, are unable to and have no desire to commit corruption". This further solidifies the determination and confidence in the anti-corruption battle. President XI's important speech is truly reflected in ICAC's zero tolerance towards corruption.

#### 金禧慶典 反貪永不停步

年內,我們以"反貪·不停步"為主題,並透 過一連串五十周年紀念活動,例如"傳誠 跑"、廉署五十周年慶祝酒會暨香港國際廉 政學院成立典禮、廉政公署第八屆國際會 議、開放日和《廉政行動 2024》首映禮等, 與社會各界分享在過去半世紀得來不易的 反貪成果,同時向全港市民和國際社會彰顯 廉署堅守反貪使命、永不停步的決心。





市民於開放日參觀廉政公署大樓各項設施 Visitors touring facilities of ICAC Building in the Open Day

The ICAC will surely carry out its duties in accordance with the policies and development of our country by combatting corruption at full throttle and upholding Hong Kong's integrity and rule of law, thereby providing a solid support for maintaining persistent peace and economic development in Hong Kong. ICAC officers are determined to firmly safeguard national sovereignty and security and maintain Hong Kong's long-term prosperity and stability with full and faithful implementation of the principle of "One Country, Two Systems". We will also strengthen international liaison, tell the good stories of Hong Kong and showcase its achievements under "One Country, Two Systems".

# CELEBRATING GOLDEN JUBILEE AND MISSION CONTINUES

During the year, the ICAC organised a series of celebrative events in commemoration of 50th anniversary of the ICAC under the theme "Fighting Corruption: The Mission Continues". These included the Running Gala, the ICAC 50th Anniversary Reception and Establishment Ceremony of HKIAAC, the 8th ICAC Symposium, the Open Day, and the premiere of *ICAC Investigators 2024*, etc. We shared with all sectors of society our hard-earned anti-corruption achievements over the past half century. At the same time, these events highlighted to all citizens in Hong Kong and the international community our unwavering commitment and determination to continue our mission against corruption.

#### 廉政專員與一眾主禮嘉賓及約1 000 名來自不同 界別及年齡層的市民參加 "廉署五十周年傳誠跑"

Commissioner, along with other officiating guests and about 1 000 citizens from different sectors and age groups, joining the ICAC 50th Anniversary Running Gala





行政長官於"廉署五十周 年慶祝酒會暨香港國際 廉政學院成立典禮"上, 讚揚廉署為香港持續繁 榮穩定和國家發展作出 重要貢獻

Chief Executive commending the ICAC for its significant contributions to Hong Kong's sustained prosperity and stability as well as our country's development at the ICAC 50th Anniversary Reception and Establishment Ceremony of HKIAAC



廉政專員以行動支持廉署的宣傳教育工作,破天荒在旗艦電視劇《廉政行動 2024》中粉墨登場 Commissioner making cameo appearance for the first time in the flagship TV drama series *ICAC Investigators 2024* to support publicity work

#### 香港國際廉政學院

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,除了為廉署培育反貪專業人才外, 更重要的是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。透過學院, 廉署向國際社會分享香港的反貪經驗及 成果,並推動全球反貪協作。

#### HONG KONG INTERNATIONAL ACADEMY AGAINST CORRUPTION

With the support of the country and the Hong Kong Special Administrative Region Government, the ICAC established the 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 showcases to the international community the determination and achievements of Hong Kong in fighting corruption, and promotes global anti-corruption collaboration.



行政長官與廉政專員<sup>,</sup>聯同一 眾嘉賓主持香港國際廉政學院 揭牌儀式

Chief Executive and Commissioner, along with other guests, officiating at the plaque unveiling ceremony of HKIAAC

廉政學院已於同年十二月正式獲香港學術及 職業資歷評審局認可為資歷架構第五級營辦 者,具備資格舉辦同獲資歷架構第五級(與 本地學士學位屬同一級別)的"反貪專業文 憑"課程。此認證充分肯定了廉政學院舉辦 的培訓課程的專業性和公信力,廉政學院舉 的培訓課程的專業性和公信力,廉政學院隨 即為50位新入職的廉政先鋒舉辦為期二十 星期的首屆獲認證的課程。課程為學員提供 專業知識、技能和能力培訓,內容涵蓋國家、 香港及海外反貪法制、反貪法例及執法程序、 調查及搜證技巧、防貪策略、反貪教育及宣 傳等。我期待一批又一批的廉政新血,在畢 業後會竭盡所能履行肅貪倡廉的使命。

自成立以來,廉政學院在短短一年間,已舉辦 了 34 個海外及本地策略性反貪專業課程,共 計約2 600 名人員參與其中。國際培訓方面, 廉署人員已到訪世界各地,為十個國家<sup>1</sup>的反 貪機構舉辦度身訂造的反貪能力建設課程。 此外,學院又與聯合國毒品和犯罪問題辦公 室(聯合國毒罪辦)、亞洲開發銀行和經濟合 作與發展組織亞太區反貪污行動計劃,以及 國際反貪局聯合會等國際/地區組織在香港 為多國反貪人員合辦多個專題培訓課程,內 容包括財務調查及跨境追逃追贓、利用創新 科技打擊和預防貪腐、反貪人員領袖發展課 程等。此外,廉政學院因應"一帶一路"的發 展需要,也為13 個沿線國家/地區的反貪人 員舉辦大型基建反貪培訓課程。 In December of the same year, the HKIAAC was accredited as a Qualifications Framework (QF) Level 5 operator by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, being qualified to offer the "Professional Diploma in Anti-corruption" programme at QF Level 5 (pitched at the same QF Level as a local bachelor's degree). The accreditation fully affirms the professionalism and credibility of the training courses organised by the HKIAAC. Thereupon, the HKIAAC offered the first accredited programme with a duration of 20 weeks to 50 newly-appointed officers. This programme aimed to equip participants with professional knowledge and skills, and build their capacity for effectively combatting corruption in Hong Kong. It comprised training modules covering anti-corruption regimes in the Mainland, Hong Kong and other parts of the world; anti-corruption laws and enforcement procedures; investigation and evidence collection skills and techniques; corruption prevention strategies; anti-corruption education and publicity, etc. I look forward to seeing more and more new bloods in graft-fighting to carry on the anti-corruption mission with unwavering commitment after passing-out.

In just a year's time after establishment, the HKIAAC has conducted 34 overseas and local strategic professional anti-corruption training programmes for a total of about 2 600 participants. For international training, capacity building programmes were tailor-made for anti-corruption agencies (ACAs) of 10 countries across the globe<sup>1</sup>. Moreover, training programmes were organised in Hong Kong in collaboration with international/regional organisations such as the United Nations Office on Drugs and Crime (UNODC), 本地培訓方面,廉政學院策略性地為不同行 業的高級管理人員度身訂造反貪專業課程, 又與相關業界及專業團體攜手合辦課程,確 保內容更緊貼他們的需要,從而進一步提升 其實用性。課程涵蓋的行業包括銀行、會計、 建築、物業管理、保險業、體育等界別,均獲 得業界的積極參與。

在學術研究方面,廉政學院與已簽訂合作 諒解備忘錄的其中四所大學<sup>2</sup>正式開展多項 反貪研究項目,並安排廉署人員與學者互訪 交流,加強廉政建設的理論基礎。

新入職的反貪先鋒向廉政專員宣誓, 承諾履行肅貪倡廉的使命

New graft fighters pledging to Commissioner their commitment to the anti-corruption mission

2024年廉政公署入職課程結業禮

the "Asian Development Bank and Organisation for Economic Co-operation and Development - Anti-Corruption Initiative for Asia and the Pacific" and IAACA, covering topics such as financial investigation and cross-boundary asset recovery, leveraging innovation and technology in fighting and preventing corruption, "Leadership and Executive Development Programme", etc. In addition, the programme of "Professional Anti-corruption Training in Major Infrastructure Projects" was conducted for representatives of ACAs of 13 Belt and Road countries to cater for with the development needs of these countries/regions.

As for local training, the HKIAAC strategically offered tailor-made anti-corruption training programmes targeted for senior managerial staff of different sectors. To align with specific needs, the HKIAAC partnered with relevant professional bodies to co-organise the programmes, thereby enhancing their practicality. Various sectors, including banking, accounting, construction, property management, insurance, sports, etc. have actively participated in the programmes.

As regards academic studies, the HKIAAC launched a number of anti-corruption research projects together with four of the universities<sup>2</sup> with which respective Memoranda of Understanding (MoU) were signed, and proactively fostered on-site exchanges among staff and scholars, so as to strengthen the theoretical basis for integrity development.



31 representatives from local, Mainland and overseas law enforcement agencies completed the ICAC's threeweek "Leadership and Executive Development Programme"



<sup>2</sup>即北京大學、清華大學、香港大學及香港科技大學。

Namely Peking University, Tsinghua University, the University of Hong Kong and the Hong Kong University of Science and Technology.

#### 三管齊下 全方位肅貪倡廉

回顧五十載廉政建設歲月,廉署幾經風雨, 但我們一直無畏無懼地站在反貪的最前 線,堅守執法、預防和教育三管齊下的肅 貪倡廉策略,並不斷突破限制,推動國際 合作,與各地反貪機構共同打擊貪污。

在二零二四年,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廉 潔奉公,私營企業享有廉潔公平的營商環 境。廉署於年內共接獲2058 宗貪污投訴 (不包括選舉投訴<sup>3</sup>),較二零二三年同期 的2001 宗增加3%(57 宗)。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%、7%及70%,與前 一年相若。

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 手法亦越趨複雜。廉署一直牢記使命,不 斷提升專業水平,並善用科技,鍥而不捨 地追查每宗貪污案件。在二零二四年,廉 署檢控了207人,涉及104 宗案件,與前 一年相若。年內,有119人被定罪,以案件 人數及宗數計算的定罪率分別為76%及 84%,另有18人因干犯輕微罪行而接受 警誡<sup>4</sup>。

#### 廉潔的公務員隊伍

一支廉潔的公務員隊伍是維持市民大眾對 政府信心和社會繁榮的基石,亦是香港邁 向"由治及興"新篇章的一個重要關鍵。雖 然年內有個別公務員(共16名)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,集團式貪污沒有 死灰復燃的跡象,各個政府部門對廉署 近作全面支持及配合,足以證明廉潔文化 已深深植根於公務員隊伍。為配合政府提 升"治理能力"和"治理效能"的目標,廉 署積極加強與各部門合作,提供適切意見 協助不同部門加強內部的廉潔管治,確保 政府人員誠實公正及提升他們對貪污風險 的敏感度。

# THREE-PRONGED APPROACH AS HOLISTIC ANTI-CORRUPTION STRATEGY

Looking back over the past 50 years, the ICAC has been fighting corruption at the forefront without fear or favour with the three-pronged strategy combining enforcement, prevention and education despite all the challenges. We continuously achieve breakthroughs and foster international cooperation among ACAs worldwide in the common fight against corruption.

In 2024, the corruption situation in Hong Kong remained well under control. The civil service and public bodies were generally honest and trustworthy, while a clean and level playing field for business was maintained for the private sector. The ICAC received a total of 2 058 corruption complaints (excluding election complaints<sup>3</sup>) during the year, representing an increase of 3% (57 complaints) when compared to 2 001 complaints received in the same period of 2023. Complaints involving government departments, public bodies and the private sector respectively accounted for 23%, 7% and 70% of all corruption complaints, similar to the pattern in the previous year.

Corruption is a highly insidious crime which is difficult to detect. With the rapid development of technology and gradual increase in cross-border activities, the modus operandi of criminals is becoming more sophisticated. For all the time, the ICAC has remained committed to its mission and continuously improved its professionalism with the use of technology, with a view to pursuing each and every corruption case vigilantly with perseverance. In 2024, 207 persons involved in 104 cases were prosecuted (similar to 2023), and 119 persons were convicted. The person-based and case-based conviction rates were 76% and 84% respectively. In addition, 18 persons were cautioned for breach of minor offences<sup>4</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". During the year, despite there were individual civil servants (a total of 16) prosecuted for corruption and other offences, the civil service remained clean and honest with no sign of resurgence of syndicated corruption, and full assistance was rendered by the relevant departments during the ICAC's investigations. All these were proof of the entrenched probity culture in

<sup>4</sup> 有關二零二四年檢控、定罪以及接受警誡人數之數字均不包括選舉案件。

<sup>&</sup>lt;sup>3</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).

#### 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 個界別依然是樓宇管理業(由二零二三年的 544 宗下跌至 509 宗)、建造業(131 宗增 至 190 宗)以及金融及保險業(142 宗下跌 至 140 宗)。

雖然涉及樓宇管理業的貪污投訴錄得6% 的跌幅,但仍位列私營機構投訴之首。廉署 於二零二四年首度與競爭事務委員會(競委 會) 聯合執法, 並先後兩次採取行動, 搗破 一個新冒起的樓宇維修貪污圍標集團,拘 捕了25名人士,包括該集團主腦及骨幹成 員,涉及工程承辦商、工程顧問、中間人、業 主立案法團成員及物業管理公司職員。涉案 公司及人士涉嫌行賄受賄以及從事反競爭 行為,藉此操控樓宇維修工程的招標程序, 將工程標價誇大,協助與集團有關的承辦商 取得工程及顧問合約,並操控監督維修工程 及發放工程費用。有關的聯合執法行動,充 分展現出廉署與競委會打擊樓宇維修的貪 污及反競爭行為的決心,以捍衛業界廉潔及 公平營商的環境。廉署更於二零二四年十二 月與競委會簽訂合作諒解備忘錄,以加強個 案轉介、情報交流、聯合調查、培訓研究等 合作。樓宇管理及維修直接影響廣大市民的 生活,廉署將繼續關注這類與民生息息相 the civil service. To support the Government in enhancing "governance capability" and "governance efficacy", the ICAC strengthened collaboration with government departments to raise their governance standards through tailored advice, thus ensuring the integrity and impartiality of government servants and increasing their alertness to corruption risks.

#### Level Playing Field for Business

Regarding corruption complaints in the private sector, the three subsectors recording the most complaints remained to be building management industry (complaints went down to 509 from 544 in 2023), construction industry (complaints went up to 190 from 131) and finance and insurance industry (complaints went down to 140 from 142).

Although the building management industry recorded a decrease of 6% in corruption complaints, it was still the industry with the most complaints in the private sector. In 2024, the ICAC and the Competition Commission collaborated in enforcement action for the first time and conducted two joint operations, resulting in the neutralisation of a newly rising syndicate engaged in corruption and bid-rigging of building maintenance projects. During the operations, 25 persons were arrested, including the mastermind and backbone members of the syndicate, project contractors, project consultants, middlemen, members of Incorporated Owners and staff of property management companies. The companies and individuals concerned were alleged to have engaged in corruption

廉署與競委會簽署合 作諒解備忘錄,就打 擊貪污及反競爭行為 加強合作

The ICAC signing Memorandum of Understanding with the Competition Commission to enhance collaboration in combating corruption and anti-competitive conduct



關的貪污問題,採取有效的調查手法和及早 干預行動,密切留意貪污風險,適時提醒業 主防患於未然。廉署亦將繼續與其他相關部 門及機構緊密合作,竭力打擊犯罪份子,保 障全港業主的權益。

香港政府近年實施行業輸入勞工計劃以填 補本地的人力需求,部份勞工投身於建造 業。針對輸入勞工在聘用時被索取非法回 佣、壓榨工資等剝削行為,廉署一直採取零 容忍態度,予以嚴厲打擊。廉署年內多次於 大型基建的工地展開執法行動,拘捕了十名 涉嫌向輸入勞工索賄的工程分判商"工頭"。 大部份案件是源自被壓榨工資的外勞挺身 而出,作出舉報,證明廉署的宣傳教育策略 奏效,且執法力度到位,從而爭取到他們的 信任。

廉署一直與夥伴金融監管機構(例如保險業 監管局、證券及期貨事務監察委員會)緊密 聯繫,包括簽訂合作諒解備忘錄,以及採取 聯合執法行動,合力打擊金融市場的貪污及 違規行為,鞏固香港作為國際金融中心的地 位。為鞏固不同行業的誠信文化及加強企業 廉潔的合規管理,廉署會持續與各行業的監 管機構探討深化合作的可能,簽訂合作諒解 備忘錄,開拓不同行業的個案轉介、聯合調 查行動、培訓及資訊交流等領域。

#### 公私營合作 制度防貪

廉署與不同界別的合作伙伴攜手合作, 積極推動業界進一步加強防貪意識和提 升管治。廉署與香港中華總商會(中總) 聯手推廣"誠信營商約章",推動會員公 司實施"誠信管理制度",以提升工商界 的防貪意識及能力,締造廉潔營商環境, 貢獻國家高質量發展。約章啟動禮於二 零二四年八月舉行,並向首批參與約章以 推動良好管治的中總會員公司頒發承諾 宣言。 and anti-competitive activities, whereby they manipulated the tendering exercises of building maintenance projects, exaggerated contracts sums, assisted associated contractors in securing maintenance projects and consultancy contracts, and manipulated project supervision and project payment release. Such joint operations demonstrated the determination of the ICAC and the Competition Commission in cracking down on corruption and anti-competitive activities in building maintenance, and in safeguarding a clean and level playing field for the industry. Furthermore, the ICAC entered into MoU with the Competition Commission in December 2024 to strengthen cooperation in the areas of case referral, intelligence exchange, joint investigation, training and research, etc. Since building management and maintenance has a direct impact on the general public, the ICAC will continue to watch out for such corruption cases which are closely related to people's livelihood, address the issues through effective investigation and early intervention, closely monitor corruption risks and alert flat owners accordingly. The ICAC will also continue to maintain close collaboration with other departments and related authorities to crack down on illegal activities to safeguard the rights of property owners.

In recent years, the Government has implemented sectorspecific labour importation schemes to meet the local manpower demand. Some of the imported workers worked in the construction industry. In addressing the issues of imported workers facing solicitation of illegal rebates and wage exploitation by site supervisors over employment, the ICAC adopted a zero-tolerance approach and took robust actions against the unscrupulous practices. During the year, the ICAC mounted several enforcement operations at the sites of major infrastructure projects, leading to the arrest of 10 "gangers" of subcontractors who allegedly solicited bribes from imported workers. The fact that most of these cases were revealed by the exploited imported workers coming forward to lodge complaints demonstrated the effectiveness of ICAC's publicity and education strategy and enforcement effects, thus gaining the trust of the imported workers.

The ICAC has been maintaining close collaboration with financial regulators such as the Insurance Authority and the Securities and Futures Commission, including signing of MoU and conducting of joint operation. Our aim is to combat corruption and misconduct in the financial market and solidify Hong Kong's status as an international financial centre. To foster an integrity culture across industries and enhance corporate compliance, the ICAC will continue to explore opportunities to deepen collaboration with industry regulators through signing of MoU as well as exploring possibilities in areas such as case referral, joint investigation, training and information exchange. 此外,廉署於二零二四年十月進一步推出 "銀行業誠信約章",目的是結合廉潔與 金融兩項香港優勢,體現銀行業對誠信的 要求和重視,鞏固香港國際金融中心地位; 同時亦配合國家"一帶一路"倡議,加強政 府和企業合作,共同預防和打擊貪污,協 助建設"廉潔之路"。參與銀行須按"誠信 約章"要求,承諾推行誠信文化、制訂行為 守則、委派"誠信執行官"協助落實誠信 管治、為員工提供誠信培訓,並及時向廉 署或其他執法機構舉報懷疑貪污和詐騙等 非法行為。

> 律政司副司長及廉政專員,聯同香港中華 總商會會長主持"誠信營商約章"啟動禮

> Deputy Secretary for Justice and Commissioner, together with Chairman of the CGCC officiating at the launching ceremony of the "Business Sector Integrity Charter"

CGCC

就信營商約章<sup>爾爾爾</sup>NTEGRITY CHARTER

TCAC

居民中華能商店

#### Public-Private Partnership through Systemic Prevention

The ICAC works closely with its partners from different sectors to raise corruption prevention awareness and enhance governance in the industries. We joined hands with the Chinese General Chamber of Commerce, Hong Kong (CGCC) to promote the "Business Sector Integrity Charter", to encourage member companies of the CGCC to adopt the "Integrity Management System" for upholding and enhancing the corruption prevention awareness and capabilities of the business sector, contributing to the building of a clean business environment and the high-quality development of the country. The launching ceremony of the Charter was held in August 2024 where the first batch of participating companies pledging to promote good governance were presented with the statements of commitment.

Besides, the ICAC took a further step to launch the "Banking Industry Integrity Charter" in October 2024 with an aim to combining probity and finance, the two distinctive edges of Hong Kong underlining the banking industry's pursuit of and commitment towards integrity, while sustaining Hong Kong's status as an international financial centre. It also tied in with the country's Belt and Road Initiative by strengthening collaboration between the Government and enterprises in preventing and combating corruption, thus contributing to the building of a "Clean Silk Road". Participating banks were required to promote a sound integrity culture, formulate a code of conduct, assign an integrity officer to assist in implementing good governance, provide integrity training to staff, and to report suspected corruption, fraud and other illicit activities to the ICAC or other law enforcement agencies promptly.



Around 60 representatives from 30 banks participating in the launching ceremony of Banking Industry Integrity Charter



#### 廉潔選舉

廉署一直決心維護廉潔選舉,透過嚴正執 法,打擊可能構成操控或破壞選舉的行為。 兩名人士於二零二三年區議會一般選舉<sup>5</sup>的 選舉期間懷疑干犯《選舉(舞弊及非法行為) 條例》第27A條罪行被廉署拘捕,即"在該 選舉期間內藉公開活動煽惑另一人不投票 或投無效票",經廉署調查後在年內落案起 訴二人,被定罪後各被判入獄兩個月,緩刑 18個月及兩年。另有一名二零二零年立法 會換屆選舉<sup>6</sup>地方選區候選人,懷疑向選舉 事務處提交虛假選舉申報書,企圖欺詐選舉 事務處支付款項,干犯《選舉(舞弊及非法 行為)條例》第20條等罪行,定罪後被判 入獄六個月。

在完善選舉制度和地區治理體系後的新選 舉安排下,就未來各項公共選舉,包括二零 二五年底舉行的立法會選舉,廉署會一如既 往緊守崗位,以嚴厲執法打擊一切選舉舞弊 及非法行為,確保選舉能公平、公開和誠實 地進行。

### 青年工作

廉署工作的另一重點,是為香港培育具國家 觀念及國際視野、擁護廉潔及法治的未來 領袖。過去一年,參與"菁英誠信領袖計劃" 的大專及高中生接受一系列在本地及內地 舉行的領袖培訓活動,並參與多項本地及國 際性的反腐倡廉活動,親身體驗廉署守護 香港廉潔文化、維護國家安全、促進全球廉 政建設合作的工作。"菁英誠信領袖"亦首 次獲邀參與廉署第八屆國際會議,與多位來 自世界各地的年輕講者討論青年可如何為 全球誠信文化注入動力。

#### **Clean Elections**

The ICAC is committed to ensuring clean elections by taking robust enforcement actions to curb any acts that might constitute offences of manipulating or sabotaging elections. During the period of the 2023 District Council Ordinary Election<sup>5</sup>, two persons who had allegedly committed the offence of "inciting another person not to vote, or to cast invalid vote, by activity in public during the election period" under Section 27A of the Elections (Corrupt and Illegal Conduct) Ordinance (ECICO) were arrested. Upon investigation, they were charged within the year and later convicted of the offence with each sentenced to two months' imprisonment suspended for 18 months and two years respectively. In another case, a geographical constituency candidate of the 2020 Legislative Council General Election<sup>6</sup>, who allegedly lodged a false election return to the Registration and Electoral Office (REO) and attempted to defraud the REO of election expenses, contrary to section 20 of the ECICO, was sentenced to six months' imprisonment upon conviction.

Under the new electoral arrangement upon improvement of the electoral system and district governance structure, the ICAC will, as always, remain steadfast and take robust enforcement actions against any corrupt and illegal conduct at future elections, including the Legislative Council General Election to be held in late 2025, so as to ensure that the elections are conducted in a fair, open and honest manner.

#### Youth Education

Another work focus of the ICAC is to groom for Hong Kong a cadre of future leaders who uphold national identity and global vision, embrace integrity and have a strong sense of rule of law. In the past year, tertiary and secondary school students participating in the iELITE Youth Leadership Programme received a series of leadership training in Hong Kong and the Mainland. They were engaged in various local and international anti-corruption initiatives, gaining handson experience of the ICAC's work in upholding the integrity culture in Hong Kong, safeguarding the national security of our motherland, and promoting international cooperation in the anti-corruption mission. The iELITE Youth Leaders were invited to participate in the 8th ICAC Symposium for the first time, where they exchanged views with young speakers from around the world on how young people could inject new vigour to a global culture of integrity.

The District Council Ordinary Election was held in December 2023.

<sup>6</sup> 是次立法會換屆選舉因 2019 冠狀病毒疫情嚴峻,政府其後宣布押後至二零二一年十二月舉行。

<sup>5</sup> 是次區議會一般選舉在二零二三年十二月舉行。

Due to the severe COVID-19 epidemic situation, the Government announced postponement of the Legislative Council General Election until December 2021.

此外,廉署以《加強青年參與反貪腐倡議全球 政策指南》<sup>7</sup>為基礎,加上多年來推動青年品 德教育的經驗,編製了一套以全球反貪機構人 員為對象的教學單元,分享如何鼓勵青年人積 極參與反腐倡廉的工作。在聯合國毒罪辦的 支持下,廉政學院與國際反貪局聯合會於二零 二四年七月舉辦首場介紹《政策指南》的線上 研討會,聯合國毒罪辦、廉署以及希臘、肯尼 亞及馬來西亞的反貪機構均派出代表,分享 培養青少年參與反貪工作的實戰經驗。

> 廉政專員親身參與創作《廉政行動 有志者前傳》系列

> Commissioner participating in the production of a short video series

Based on the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work*<sup>7</sup> and ICAC's experience in youth and moral education, the ICAC developed a teaching module for ACAs worldwide to demonstrate how young people could be actively engaged in the anti-corruption cause. In July 2024, supported by the UNODC, the HKIAAC jointly organised an online seminar with the IAACA to introduce the Guide to ACAs from various jurisdictions. In the seminar, representatives from the UNODC, the ICAC and ACAs in Greece, Kenya and Malaysia shared their practical experiences in nurturing youth engagement in the anticorruption work.



#### 宣傳教育策略改革

要延續並鞏固廉潔風氣, 徹底實現社會 大眾"不想貪"的根本目標, 我們必須持續 強化教育和宣傳工作。我經常提醒自己及 廉署同事"沒有最好, 只有更好"; 因此, 廉 署已在年內全面檢視及改革多年來的宣傳 教育策略, 並重組架構以整合資源, 確保我 們能更緊貼社會脈搏, 更精準有效地向社 區傳遞反貪信息及爭取公眾支持。

年內,我親身參與創作部份短視頻,與宣傳 創作組前線同事一起"度橋"。我們一改以 往較嚴肅的製作風格,並以輕鬆有趣的題 材和拍攝手法宣傳廉潔信息,務求為市民 帶來耳目一新的感覺。以《廉政行動 有志

#### Reform of Education and Publicity Strategy

Robust education and publicity efforts are the prerequisite to attain our fundamental goal of sustaining a culture of probity where people have no desire to commit corruption. Bearing in mind that there is always room for improvement, we comprehensively reviewed and reformed our publicity and education strategy, and optimised the use of resources through restructuring in 2024, to ensure that the ICAC always stays close to the pulse of the society and can deliver anti-corruption messages to the community more accurately and effectively, thus enlisting their support.

During the year, I worked closely with my officers in the Mass Communication Office to create some short promotional videos. We shifted from the solemn production style to a more light-hearted and engaging approach, striving to resonate with the public with a fresh perspective.

<sup>7</sup>此指南由廉政公署、國際反貪局聯合會及聯合國毒品和犯罪問題辦公室合作編製,並於二零二三年十二月在美國舉行《國際反腐敗公約》 第十屆締約國會議期間共同發佈。

This guide was jointly developed by the ICAC, the IAACA and the UNODC, and promulgated in the 10th Session of the Conference of the States Parties to the United Nations Convention against Corruption held in the United States in December 2023.

者前傳》系列為例,該系列的短片以貼近生 活的方式和破格創新的手法,展示八位來自 本地、國內及海外院校的大學生在廉署暑 期實習的情況,生動展現廉署的工作日常, 並吸引更多有志者加入反貪行列。該系列初 試啼聲,已迅速引起媒體及網民關注,一度 創下了廉署貼文瀏覽紀錄的新高。

#### "一九七四" 咖啡廳

另一個革新項目,就是把廉署總部大樓的 地下大堂打造成互動廉政教育和宣傳基地 "一九七四"咖啡廳。咖啡廳以廉署成立的 年份"一九七四"命名,結合了教育、宣傳及 "廉署咖啡"概念,讓市民大眾平日可自由 走進廉署,近距離認識香港在過去、現在和 未來的廉政建設工作,同時拍照留念和品嚐 香港獨有的"廉署咖啡"。

"一九七四"咖啡廳由社福機構以非牟利 方式營運,所用的咖啡豆均由國內及"一帶 一路"的沿線地區出產,象徵廉署與"一帶 一路"國家的反貪機構共同推動廉潔的合 作精神。

廉署的宣傳創作團隊再次展示勇於嘗試 的創作力,以全新風格創作一系列宣傳 "一九七四"咖啡廳的短片和海報,當中的 構思、場地佈置和拍攝工作均由廉署人員 一手包辦,務求在廉署紀念成立五十周年 為市民帶來新氣象,爭取市民關注及繼續 支持廉署的反貪工作。"一九七四"咖啡廳 於二零二四年十一月中開幕,不足兩星期已 接待過萬名訪客,將廉署的社區宣傳教育 工作推向新的高峰。 One example was a short video series that showcased the experience of eight university students from Hong Kong, the Mainland and overseas as ICAC summer interns. The series employed a relatable style and an innovative approach to enhance public understanding of the ICAC's work and encourage more aspiring young people to join the anti-corruption cause. It quickly gained media and online attention and once set a record-high viewership of ICAC's social media posts.

#### Café "1974"

Another pioneering project is the transformation of the ground floor lobby of the ICAC Building into an interactive integrity education and publicity base – Café "1974". Named after the year the ICAC was established, Café "1974" combines education, publicity and the concept of "ICAC coffee". It invites members of the public to freely visit the ICAC, where they can explore closely the past, present and future anti-corruption efforts of Hong Kong while taking photos and savouring the signature "ICAC coffee".

Coffee in Café "1974" is served by a welfare organisation on a non-profit-making basis. The coffee beans are sourced from the Mainland and regions along the Belt and Road, symbolising the spirit of collaboration between the ICAC and the ACAs of the Belt and Road countries.

The in-house creative team of the ICAC produced a series of short videos and posters to promote Café "1974" in a ground-breaking style. The team managed the whole project from conceiving the concepts, venue decoration, to filming. The aim was to foster an invigorating atmosphere during the celebration of ICAC 50th anniversary, so as to enlist continued public support for ICAC's graft-fighting efforts. In less than two weeks since its opening in mid-November 2024, Café "1974" received over ten thousand visitors, advancing the ICAC's community publicity and education endeavours to new heights.







廉署社區關係市民諮詢委員會委員鄺美雲參與由廉署人員一手 包辦的宣傳片《咖啡年華》,影片在社交媒體推出首星期的點 擊率已破百萬

Ms Cally KWONG, a member of the Citizens Advisory Committee on Community Relations, participating in the ICAC's production of promotional video "*In the Mood for Coffee*" which attracted over a million views in the first week of its launch

國 寶 大 熊 貓 成 為 "一九七四"咖啡廳 的星級嘉賓

National treasures – the giant pandas becoming star guests at Café "1974"



#### 行政長官及廉政專員聯同其他主禮嘉賓 出席廉政公署第八屆國際會議開幕禮

Chief Executive and Commissioner, together with other distinguished guests, officiating at the opening ceremony of the 8th ICAC Symposium

## 推動國際合作 共同打擊貪污

二零二四年五月,廉署聯同由我出任主席的 國際反貪局聯合會成功舉辦"廉政公署第 八屆國際會議",逾500名來自近60個司 法管轄區的180個反貪及執法機構代表聚 首香港,探討世界反貪新方向。國際反貪局 聯合會更在會上歷史性地發表了首個以香 港命名的反貪國際宣言 — 《加強國際反 貪機構維護《聯合國反腐敗公約》,團結一 致,堅守反貪使命,同時亦強調應善用先進 科技如數碼,以打擊日趨複雜的貪污罪行。

聯合國毒罪辦是廉署在國際合作上的重要 伙伴,自二零二四年五月廉署與聯合國毒罪 辦在「廉政公署第八屆國際會議」簽署合 作諒解備忘錄後,雙方的戰略合作關係更 加密切。九月,我出席在北京舉行的聯合國 毒罪辦 GlobE 網絡第五次全體會議,會議 通過了《關於加強執法合作、拒絕腐敗避風 港的北京共識》(《北京共識》),顯示國際

# FOSTERING INTERNATIONAL COOPERATION TO COMBAT CORRUPTION

In May 2024, the ICAC and the IAACA, of which I am the President, successfully hosted the 8th ICAC Symposium, where over 500 representatives from 180 anti-corruption and law enforcement agencies of nearly 60 jurisdictions gathered in Hong Kong to chart a new path to combat corruption. During the event, IAACA adopted the historic *Hong Kong Declaration on Strengthening International Cooperation in Preventing and Fighting Corruption*, which was the first-ever international anti-corruption declaration named after Hong Kong, to call on international counterparts to stand united in the mission to eradicate corruption and uphold the principles set out in the *United Nations Convention against Corruption* (UNCAC). The importance of adopting advanced technology such as digitalisation to tackle the increasingly complex corruption crimes was also emphasised.

The UNODC is an important partner of the ICAC in the realm of international cooperation. Since signing of MoU at the 8th ICAC Symposium in May 2024, this strategic partnership has been further strengthened. In September, I attended the 5th plenary meeting of the UNODC Global Operational Network of Anti-Corruption Law Enforcement (GlobE Network), at which the "Beijing Consensus on Law Enforcement Co-operation and Denial of Safe Haven for Corruption" (Beijing Consensus) was adopted, demonstrating the determination of the 社會共同支持加強反貪執法合作的決心。 廉署代表團在會議期間與12個國家的反 貪機構和國際組織進行雙邊會議,加強執 法、防貪及培訓等方面的協作。廉署與聯 合國毒罪辦亦透過不同層面的合作,攜手 支持世界各國提升反貪能力。例如,應聯 合國東了辦中亞地區辦事處的邀請,我率 領廉署代表團於二零二四年十月出席於哈 薩克斯坦阿斯塔納舉行的「加快實施《聯 合國反腐敗公約》中亞區域平台第一屆年 會」,以促進中亞各國實施有關公約和加強 區域反貪合作,並在會議後為中亞地區反 貪機構的代表合辦培訓課程。

此外,廉署積極配合國家在建設廉潔 "一帶一路"的發展戰略。廉署年內已與 六個"一帶一路"及其他國家(印度尼西亞、 哈薩克斯坦、馬爾代夫、毛里求斯、沙特阿 拉伯和南非)的反貪機構簽訂合作諒解備 忘錄,為共同打擊及預防貪污提供一個合 作框架。二零二四年八月,廉署人員應國家 監察委員會邀請,出席在雲南省昆明市舉 辦的「一帶一路廉潔建設 — 中國雲南與 東南亞國家地方研討會」,與近百名來自東 南亞各國反腐機構的代表交流,共建廉潔 高效營商環境,深化反腐國際合作。

> 廉政專員兼國際反貪局聯合會主席 發表歷史性的《香港宣言》後,與一 眾聯合會執委會成員合照

> Commissioner cum President of IAACA picturing with IAACA members following adoption of the Hong Kong Declaration

international community to strengthen law enforcement cooperation in graft-fighting. During meeting, the ICAC delegation held bilateral meetings with ACAs of 12 countries and an international organisation to strengthen collaboration in law enforcement, corruption prevention and training. Moreover, the ICAC and the UNODC also, through cooperation at various levels, supported countries worldwide in enhancing their anticorruption capabilities. For instance, at the invitation of the UNODC Regional Office for Central Asia, I led a delegation to attend the "First Annual Conference of the Regional Platform for Fast-Tracking the Implementation of United Nations Convention against Corruption" in Astana, Kazakhstan in October 2024 with the purpose of promoting the implementation of the UNCAC in Central Asian countries and enhancing regional collaboration in combating corruption, after which a back-to-back training programme was conducted for the representatives of ACAs from Central Asia.

Furthermore, ICAC actively supports the country's development strategy to build a clean "Belt and Road". During the year, ICAC signed MoUs with ACAs of six Belt and Road and other countries (Indonesia, Kazakhstan, Maldives, Mauritius, Saudi Arabia and South Africa) to provide a cooperation framework for combatting and preventing corruption. In August 2024, at the invitation of the National Commission of Supervision (NCS), an ICAC delegation attended the "China (Yunnan)-Southeast Asia Subnational Symposium on Belt and Road Integrity Building" held in Kunming, Yunnan Province. They exchanged with nearly 100 representatives from various ACAs across Southeast Asia for the common goal of building a clean and efficient business environment and deepening international cooperation against corruption.



聯合國毒品和犯罪問題辦公室執行主任加黛·瓦利跟廉政 專員簽署合作諒解備忘錄後到訪香港國際廉政學院,聽取 學院總監的講解

UNODC Executive Director Ms Ghada WALY visiting HKIAAC and listening to a briefing by Director of Academy after signing MoU with Commissioner





廉政專員於北京舉行的 GlobE 網絡會 議上發言,呼籲支持《北京共識》以加強 執法合作

Commissioner addressing the GlobE Network meeting in Beijing, calling on participants to support the "Beijing Consensus" and strengthen law enforcement cooperation

GL@BE Network

联合国全球反腐败执法合作网络第五次全体会议 FIFTH GLOBE PLENARY MEETING 2024年9月24-275日 中國·北京 2024年9月24-275日 中國·北京



廉政專員在 GlobE 網絡會議期間與海外反貪機構代表交流 Commissioner exchanging views with representatives from overseas ACAs during the GlobE Network meeting

# 與內地和澳門特區緊密聯繫

廉署一直配合國家的發展戰略和反腐政策, 與內地和澳門特區在打擊貪腐及廉政建設 方面合作無間。廉署與內地及澳門的反腐 機關保持緊密的執法協作,並透過互訪考 察,交流工作經驗。我亦在年內亦多次率團 訪問內地,與中央及省市的相關領導交流 反貪發展。

#### COLLABORATION WITH MAINLAND AND MACAO SPECIAL ADMINISTRATIVE REGION

The ICAC fully supports our country's development strategies and anti-corruption policies and maintains seamless cooperation with our counterparts in the Mainland and the Macao Special Administrative Region (Macao) in fighting corruption and integrity building. We also maintain close enforcement collaboration with ACAs in the Mainland and Macao and share our work experience through study visits. During the year, I led delegations to the Mainland on several occasions, for exchange with the central and provincial authorities on the anti-corruption cause. 同時,廉署積極將內地和澳門的反貪經驗, 與廉政學院的培訓和研究平台相結合。廉政 學院年內多次安排在港培訓的海外學員前往 內地考察,讓他們親身了解國家在反貪腐及 其他方面的發展。廉政學院亦與北京大學、 清華大學和澳門大學簽訂合作諒解備忘錄, 開展人員交流和反貪學術研究合作。

粵港澳大灣區是國家發展重要戰略。為了共同維護大灣區的廉潔發展環境,在國家監察 委員會的支持及統籌下,廉署與廣東省監察 委員會及澳門特區廉政公署正全力編製三地 廉潔營商指南,為在粵港澳大灣區營商的海 內外企業提供防貪實務指引。

#### 任重道遠 構建下一個更輝煌五十年

廉署半世紀以來的豐碩成果,實在有賴政府 及社會大眾的支持,以及歷代人員一直緊守 崗位,竭力履行和承傳反貪使命,為香港反 貪工作作出卓越貢獻,亦為現今的廉署奠下 穩固根基。儘管如此,我們絕不自滿,必須 時刻居安思危,並以創新、靈活、專業的思 維及態度,不斷尋求突破和進行檢討。面對 複雜的地緣政治環境,世界正處於百年未有 之大變局,廉署人員定必抱著迎難而上的毅 力和決心,不單應變,還要求變,與時並進, 自我完善和增值以不斷提升效率及能力。

反貪腐是國家政策,也是全球共同目標。廉 署會繼續透過與國際反貪局聯合會及廉政 學院組成的"反貪鐵三角",竭力推動及帶 領全球的反貪工作,助力國家推動反腐工作, 同時向國際社會說好中國、"一國兩制"及 香港的故事。廉署的願景是"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",令貪污無立足之地,貪 污分子無處可逃,非法利益無處可藏,從而 建立一個更公平、公正和廉潔的社會。

反貪道路從來都是硬仗連場、崎嶇不平。我 們會秉持廉署先輩在五十年前廉署成立時的 初心,共同構建廉署下一個更輝煌的五十年, 在肅貪倡廉這場持久戰中取得勝利。 Additionally, the ICAC actively integrates anti-corruption experience of the Mainland and Macao with the training and research platforms of the HKIAAC. The HKIAAC arranged for overseas participants of our training programmes in Hong Kong to visit the Mainland on several occasions during the year to obtain first-hand information on the developments in anti-corruption and other areas in our country. The HKIAAC also signed MoU with Peking University, Tsinghua University, and the University of Macau to facilitate personnel exchanges and collaboration of anti-corruption research studies.

The Guangdong-Hong Kong-Macao Greater Bay Area (GBA) is an important development strategy of the country. To maintain a clean business environment in the GBA, the ICAC, with the support and coordination of the NCS, collaborates with the Guangdong Provincial Commission of Supervision and the Commission Against Corruption of Macao to jointly develop a guide for doing business with integrity for enterprises operating in the GBA.

# MISSION CONTINUES FOR SCALING NEW HEIGHTS

The abundant achievements of the ICAC over the past half century are attributed to the support from the Government and the general public, as well as the dedication and commitment of generations of ICAC officers who made outstanding contributions to the anti-corruption journey in Hong Kong and built a solid foundation for the ICAC today. Despite the fruitful results, we must not rest on our laurels. It is essential that we stay vigilant and be prepared at all times. We must adopt the mindset and attitude of innovation, flexibility and professionalism, always pursue breakthroughs and conduct reviews. In a complicated geopolitical environment where the world is facing changes profound and unseen in a century, all ICAC officers are determined to rise to the challenges with perseverance and determination. We would not only adapt to but also embrace change, and keep up with the times for self-improvement in order to continuously enhance our efficiency and capabilities.

Fighting corruption is both a national policy and a common goal around the globe. Through the tripartite partnership with the IAACA and HKIAAC, the ICAC will continue to push forward and lead the anti-corruption cause globally and contribute to our country's anti-corruption work, telling as well the good stories of our motherland, "One Country, Two Systems" and Hong Kong. ICAC's vision is "to become a worldacclaimed exemplar in the graft-fighting arena, entrench the

#### 慰唁

最後,我謹向於年內辭世的兩位前執行處處 長李俊生先生及何景揚先生致以崇高的敬 意。李俊生先生於一九七四年加入廉署,是 名副其實的第一代反貪先鋒,而何景揚先生 於一九九六年加入廉署,兩人見證不同時期 反貪工作的艱巨及挑戰。他們為反貪奉獻一 生,在香港的肅貪歷史上,留下無數堅實的 足跡,為所有反貪人員樹立良好的榜樣。廉 署上下對他們的離世深感悲痛,我謹代表廉 署全人,向李俊生先生家人及何景揚先生家 人致以最摯誠的慰問。 reputation of Hong Kong as a city of probity, and drive global collaboration in anti-corruption efforts" such that corruption has no foothold, the corrupt nowhere to hide, illicit proceeds no place to reside, thus building a fair, just and clean society.

The anti-corruption journey is always a rugged one with tough battles to fight. We would embrace the aspirations of our predecessors when the ICAC was established 50 years ago and join hands to achieve greater successes in the next 50 years to come, thereby winning the protracted battle against corruption.

#### **CONDOLENCES**

Lastly, I wish to take this opportunity to pay our utmost tributes to the late Messrs Francis LEE Chun-sang and Ken HO King-yeung, former Directors of Investigation who passed away during the year. Mr LEE joined the ICAC in 1974 as one of the forerunners in anti-corruption work, while Mr HO joined in 1996. Both of them witnessed the overwhelming difficulties and challenges posed to graftfighting work in different times, and both devoted their lives to the fight against corruption, making exemplary contributions, leaving behind lasting footprints in the anti-corruption history, and setting very good role models for us. While we are deeply saddened by the loss, I wish to, on behalf of all my colleagues, express our most sincere condolences to the families of the late Messrs Francis LEE and Ken HO.

# 第三章 CHAPTER 3

# **執法** ENFORCEMENT

#### 策略

- 嚴厲執法,全力打擊貪污,維護廉潔選舉, 捍衛香港法治。
- 採取結合有效執法、及時干預和主動出擊 的全方位調查策略,偵查可能出現的貪污 威脅和堵截貪污活動,並採取大規模行動 針對較容易出現貪污的行業。
- 繼續為調查資源的運用訂立優先次序,有 策略並靈活地調配資源,同時透過不同的 訓練及發展計劃,尤其是在數碼資料鑑證 和財務調查方面,加強執行處人員的調查 技巧,有效地處理日趨複雜的貪污個案, 從而提升打擊貪污的整體成效。
- 深化與國內外的反貪機構及本地持份者的 執法聯繫、協作、及專業交流,進一步提升 肅貪效能。
- 繼續在不同的調查程序中善用科技,以提升調查人員的專業能力和偵查貪污罪行的效能。

## 權力

廉署執行處人員獲賦予權力進行調查,並根 據情況,向法庭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。

### 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。

#### STRATEGIES

- Fight corruption and safeguard clean elections through robust enforcement to defend Hong Kong's rule of law.
- Implement a comprehensive investigation strategy that integrates effective law enforcement, timely intervention and proactive approach to detect possible corruption threats and frustrate corrupt activities, mounting largescale operations targeting suspected corrupt practices especially in sectors more vulnerable to corruption.
- Continue to prioritise and allocate investigation resources in a strategic and flexible manner while enhancing officers' investigative skills through various training and development initiatives, particularly in digital forensics and financial investigation, in order to effectively deal with the increasing complex corruption cases and improve the overall effectiveness in combatting corruption.
- Strengthen operational liaison, collaboration and professional exchange with anti-corruption agencies at home and abroad as well as local stakeholders in order to fight corruption more effectively.
- Continue to leverage technology in various investigation processes in order to enhance the professional and investigative capabilities of investigating officers in the fight against corruption.

#### POWERS

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

#### 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 *Prevention of Bribery Ordinance* (POBO) (Cap 201), 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. 廉署在本年中採取"烈風"行動,拘捕20名 人士,涉及新界區一間運輸署指定車輛測試 中心職員懷疑於車輛廢氣排放測試結果上 貪污造假,協助多架私家車繞過運輸署的檢 驗程序,通過車輛周年檢驗。該批被捕人士 包括車輛測試中心負責人、認可車輛測試員、 車房東主等。

In an operation codenamed "Gale" mounted in the middle of this year, the ICAC arrested 20 persons for their involvement in a case where staff members of a designated car testing centre in the New Territories were suspected of accepting bribes for allowing a number of private cars to pass the annual vehicle examination by using falsified results of the smoke emission test to circumvent the examination procedures of the Transport Department. The arrested persons included responsible persons of the designated car testing centre, approved car testers and proprietors of garages, etc.





廉署繼去年採取"碧草"行動後,今年再採 取"勁草"執法行動,成功瓦解另一個非法 外圍賭博的足球"打假波"貪污集團,拘捕 犯案的主腦及骨幹成員等,其中包括香港超 級聯賽(港超聯)教練及球員。暫已檢控其 中三人向收受賭注者投注罪名。而在早前的 "碧草"行動的拘捕人士中,三名足球員及 一名外圍賭注中介人亦被落案起訴行賄足球 員,以操縱三支足球隊在港超聯及香港甲組 足球聯賽多場賽事的結果,以便集團成員在 非法外圍賭博中獲利。兩次行動皆展現廉署 致力維護本地體壇廉潔的決心。

Following the operation "Green Grass" taken last year, the ICAC mounted another operation "Tenacity" this year, leading to the neutralisation of another corruption syndicate involved in football match-fixing and illegal gambling. Among the arrestees were the mastermind and backbone members of the scheme, including players and coaches participating in the Hong Kong Premier League (HK Premier League). So far, the ICAC has charged three of the arrestees with betting with a bookmaker. Among the persons arrested in the earlier operation "Green Grass", the ICAC has charged three football players and a betting agent for allegedly bribing football players to manipulate the results of a number of matches involving three local football clubs in the HK Premier League and the Hong Kong First Division League, so as to facilitate profit making by syndicate members from illegal gambling. The two operations manifested the ICAC's determination to maintain local sports integrity.

## 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 1 000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。

#### 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 1 000). 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 bureaux / departments (B/Ds) and public bodies for action. 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, 廉署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。

### 貪污投訴的統計數字

廉署在二零二四年接獲2058 宗貪污投訴 (不包括選舉投訴<sup>8</sup>),可追查投訴1636 宗, 同比分別增加3%及4%(分別為上升57 宗 及70 宗)。二零二三年及二零二四年貪污投 訴依機構分類數字詳列於圖表3-1。二零二四 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。

此外,廉署於二零二四年共接獲95 宗選舉 投訴(當中89 宗屬可追查投訴),包括85 宗(全屬可追查投訴)涉及二零二三年十二月 十日舉行的區議會一般選舉,而五宗(三宗 屬可追查投訴)則涉及二零二三年一月舉行 的鄉郊一般選舉。 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 *Independent Commission Against Corruption Ordinance* (ICACO) (Cap 204), 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, the ICAC 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.

#### STATISTICS ON CORRUPTION COMPLAINTS

In 2024, the ICAC received a total of 2 058 corruption complaints (excluding election complaints<sup>8</sup>), of which 1 636 were pursuable complaints. These figures represented a year-on-year increase of 3% and 4% (or 57 and 70 complaints) respectively. A breakdown of the corruption complaints in 2023 and 2024 by sectors is shown in Table 3-1. The three government B/Ds, public bodies and private sector industries recording the most corruption complaints in 2024 are shown in Appendix 2.

Besides, the ICAC received a total of 95 (89 of which were pursuable) election complaints in 2024, including 85 (all pursuable) related to the District Council Ordinary Election held on 10 December 2023, and five (three of which were pursuable) related to the Rural Ordinary Election held in January 2023.

#### 圖表 3-1:二零二三年及二零二四年接獲的貪污投訴

#### 依機構分類(不包括選舉投訴)

Table 3-1: Corruption Complaints (Excluding Election Complaints) Received in 2023 and 2024 by Sectors



### 調查及檢控

#### INVESTIGATIONS AND PROSECUTIONS

#### 調查

廉署對二零二四年的1 599 宗新增個案<sup>9</sup>展 開調查(不包括選舉案件),較上年增加6%。 年內,1 388 宗個案已完成調查,另有133 宗正等待律政司的法律意見。二零二三年及 二零二四年未完成及已完成調查的個案數目 詳列於圖表 3-2。此外,廉署對在二零二四年 的88 宗新增的選舉個案展開調查。截至二 零二四年十二月底仍在調查案件已用時間見 附錄三。

- unent



The ICAC initiated investigation on 1 599 new cases<sup>9</sup> (excluding election cases) in 2024, recording a year-onyear increase of 6%. During the year, 1 388 cases were completed and 133 were pending, awaiting legal advice. The number of cases carried forward and number of cases completed in 2023 and 2024 are set out in Table 3-2. Separately, investigation was initiated on 88 new election cases in 2024. The time spent on the outstanding investigations as at the end of December 2024 is shown in Appendix 3.



An insurance agent and two others conspired together to obtain proofs of cancer diagnoses by impersonating policyholders and attending medical examinations at various clinical institutions. As a result, the insurance company was deceived into paying critical illness and medical expenses claims totalling over \$9.8 million. The insurance agent also deployed similar fraudulent means to arrange for other cancer patients to pose as himself and two other policyholders, resulting in payments of insurance compensation in a total sum of about \$24.7 million. Besides, the agent made false sick leave certificates claiming that a person suffered from an illness and was granted a total of 390 days of sick leave by a medical doctor. The insurance agent and four others were sentenced to jail terms ranging from four months to six years and four months at the Court of First Instance of the High Court, the District Court and the Magistrates' Courts.

- 中政 彩 冶 療 部 Occupational Therapy Department 臨床腫瘤科(行政部) Department of Clinical Oncology (Admin 臨床腫瘤科(門診部) Department of Clinical Oncology (OutPar Department of Clinical Oncology (OutPar
  - <sup>9</sup> 由於一宗個案可能涉及多個有關不同政府部門、公共機構或行業的可追查投訴,因此新增調查個案數目(1 599 宗)比接獲的可追查投訴 (1 636 宗)略少。
  - As a case may involve multiple pursuable complaints in respect of different government B/Ds, public bodies or industries, the number of new cases (1 599) is slightly smaller than the number of pursuable complaints received (1 636).



一名銀行高級客戶經理從中介公司代表收受賄款,以協助非本地客戶開立銀行帳戶,訛稱客戶於開戶當日身在香港,每宗開戶申請涉及賄款由2,000元至15,000元不等,總賄款逾29萬元,在區域法院被判入獄18個月。同案兩名中介公司代表亦分別被判囚四個月及12個月。

A senior relationship manager of a bank was sentenced to 18 months' imprisonment at the District Court for accepting bribes from various intermediary company representatives for assisting non-domestic clients in opening accounts with the bank by falsely representing that the clients were in Hong Kong when their account opening applications were made. The amount of bribe paid in respect of each application ranged from \$2,000 to \$15,000, adding up to a total sum of \$290,000. Two intermediaries involved in the case were also given respective sentences of four months and 12 months in jail.



另一名銀行銷售主任分別向三名客戶及中介公司收受共 13,000 元賄款,以協助六名客戶加快開戶流程,在裁判 法院被判監六星期,中介公司代表及一名客戶則分別被 判囚三星期及兩星期和罰款一萬元。

A business sales executive of another bank was sentenced to six weeks' imprisonment at a Magistrates' Court for accepting bribes totalling \$13,000 from three clients and an intermediary to expedite the bank account opening process for six clients. The intermediary and a client were respectively sentenced to jail terms of 3 weeks and 2 weeks plus a fine of \$10,000.



一名港珠澳大橋穿梭巴士的散工,於疫情期間向兩名旅客 索賄,以協助二人在沒有有效車票情況下登車,由香港過 境返回珠海,在裁判法院被判囚十星期。

A casual worker of the Hong Kong-Zhuhai-Macao Bridge shuttle bus company was sentenced to 10 weeks' imprisonment at a Magistrates' Court for soliciting a bribe for assisting two tourists without valid tickets to board a shuttle bus departing from Hong Kong for Zhuhai during the pandemic.

兩名人士在二零二三年區議會一般選舉(該選舉)的選 舉期間,於網上社交媒體專頁分別轉載煽惑他人杯葛該 選舉貼文及展示煽惑他人在該選舉中投無效票帖文,各 被判入獄兩個月,分別緩刑18個月及兩年。

Two persons were sentenced to two months' imprisonment, with respective suspensions for 18 and 24 months, for re-posting on their social media pages a post that incited others not to vote and to cast invalid votes at the 2023 District Council Ordinary Election during the election period.



## 檢控及警誡

二零二四年,廉署共檢控 207人,包括 16 名 政府人員、三名公共機構 僱員、170 名私營 機構人員、以及 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。

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。在 二零二四年共有19人接受警誡,其中一人涉 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 207 persons prosecuted in 2024, 16 were government servants, three were from public bodies and 170 from the private sector. The rest were 18 private individuals involved in corruption investigations concerning government B/Ds and public bodies.

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 2024, among the 19 persons who were formally cautioned, one was involved in an election case. A breakdown of the number of persons prosecuted or cautioned by the ICAC over the last decade is provided in Appendix 4.
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。 二零二四年<sup>,</sup>只有一人因干犯輕微的選舉罪 行而接受警告,涉及沒有按照《選舉(舞弊及 非法行為)條例》第37條的規定提交選舉申 報書。

二零二四年檢控和警誡數字依不同分類見附 錄五至七。

## 轉介

廉署在年內將 372 宗非貪污性質投訴轉交 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

二零二四年,經審查貪污舉報諮詢委員會審 議後<sup>,</sup> 廉署將涉及 64 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56名 政府人員的個案已完結(包括二零二四年轉 介的六名政府人員),其中44人須接受紀律 處分(包括二零二四年轉介的三名政府人員)。 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 2024, only one person was given a warning by the ICAC for a minor election offence concerning failure to lodge an election return in accordance with the requirements set out in section 37 of the ECICO.

The number of prosecutions and number of cautions in 2024 are set out by categories in Appendices 5 to 7.

#### Referrals

During the year, the ICAC referred 372 complaints of noncorruption 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 Operations Review Committee (ORC), reports on alleged misconduct of 64 government servants were forwarded to relevant government B/Ds for consideration of disciplinary and/or administrative action in 2024. Cases involving 56 government servants (including six in referrals made in 2024) were completed in the year, resulting in disciplinary action taken against 44 government servants (including three in referrals made in 2024).

香港郵政一名助理總經理<sup>,</sup>在招標重建網上平台時隱瞞利益 衝突,助其表姐夫婦經營的外判商獲判授價值約 420 萬元的 合約,在區域法院被裁定公職人員行為不當罪成,入獄六個月, 緩刑 18 個月。其兩名親屬承認以欺騙手段取得金錢利益罪名, 分別被判囚六個月及八個月,緩刑兩年。

A then Assistant General Manager of the Hongkong Post was sentenced to six months' imprisonment, suspended for 18 months, after being convicted of misconduct in public office at the District Court for concealing his conflicting interest when handling the tendering exercise of an online platform redevelopment project worth about \$4.2 million which was subsequently awarded to a contractor operated by his cousin and cousin inlaw. His two relatives who pleaded guilty to a charge of obtaining pecuniary advantage by deception were given respective sentences of six months and

一名警員向一名貸款公司董事借貸逾13,000元,以回答對 方有關警方運作的查詢,以及未經許可向一名同袍索取貸 款約10,000元,在裁判法院被判入獄四個月。

A Police Constable was sentenced to four months' imprisonment at a Magistrates' Court for accepting bribes totalling over \$13,000 from a director of a money lending company for answering the latter's enquiries in relation to the operation of the Police, and soliciting an unauthorised loan of about \$10,000 from a colleague.









一名社會福利署助理社會工作主任向一名私家 安老院經營者收賄 83,000 元,以轉介一間公 立醫院的病人入住對方的安老院,在裁判法院 被判入獄八個月,該安老院經營者則被判囚六 個月 18 天。

An Assistant Social Work Officer of the Social Welfare Department was sentenced to eight months' imprisonment at a Magistrates' Court for accepting bribes of \$83,000 from an operator of a private residential care home for the elderly (RCHE) for referring discharged patients of a public hospital to the RCHE, whereas the operator of the RCHE was sentenced to a jail term of six months and 18 days.



A Housing Officer of the Housing Department (HD) was sentenced to seven months' imprisonment at a Magistrates' Court for using records containing false information to mislead the HD into believing that she had conducted flat inspection visits to verify occupancy status of various flats.

## 舉報中心及扣留中心

## **REPORT CENTRE AND DETENTION CENTRE**

## 舉報中心

廉署的舉報中心 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。二零二四年,共有 71% 的投訴人在舉報貪污時願意表明身分。

## **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 2024, 71% of the complainants identified themselves when reporting corruption.



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#### 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。

廉署在二零二四年共逮捕 615 人,當中包 括 30 名政府人員。二零二三年則有 629 人被逮捕,當中包括 18 名政府人員。

二零二四年,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。

#### **Detention Centre**

The ICAC 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 2024, the ICAC arrested 615 persons, including 30 government servants, as compared to 629 persons, including 18 government servants, in 2023.

Justices of the Peace visited the Detention Centre on 24 occasions in 2024 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.



廉署先後採取兩項分別代號為"火箭炮"及"烽火台"的執法行動,拘捕共148名人士,他們涉嫌透過貪污 舞弊及造假手段,以虛假工作證明文件騙取兩類工程專業資格認證,分別詐騙勞工處認可的訓練課程營辦 機構發出有關挖泥機操作員的專業證書,及詐騙機電工程署發出電業工程人員註冊證明書。

In two law enforcement operations codenamed "Rocket Gun" and "Beacon Tower", the ICAC arrested a total of 148 persons for obtaining certificates of two types of works-related professional qualifications by corrupt means and with falsified employment proofs. The certificates allegedly obtained were professional certificates for excavator operators issued by recognised training course providers of the Labour Department, and Certificates of Registration of Electrical Worker issued by the Electrical and Mechanical Services Department.

#### 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審查貪污舉報諮 詢委員會審議。快速反應隊在二零二四年對 210 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13%。

## 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。二零二四年,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 40億元。

#### **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 2024, the Quick Response Team initiated investigation on 210 new cases, which accounted for 13% 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 2024, the FAG provided professional support in a number of cases, handling financial analyses involving an aggregate sum of approximately \$4 billion.





一名中小企東主誇大申報公司僱員人數及薪酬開支<sup>,</sup>詐騙一間

A proprietor of a Small and Medium Enterprise was sentenced to 38 months' imprisonment at the District Court for deceiving a bank into approving a loan of over \$3.8 million under the "Special 100% Loan Guarantee" scheme by overstating the number of staff employed by the company and its payroll expenses.

一名電機公司前經理因隱瞞自己和家人在一間供應商的權益, 致使公司向供應商發出逾1 300 張電子零件採購訂單,六年半 內詐騙貨款逾7,000 萬元。高等法院法官判刑時指被告濫用職 權,違反誠信,並透過非法勾當獲取秘密利益約740 萬元,遂 判處被告監禁54 個月。

A former manager of an electric motors company deceived the company into placing over 1 300 purchase orders for electronic parts worth a total of over \$70 million with a supplier over a period of six and a half years by concealing the interests of himself and his family member in the supplier. In sentencing, the High Court Judge noted that the defendant had abused his position, breached the trust placed in him and made secret profits of nearly \$74 million out of the scheme. Hence, the defendant was given a jail term of 54 months.



過去一年,法證會計組人員亦多次為執行 處、本地和境外的執法和監管人員等提供 培訓、分享財務調查經驗,以加強他們在相 關方面的技巧和知識;參與者包括本地銀 行管理人員、香港會計師公會成員、政府內 部審計人員、澳門檢察院司法人員、以及本 地大學會計學碩士生等。

此外,法證會計組人員亦積極參與由香港國 際廉政學院舉辦、或其與國際機構(包括國 際反貪局聯合會、聯合國毒品和犯罪問題辦 公室、聯合國全球反腐敗執法合作網絡等) 合辦的反貪工作坊,為不同的海外反貪機構 提供培訓,並分享財務調查經驗;當中包括 中亞五國反貪人員、希臘國家透明管理局、 印尼滅貪署、印尼檢察官、馬來西亞反貪污 委員會、馬爾代夫反腐敗委員會、蒙古國家 反貪扄、巴拿馬的總檢察長辦公室、泰國國 家反貪腐委員會等。

#### 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 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 二四年十二月底,總值約20億元的資產繼 續受到限制,其中包括根據年內取得的五份 法庭命令而限制的超過4億元資產。另外, 追贓辦公室於年內成功向法庭取得一份沒 收令,下令沒收資產總值70萬元;而法庭亦 正處理四宗個案中有關沒收總值近1,300萬 元可變現資產的申請。 In the past year, FAG officers conducted a number of training courses for OPS officers as well as law enforcers and regulators in and from outside of Hong Kong, sharing with them financial investigation experience, so as to enhance their skills and knowledge in relevant areas. Participants of these courses included managerial staff of local banks, members of the Hong Kong Institute of Certified Public Accountants, internal auditors of the Government, judicial officers of the Public Prosecutions Office of Macao and students undertaking Master of Accounting Programmes at local universities.

Besides, FAG officers also actively participated in the anti-corruption workshops organised by Hong Kong International Academy Against Corruption or those it co-organised with international organisations including International Association of Anti-Corruption Authorities, United Nations Office on Drugs and Crime, and the United Nations Global Operational Network of Anti-Corruption Law Enforcement Authorities to provide training for various overseas anti-corruption agencies and share expertise in financial investigations. Participants of the workshops included graft-fighters from the five Central Asian countries, the National Transparency Authority of Greece, the Corruption Eradication Commission of Indonesia, the Public Prosecution Service of Indonesian, the Malaysian Anti-Corruption Commission, the Anti-Corruption Commission of the Maldives, the Independent Authority Against Corruption of Mongolia, the Office of the Attorney General of Panama, and the National Anti-Corruption Commission of Thailand.

#### **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 *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



一名上市公司大股東及該公司的主席,在公司集資 計劃中串謀一名商人隱瞞秘密"賣殼"協議,詐騙香 港聯合交易所有限公司以及該上市公司、其董事會 及股東,在區域法院被裁定罪名成立,案件押後至二 零二五年判刑以及處理控方的充公令申請。法官裁 決時斥責本案同謀者私相授受,為了私人得益,利用 財技把上市公司當作私人財產轉賣。涉案商人被起 訴後缺席聆訊,法院早前已發出手令通緝他。

A substantial shareholder of a listed company and its chairman were convicted after trial at the District Court for conspiring with a businessman to defraud The Stock Exchange of Hong Kong Limited, the listed company and its board of directors and shareholders by concealing a secret "backdoor listing" agreement in a capital raising exercise. The Judge adjourned the case to 2025 for sentence, as well as the hearing of the prosecution's application for a confiscation order. In his verdict, the Judge deplored the co-conspirators in the case of their involvement in underhand dealings. Through financial shenanigans, the co-conspirators had sold a listed company like their private property for personal gain. A warrant for the arrest of the businessman who failed to appear in court after being charged was issued by the court earlier.

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。截至二零二四年十二月底,總 值超過1.5億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、 了解及消減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,相關工作由二零二三年中開 始至預計二零二五年初為止。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。 2024, assets valued at around \$2 billion continued to remain restrained, of which assets amounting to over \$400 million were restrained pursuant to five court orders issued during the year. In addition, the Asset Recovery Office also secured confiscation of assets with a total value of \$700,000 with a confiscation order obtained from court during the year. Applications for confiscating nearly \$13 million worth of realisable assets, in relation to four cases, are being dealt with by the courts.

Besides, 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 2024, assets valued at \$150 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, which commenced in mid-2023 and is anticipated to complete by early 2025. As one of the stakeholders in the

## 配槍人員及證人保護

廉署於一九九八年成立證人保護及槍械組, 是廉署轄下唯一管制及可以使用槍械及武器 的小組,組員均受過嚴格的槍械、戰術、證人 保護、遇抗控制及駕駛等專門訓練,負責執 行保護證人,以及危險性較高的任務。

在刑事調查和檢控工作方面,成敗關鍵往往 取決於證人是否能夠於安全及不受干擾情況 下為控方作證。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,由配槍人員負責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。

## 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,維持有效的案件轉 介機制。二零二四年,執行處高層人員持續與 各紀律部隊及個別政府部門定期舉行聯絡會 議,商討共同關注的議題。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高級管理層,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、證券及期貨事務監察委員 會(證監會)、保險業監管局(保監局)及各 大專院校等舉行會議或分享講座,藉此增強 雙方合作,提升防貪管理系統,鞏固機構誠 信管理文化。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。

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.

## ARMS ISSUED OFFICERS AND WITNESS PROTECTION

The Witness Protection and Firearms Section established in 1998 is the only unit in the ICAC authorised to control and use firearms and weapons. Officers deployed to this section have all received rigorous and specialised training in firearms, tactics, witness protection, resistance control, driving, etc. for the discharge of their duties of witness protection and higher risk missions.

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 this regard, witness protection programmes are established and implemented in accordance with the *Witness Protection Ordinance* (Cap 564) for protection and assistance to be provided by arms issued officers to witnesses whose personal safety or well-being may be at risk as a result of acting as witnesses for the ICAC.

#### **OPERATIONAL LIAISON**

The ICAC is committed to forging partnership with various sectors of the community in its fight against corruption. To this end, OPS is maintaining regular operational liaison with government departments and public bodies to facilitate good communication and ensure an effective case referral mechanism. In 2024, senior officers of OPS continued to hold liaison meetings regularly with the disciplined services and individual government departments to discuss matters of mutual interest. Sustained efforts were also made to enhance communication with public bodies. During the year, OPS held meetings or seminars with the senior 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, the Securities and Futures Commission (SFC), the Insurance Authority (IA) and various tertiary institutions to step up collaboration for enhancing their preventive management systems and consolidating their integrity management culture. Besides, directorate officers of OPS and the Prosecutions Division of the DoJ also meet regularly to exchange views on legal and enforcement issues warranting concern.



一名女子在私家車駕駛考試的泊位試中犯錯後,圖 以一張價值逾400元的月餅券行賄運輸署考牌官, 以換取考試及格,在裁判法院被判入獄兩個月。

A woman was sentenced to two months' imprisonment at a Magistrates' Court for attempting to bribe a driving examiner of the Transport Department with a mooncake voucher worth over \$400, in a bid to get a pass after making a mistake during the parking test of a private car driving test. 一名在赤柱監獄服刑的囚犯,以50萬元行賄一名 律政司高級檢控官,尋求對方協助干擾其另一宗刑 事案件的審訊,裁判官判刑時指賄賂牴觸社會核心 價值,判被告入獄十個月。

A prisoner of Stanley Prison was sentenced to 10 months' imprisonment for offering a bribe of \$500,000 to a public prosecutor of the DoJ for the latter's assistance in interfering with the trial of another criminal case which the prisoner faced. In passing the sentence, the Magistrate commented that bribery undermined the core values of a society.





一名非政府機構董事串謀其妻子及下屬向教育局 使用虛假文書副本,詐騙教育局撥款逾1,000 萬 元。該名機構董事及其下屬在區域法院分別被判囚 四年半及22個月。

A director and his subordinate of a non-governmental organisation were respectively sentenced to jail terms of 54 and 22 months at the District Court for conspiring with the wife of the director to use copies of false instruments to deceive the Education Bureau into granting funds totalling over \$10 million.

二零二四年十月,副廉政專員兼執行處首長 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"中與學員分享維持廉 潔政府和公務員隊伍之重要性。同年十一月, 廉署與公務員事務局攜手合辦"誠信領導 計劃"專題工作坊,向公務員推廣誠信文化。 執行處、防止貪污處及社區關係處助理處長 在工作坊上介紹公務員隊伍誠信管理的最新 情況,透過分享及對談環節,探討如何採取 "執法、防貪及教育"三管齊下的策略強化 公務員督導責任,參與工作坊的部門亦分享 了履行督導責任的經驗。

過往一年,廉署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。

為維護金融及保險市場廉潔和公平營商 環境,廉署先後與證監會、會計及財務匯報 局和保監局簽訂合作諒解備忘錄,加強個案 轉介、聯合調查行動、培訓及資訊交流等領 域合作。年內,廉署首次與證監會及澳門司 法警察局採取三方聯合行動,打擊懷疑上市 公司跨境貪污、欺詐及失當行為。案件涉及一 家香港上市公司的高層人員,涉嫌虛構交易 及偽造會計帳目總值 1.2 億港元。是次聯合 行動充分展現兩地執法機構的緊密合作和致 力打擊任何跨境貪污或其他罪行的決心。 In October 2024, the Deputy Commissioner-cum-Head of Operations shared with 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. In November of the same year, the ICAC and the Civil Service Bureau co-organised a thematic workshop under the Ethical Leadership Programme to promote a probity culture in the civil service. During the workshop, Assistant Directors from OPS, Corruption Prevention Department, and Community Relations Department briefed participants on the latest development in integrity management, and through sharing and discussions, explored how the three-pronged approach combining "enforcement, prevention, and education" could be adopted to strengthen supervisory accountability. Representatives of the departments attending the workshop also shared their experience in discharging supervisory duties.

Meanwhile, the ICAC continued to work closely with private sector stakeholders and regulators to strengthen cooperation in areas such as law enforcement and internal training.

To safeguard the integrity of the financial and insurance market and foster a level playing field for business, the ICAC has signed Memorandum of Understanding (MoU) with the SFC, the Accounting and Financial Reporting Council and the IA for enhancing cooperation in areas such as case referral, joint investigation, training and information sharing. During the year, the ICAC conducted the first-ever tripartite operation with the SFC and the Macao Judiciary Police against suspected crossborder corruption, fraud and misconduct involving a listed company. Senior executives of a Hong Kong listed company were allegedly involved in fictitious transactions and false accounting totalling HK\$120 million. This tripartite operation fully demonstrated the close collaboration and determination of the two cities' law enforcement agencies in tackling crossborder corruption and other crimes.

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廉署與保監局首次採取聯合執法行動,打擊向內 地客戶無牌銷售保單的貪污及違規行為,拘捕了一 名經紀及一名轉介人。另外,廉署又與證監會和澳 門司法警察局採取聯合執法行動,打擊懷疑跨境 企業欺詐及失當行為,案件涉及一家香港上市公司 的高層人員。廉署在行動中拘捕了該上市公司主席 及一名執行董事等合共七人。

The ICAC and the IA conducted their first joint operation targeting corrupt conduct in the unlicensed sale of insurance policies to Mainland customers, resulting in the arrest of an individual broker and a referrer. Separately, the ICAC, the SFC and the Macao Judiciary Police mounted a joint operation in relation to suspected cross-boundary fraud and misconduct, where senior executives of a listed company in Hong Kong were allegedly involved. During the operation, the ICAC arrested seven persons, including the chairman and an executive director of the listed company.



廉署積極與不同監管及執法機構緊密合作,致力 打擊任何金融市場貪污、不法及違規行為、以及跨 境貪污或其他罪行,確保香港的公平營商環境及 本港作為廉潔國際金融中心地位。

The ICAC has been maintaining close collaboration with various regulators and other law enforcement agencies to jointly combat corruption, illicit activities and misconduct in the financial market, and to curb cross-boundary corruption and other crimes, with a view to maintaining Hong Kong's fair business environment and sustaining its status as a clean international financial centre.

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(競委會)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。年 內,廉署首次與競委會聯合執法,分別在四 月和八月採取行動,搗破一個涉嫌透過賄 賂和圍標操控樓宇維修工程的貪污集團。 廉署在行動中拘捕了25名人士,包括骨幹 成員、工程承辦商、工程顧問、業主立案法 圓成員及物業管理公司職員。廉署於十二月 與競委會簽訂合作諒解備忘錄,進一步鞏 固彼此的夥伴關係,發揮協同效應,決心捍 衛香港廉潔與公平競爭的環境。 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 Services Authority, the Urban Renewal Authority and the Competition Commission to combat and prevent corruption and other illegal conducts through law enforcement, prevention and education. During the year, the ICAC and the Competition Commission took joint enforcement action for the first time, with operations mounted in April and August, neutralising a corruption syndicate engaged in manipulating building maintenance projects through bribery and bid-rigging. During the operations, 25 persons were arrested, including backbone members of the syndicate, project contractors, project consultants, members of Incorporated Owners and staff of property management companies. The signing of the MoU with the Competition Commission in December was a step forward to consolidate the partnership, with a view to fostering greater synergy in an effort to safeguard the clean and level playing field for all businesses in Hong Kong.

廉署與競委會先後兩次採取聯合執法行動,搗破一 個新冒起的樓宇維修工程貪污及圍標集團,涉及八 個位於港、九、新界的工、商、住宅樓宇的多項維修 工程項目,合約總值約3.2億元。連串聯合行動展 現了廉署與競委會決心捍衛樓宇維修業界廉潔及公 平競爭的環境,絕不姑息有關貪污和反競爭行為。

The ICAC and the Competition Commission conducted two joint operations, resulting in the neutralization of a newly rising syndicate engaged in corruption and bid-rigging in relation to building maintenance projects. The operations involved renovation projects of eight industrial buildings, residential estates and residential-commercial composite buildings all over Hong Kong, with a total contract sum of about \$320 million. The joint operations conducted by the ICAC and the Competition Commission demonstrated the determination of the two agencies in maintaining a clean and level playing field for the building maintenance industry by ensuring that no corruption and anti-competitive conduct will be tolerated.





香港國際廉政學院與競委會首次合辦"打擊貪 污及反競爭行為聯合執法課程",以提升雙方人 員日後採取聯合執法行動時的應對能力。

To enhance officers' capabilities in future joint enforcement operations, the Hong Kong International Academy Against Corruption and the Competition Commission co-hosted the first-ever "Training on Joint Operations Against Corruption and Anti-competitive Conduct".

## 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。於二零二四年,執行處 派員親身參與不同的國際會議,足跡遍及 亞洲、非洲、南美洲及歐洲。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 二四年,廉署共接獲十個相關要求,而海外 機構亦就廉署提出的一個要求提供協助。

## 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 2024, OPS sent officers to attend different international conferences in Asia, Africa, South America and Europe 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 and the United Nations Convention against Transnational Organised Crime, authorised ICAC officers may assist in conducting inquiries into corruption-related matters in response to requests from overseas law enforcement agencies and judicial authorities. In 2024, the ICAC handled ten such requests, while its overseas counterparts offered assistance in response to one request from the ICAC.

## 資訊科技

#### 電腦法證

資訊科技日益發展與普及,在個人日常 生活、商業活動及公共服務中已成為不可 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(如智能手機)溝通, 甚至進行非法活動。電腦法證小組在這方 面發揮重要作用,支援前線人員處理及分 析電子數據,並協助他們從電子裝置中是 取可獲法庭接納的證據。二零二四年,該不 組曾參與多項行動,並處理約 800 個檢 習、當中所儲存的數據達到 290 兆位元組(約相等於2億多個電腦文件 檔案)。此外,該小組亦與其他執法機關及 資訊科技界保持緊密聯繫,以便掌握資訊 科技和電腦法證的最新技術與發展趨勢。

電腦法證小組參加了由香港大學和香港警務處聯合舉辦的"國際數碼法證挑戰賽 2024",並在10支參賽隊伍(包括七支海 外隊伍)中勇奪冠軍,展現了我們在數碼法 證方面的專業能力和知識。

科技發展日新月異,廉署亦緊貼步伐,在部 分系統中加入人工智能技術,以不斷提升 調查效率。過去一年,電腦法證小組不斷加 強資料處理軟件的開發能力和內部培訓, 更成立專業化的"數碼法證調查支援隊", 挑選28名具備實戰經驗的前線調查人員, 並由電腦法證小組提供系統化培訓,藉此 強化前線調查人員處理數碼證據的技巧和 能力。

#### **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. It provides support to frontline investigators in processing and analysing electronic data, and assists them in extracting from electronic devices evidence which is admissible in court. In 2024, the Section took part in various operations and processed about 290 terabytes of data (equivalent to over 200 million computer files) contained in about 800 electronic devices seized. It also maintained 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 Computer Forensics Section participated in the "International Digital Forensics Challenge 2024" co-organised by the University of Hong Kong and the Hong Kong Police Force, and won the championship out of 10 participating teams (including seven from overseas), demonstrating our professional competencies and knowledge in digital forensics.

The ICAC has been incorporating artificial intelligence in some of its systems to keep pace with the cutting-edge technology for continuous enhancement of investigation efficiency. Over the past year, the Computer Forensics Section strived to strengthen its capability in the development of data processing software and internal training. It also set up a professional "Forensic Investigation Response and Support Team" comprising 28 selected frontline investigating officers with practical experience and provided them with systematic training to enhance their skills and capabilities in handling digital evidence.



電腦法證小組在"國際數碼法證挑戰賽 2024"中勇奪冠軍。是次比賽目的,旨在透過團隊競賽去提升數碼法 證技能,除其他國家同地區的紀律部隊參與外,聯合國毒品和犯罪問題辦公室、國際刑警及新加坡內政科技局 亦有派員以觀察員身分出席。

The Computer Forensics Section won the championship in the "International Digital Forensics Challenge 2024". The event aimed at enhancing digital forensics capabilities through team competition. Other than participants from disciplined services of other countries and regions, the event was also attended by representatives from the United Nations Office on Drugs and Crime, the Interpol and Singapore's Home Team Science and Technology Agency as observers.

#### 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,致力為廉署提供便捷和高 效的電腦系統,並確保廉署緊貼現代科技 的發展步伐,以及貫徹執行資訊科技及資訊 保安政策。該組又致力確保廉署的資訊科 技設施安全、可靠和穩定,以維持廉署的行 設施安全、可靠和穩定,以維持廉署的 行 戰。該組之致力確保廉署的 行 戰 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。該組於年內推出自 行 研發的雲端檔案 傳送系統"雲傳",讓廉署 人員在保證資訊 定 管 之 的前提下,透過互聯網向 合 作 伙伴傳送 電子檔案,不但加快了信息交流,更可減少 文 檔列印,推動低碳工作環境。

### Information Technology Support

The mandate of the Information Technology Management Unit is to provide for the ICAC professional advice and support, convenient and efficient computer systems, ensuring that they stay abreast of the latest technological developments, 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. During the year, the Unit launched its self-developed cloud-based file transfer system, "cloudXFER", which allowed ICAC officers to transfer electronic files to counterparts through the internet without compromising information security. This not only facilitated information exchange, but also reduced document printing to foster a low-carbon working environment.

#### 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 審 查 貪 污 舉 報 諮 詢 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<sup>,</sup>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<sup>。</sup>

#### 涉及廉署或其職員的非刑事投訴

廉署於年內共處理17 宗涉及廉署或其職 員的非刑事投訴,四宗在二零二三年接獲, 被裁定為不成立。其餘13 宗在二零二四年 接獲,一宗有實據支持,12 宗並無事實根據。

該宗有實據支持的個案涉及一宗關於投訴人 指控上司貪污的調查,案件主管曾安排投訴 人在辦公期間,在工作地點附近與他會面及 向投訴人提供其供詞副本,做法並不理想。 該名案件主管人員已受到上司勸誡,提醒須 更謹慎地去處理與市民會面的安排。

#### 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 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, 17 non-criminal complaints made against the ICAC or its staff were processed. Four of the complaints were received in 2023 and they were found unsubstantiated. Of the remaining 13 complaints, which were received in 2024, one was found substantiated and 12 unsubstantiated.

The substantiated case involved a complainant accusing his supervisor of corruption. The arrangement of the case officer to meet the complainant and provide him with a copy of his statement in the vicinity of his workplace during office hours was undesirable. The case officer was given advice by a senior officer and was reminded to be more cautious when arranging meetings with members of the public.

# 第四章 CHAPTER 4



## 策略

- 與政府部門和公共機構建立伙伴關係,透 過強化管治及內部管控措施,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,確保項目能適時加入防貪措施。
- 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。

## 工作回顧

年內,廉署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、樓宇維修、政府採購、公 眾健康和安全、政府資助計劃、執法及規管 職能。

## **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.

## **REVIEW OF WORK**

During the year, the ICAC 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, building maintenance, public procurement, public health and safety, government funding schemes, law enforcement and regulatory functions.



## 重點防貪工作

#### 樓宇維修及物業管理

樓宇管理與民生息息相關,其中,樓宇維修 往往涉及龐大款項,貪污風險較高。由於不 少大廈均聘用物業管理公司提供專業服務, 物業管理在整體樓宇管理中擔當重要角色。 廉署一直採取不同策略加強樓宇維修及物 業管理的防貪工作,當中包括:

#### **MAJOR CORRUPTION PREVENTION INITIATIVES**

#### **Building Maintenance and Property Management**

While building management is closely related to people's livelihood, building maintenance remains a corruption-prone area given the huge sums involved. As most buildings engage property management companies (PMCs) to provide professional services, property management plays a pivotal role in overall building management. The ICAC has been implementing various strategies to enhance corruption prevention in building maintenance and property management. These include:

#### <u>協助業主在樓宇維修中防止貪污</u>

廉署於二零二四年五月推出《防貪攻略一 樓宇維修(業主篇)》單張("攻略"),以 簡明的方式列出大維修項目中常見的貪污 風險及業主可採取的防貪措施;並透過不 同形式推廣"攻略"(例如短片),提升業 主抵禦貪污的能力。

## Assisting Owners to Prevent Corruption in Building Maintenance

In May 2024, the ICAC published a leaflet titled *Corruption Prevention 101 - Building Maintenance Tips for Owners* which highlighted the corruption risks commonly associated with large-scale maintenance projects and provided property owners with corresponding safeguards. The ICAC promoted the leaflet in various ways (e.g. short video) in order to enhance the owners' anti-corruption capabilities.



《防貪攻略 — 樓宇維修 (業主篇)》 Corruption Prevention 101 - Building Maintenance Tips for Owners

#### 就樓宇管理及維修加強制度預防

因應樓宇日益老化,為推動業主進行樓宇維 修,相關政府部門及公共機構推出了多項資 助及支援計劃。廉署一直與有關部門及機構 緊密合作,適時就最新的計劃及進展提供 防貪建議,減低維修工程中出現貪污的機 會。在二零二四年,廉署為市區重建局檢視 了"招標妥"的工作指引、第三輪"樓宇更 新大行動 2.0"的優化措施及"樓宇復修公 司登記計劃"的管理。此外,因應《2023年 建築物管理(修訂)條例草案》於二零二四 年七月通過並於一年後實施,民政事務總署 修訂了相關的行政指引,廉署亦已檢視相關 行政指引,並作出多項防貪建議。

## Optimising Corruption Prevention in Building Management and Maintenance through System Enhancement

To address the issue of aging buildings, relevant government departments and public bodies have introduced various subsidy and assistance schemes to encourage building maintenance by property owners. The ICAC has been working closely with different stakeholders, offering timely corruption prevention advice on the latest schemes and developments to minimise corruption risks in maintenance projects. In 2024, the ICAC reviewed for the Urban Renewal Authority the guidance notes on "Smart Tender", the enhancement measures for the third-round of "Operation Building Bright 2.0" and the administration of the "Building Rehabilitation Company Registration Scheme". Given that the Building Management (Amendment) Bill 2023 will come into force one year after its passage in July 2024, the ICAC had also reviewed the relevant administrative guidelines revised by the Home Affairs Department and recommended a number of safeguards.

#### <u>推動物業管理業界持廉守正</u>

年內,廉署持續推廣於二零二三年推出的 《物業管理公司防貪指南》。為了協助業 界理解這《指南》,廉署製作了動畫短片, 重點闡述其中四個物管工作範疇的貪污 警號和防貪措施。廉署在二零二四年四月 為大型物業管理公司高級管理人員舉辦的 "物業管理反貪專業課程"中,向參加者解 釋《指南》的內容,並鼓勵業界採用。廉署 又全面檢視了物業管理業界的發牌制度, 以確保行業的專業及誠信。同時,廉署亦就 物業管理業監管局向物業管理公司發出的 《處理委任代表的文書》操守守則及相關 指南提供防貪建議,以減低過程中的貪污 風險。

#### Upholding Integrity in Property Management Sector

During the year, the ICAC continually promoted the Corruption Prevention Guide for Property Management Companies launched in 2023. To assist stakeholders in understanding this Guide, the ICAC produced an animation video highlighting the red flags and corresponding safeguards across four areas in property management. The ICAC organised the "Professional Anti-corruption Training in Property Management" for major PMCs in April 2024, during which the Guide was explained to the participating senior executives, who were encouraged to adopt the recommended measures. The ICAC also conducted a comprehensive review on the licensing and the regulatory systems to uphold professionalism and integrity of the industry. Meanwhile, the ICAC also offered corruption prevention advice to the Property Management Services Authority on the Code of Conduct entitled Handling Instrument of Appointing a Proxy and the relevant guidelines it issued to PMCs to mitigate corruption risks involved in the procedures.



#### 廉署於"物業管理反貪專業課程"中 推廣《物業管理公司防貪指南》

The ICAC promoting the *Corruption Prevention Guide for Property Management Companies* during the "Professional Anticorruption Training in Property Management"

#### 廉署人員於"物業管理反貪專業課程"中推廣 及講解《物業管理公司防貪指南》

ICAC officers promoting and explaining the *Corruption Prevention Guide for Property Management Companies* during the "Professional Anti-corruption Training in Property Management"



### 體育總會及體育界

政府近年投入龐大資源推動本地體育發展, 運動員在世界級賽事屢創佳績,作為各項運 動的代表機構,體育總會的角色舉足輕重, 廉署一直積極協助體育總會加強內部管控。 廉署於二零二四年一月舉辦了"體育總會誠 信領導課程",為體育總會提供一個分享和 交流關於體育領域良好管治經驗和觀點的 平台,獲業界高度評價。廉署其後於九月推 出《體育總會誠信防貪指南》,涵蓋誠信管 理、運動員選拔、教練、裁判員與訓練課程 的管理、行政管理及科技應用五大範疇;透 過個案分析,以模擬個案情境剖析體育總會 運作上常見的貪污漏洞,並提供相應的防貪 措施。《指南》已分發予各體育總會,並上載 至防貪諮詢服務網站。廉署正逐步與各體育 總會會面,就其運作提供度身定造的防貪建 議,務求營造業界的廉潔風氣和良好管治。

#### National Sports Associations and Sports Sector

In recent years, the Government has invested substantially in promoting sports development in Hong Kong, and many local athletes have attained remarkable achievements in world-class competitions. As the representative organisations for various sports, National Sports Associations (NSAs) play a vital role, the ICAC has been proactively assisting NSAs in enhancing their internal control. The "Integrity Leadership Training for NSAs" organised by the ICAC in January 2024, which provided a platform for experience sharing and exchanges on good governance among NSAs, was well received by the sector. Subsequently in September, the ICAC launched the Integrity and Corruption Prevention Guide for National Sports Associations, covering five major areas, namely integrity management, selection of athletes, management of coaches, umpires and training courses, administration of NSAs and application of technology. Through case studies featuring hypothetical scenarios in perspective, the Guide highlights common corruption loopholes associated with the operations of NSAs and the corresponding safeguards. The Guide has been distributed

ASSER-Herefaller 設定防貨指南



《體育總會誠信防貪指南》及《體育總會防貪要點》

Integrity and Corruption Prevention Guide for National Sports Associations and Corruption Prevention Tips for National Sports Associations to NSAs and uploaded to the dedicated website of the Corruption Prevention Advisory Service. The ICAC has been reaching out to individual NSAs to provide tailored corruption prevention advice on their operations, striving to foster a culture of integrity and good governance in the sports sector.



中國香港體育協會暨奧林匹克委員會副會長在"體育 總會誠信領導課程"中,向43個不同運動項目的體 育總會管理人員致閉幕辭

Vice President of the Sports Federation & Olympic Committee of Hong Kong, China delivering the closing remarks to the managerial staff from 43 NSAs of various sports attending the Integrity Leadership Training for NSAs



廉署人員在課程的案例分析與交流環節中,帶領 體育總會管理人員探討日常運作中的誠信挑戰, 並剖析相應的防貪策略

ICAC officers leading managerial staff of NSAs to discuss the integrity challenges in their daily operations and analysing corresponding preventive measures during the case study and sharing sessions

#### 《公務員操守行為指引樣本》

廉署與公務員事務局一直保持緊密合作, 協助維護公務員的誠信。公務員事務局於 二零二四年六月頒布更新版《公務員守則》, 闡明公務員應有的基本信念和操守準則。 廉署與公務員事務局隨即於七月推出更新的 《公務員操守行為指引樣本》(《指引樣本》), 供各政府決策局/部門在制定其誠信指引時 作參考及採納。《指引樣本》有多項更新以 加強對公務員的行為指引,包括強化有關處 理利益衝突、審慎理財、督導責任、舉報罪行 (包括貪污)的要求等規定。廉署會與公務 員事務局合作推廣《指引樣本》,並協助各 決策局/部門檢視和更新其守則或指引。

#### Sample Guide on Conduct Matters for Civil Servants

The ICAC has been working closely with the Civil Service Bureau (CSB) to assist in upholding integrity in the civil service. The CSB promulgated the updated Civil Service Code in June 2024 to clearly spell out the core values and standards of conduct of civil servants. Soon afterwards, the ICAC and the CSB issued the updated Sample Guide on Conduct Matters for Civil Servants (Sample Guide) in July for reference and adoption by government bureaux/departments (B/Ds) when formulating their own guideline. The updates made to the Sample Guide provide further guidance on civil servants' conduct matters, including strengthened requirements regarding the handling of conflict of interest, prudent financial management, supervisory accountability and reporting of crimes (including corruption). The ICAC will collaborate with the CSB in promoting the Sample Guide, and assist B/Ds in reviewing and updating their codes or guidelines.



《公務員操守行為指引樣本》 Sample Guide on Conduct Matters for Civil Servants



廉署與公務員事務 局向政府代表推廣 《指引樣本》

The ICAC and CSB promoting the *Sample Guide* to government representatives

### 政府內部審計

內部審計透過系統性審視,就風險管理、 管控機制及管治程序的成效進行獨立評估, 為政府決策局/部門高級管理層提供客觀 的意見。內部審計是良好管治的基本元素, 有助預防貪污及其他不當行為。為提升內 部審計人員對高貪污風險程序的了解及敏 感度,廉署於二零二四年十月為60名來自 25個決策局/部門的內部審計人員舉辦研 討會,透過真實個案,協助他們更深入了解 如何在日常審計工作中,辨別部門運作或程 序中潛在的貪污漏洞,及相應的管控措施。

#### Internal Auditors of Government

Through system reviews, internal audit conducts independent assessments and provides the senior management of government B/Ds with objective advice on the effectiveness of risk management strategies, control mechanisms and governance processes. Internal audit is also an essential element of good governance conducive to the prevention of corruption and other malpractices. To raise internal auditors' awareness and understanding of corruption-prone procedures, the ICAC organised a seminar for 60 internal auditors from 25 government B/Ds in October 2024. Through case studies, internal auditors could understand more about identifying corruption loopholes in operations and procedures of individual departments as well as the corresponding control measures.



廉署人員於研討會上分享防貪經驗 ICAC officers sharing corruption prevention experience during the seminar

## 大專院校

廉署一直與本港大專院校合作,為他們不同 的工作範疇識別貪污漏洞。廉署於二零二四 年中向八間接受大學教育資助委員會資助 的大學,就收生程序和相關內部指引提供防 貪建議,並於其後舉辦防貪研討會,進一步 協助他們優化收生程序及加強彼此溝通以 偵測可疑入學申請。廉署將於二零二五年編 製收生防貪指南供所有大專院校參考。

## **Tertiary Education Institutions**

The ICAC has all along been working with local tertiary education institutions (TEIs) to identify corruption loopholes in their various operational areas. In mid-2024, the ICAC provided corruption prevention advice to eight universities funded by the University Grants Committee on their student admission procedures and relevant internal guidelines, and hosted a corruption prevention seminar afterwards to further assist them in enhancing the student admission procedures and strengthening their communications with a view to detecting suspicious applications for admission. In 2025, the ICAC will develop a corruption prevention guide on admission of students for reference by all TEIs.



廉署人員與大學教職員會面,就收生程序提供防貪建議 ICAC officers meeting with universities' staff and providing corruption prevention advice on student admission procedures





#### 企業"誠信合規管理體系"

廉署正建構企業"誠信合規管理體系", 首階段研究已於二零二四年完成,訂立了體 系的總體框架及五大要素,包括"誠信政 策及行為守則"、"偵測及舉報貪污機制"、 "誠信風險管理"、"誠信能力及文化建設" 及"誠信審查"。第二階段研究亦已開始, 為各項要素訂立具體要求。稍後,廉署將編 製全新的企業防貪指南,並與相關監管機 構及持份者合作,提供能力建設培訓和其 他防貪服務,以協助企業採用"誠信合規 管理體系"。

## Integrity Compliance Management System for Corporations

The ICAC is developing an "Integrity and Compliance Management System" (ICMS) for adoption by corporations. The first phase of research was completed in 2024, with the overall framework and five core components established, namely "Integrity Policy and Code of Conduct", "Corruption Detection and Reporting Mechanism", "Integrity Risk Management", "Integrity Capacity and Culture Building" and "Integrity Audit", The ICAC is currently conducting the second phase of research looking into the specific requirements for each core component, after which the ICAC will compile a new corruption prevention guide for corporations and collaborate with relevant regulatory bodies and stakeholders to provide multi-faceted corruption prevention services such as capacity building training, with a view to assisting corporations in adopting the ICMS.



### 工程項目誠信管理框架

由於來年將有多項涉及大量公帑的公共工程 項目開展,廉署正參考國際標準及良好做法, 研究制定一套"工程項目誠信管理框架" (框架),以協助工程項目持份者於項目週期 (即由起始階段到完工結算)中更有效應對 誠信風險。誠信是工程成功交付的重要基石, 廉署將透過框架強化公共工程項目的誠信 管理,日後亦會協助政府和公共機構採用框 架及為持份者舉辦能力建設培訓。

## 建造業輸入勞工計劃

針對建造業輸入勞工被索取非法回佣的問題,廉署向發展局建議多項防貪措施,希望 及早偵測違法違規情況,並確保涉及輸入勞 工的住宿及生活費用屬合理水平,收費安排 具透明度。此外,廉署已為超過 300 名有意 申請輸入勞工配額的建築公司管理人員舉 辦防貪講座,涵蓋招聘工人所涉及的誠信風 險及管控措施。廉署會繼續與發展局及其他 持份者緊密聯繫,以防止輸入勞工被索取非 法回佣。

#### 廉署人員於建造業輸入勞工宿 舍傳遞防貪信息

ICAC officers disseminating integrity messages at the Construction Sector Imported Labour Quarters

#### **Project Integrity Management Framework**

As a vast number of public works projects that involve large amounts of public money will kick start in the coming years, the ICAC is developing a systematic "Project Integrity Management Framework" (the Framework) by drawing reference from international standards and best practices to assist stakeholders in managing integrity risks more effectively throughout the project life cycle (from initiation to completion). Given "integrity" is the cornerstone of successful delivery of works projects, the ICAC will enhance "Integrity Management" in public works management projects through the Framework. It will assist the Government and public bodies in adopting the Framework and organise capacity building trainings for stakeholders.

#### Labour Importation Scheme for Construction Industry

To address the issue of solicitation of illegal rebates from imported construction workers, the ICAC proposed a number of corruption prevention measures to the Development Bureau (DEVB) in order to facilitate early detection of irregularities and ensure the fees chargeable to imported workers in relation to their accommodation and living needs are transparent and set at a reasonable level. Besides, the ICAC has organised corruption prevention briefings for over 300 managerial staff of construction companies interested in applying for labour importation quotas, covering topics such as integrity risks and control measures in the recruitment of workers. The ICAC will continue to maintain close liaison with the DEVB and other stakeholders to prevent solicitation of illegal rebates from imported construction workers.



#### 簡約公屋

政府於二零二二年推出簡約公屋措施, 由建築署負責相關的建造工程,三份採用 新工程合約的設計及建造合約亦先後批出, 項目於二零二三年十二月起陸續動工。另 外,房屋局於二零二四年透過公開招標批 出兩份營運及管理服務合約,委任非政府 機構/物業管理公司負責營運簡約公屋,包 括住戶事務管理、物業管理、日常保養維 修及一系列社會服務。廉署已為建築署元 程付款、合約管理等程序,並就建築署採購 "組裝合成"組件的程序提供防貪建議。 廉署亦已就房屋局揀選及監管營運機構的 程序,以及申請簡約公屋的流程提供防貪



建議,並向營運機構提供防貪培訓。

#### **Light Public Housing**

The Government launched a Light Public Housing (LPH) initiative in 2022. The Architectural Services Department (ArchSD) which took charge of the construction works concerned awarded separately three design and build contracts in the form of New Engineering Contracts (NEC), and the projects kicked off gradually starting from December 2023. Besides, through open tender, the Housing Bureau awarded two operation and management contracts in 2024 to appoint NGOs / PMCs as operators of LPH projects, encompassing tenancy management, property management, daily maintenance and a range of social services. The ICAC has already completed assignment studies on ArchSD's adoption of NEC, covering procedures such as processing of payment and contract administration, and provided recommendations to ArchSD on their procurement of Modular Integrated Construction modules. In addition, the ICAC has offered corruption prevention advice to the Housing Bureau on the procedures for the selection and performance monitoring of LPH operators, as well as the LPH application process. Corruption prevention training was also provided for the LPH operators.

位於元朗攸壆路的第一個簡 約公屋項目 The first LPH project at Yau Pok Road, Yuen Long

#### 創新及科技資助計劃

為建設香港成為國際創新科技中心,政府公 布了《香港創新科技發展藍圖》,並推出了一 系列創新及科技資助計劃,例如創新科技署 的"新型工業化及科技培訓計劃"、"新型工 業加速計劃"和"產學研1+計劃",以支持 研發、推動科研成果轉化及支援科技初創企 業的發展等。廉署早在政府推出各項計劃前 已經就其申請指引、資助協議等提供防貪建 議,包括加強項目採購的管控措施、為科研 成果轉化和商品化制定指引等,亦就一些大

#### Innovation and Technology Funding Schemes

To develop Hong Kong into an international innovation and technology (I&T) centre, the Government promulgated the *Hong Kong Innovation and Technology Development Blueprint* and launched a series of I&T funding schemes, for example, the "New Industrialisation and Technology Training Programme", the "New Industrialisation Acceleration Scheme" and "the Research, Academic and Industry Sectors One-plus Scheme" of the Innovation and Technology Commission, with the objectives of supporting research and development (R&D), fostering transformation of R&D outcomes and facilitating development of technology start-ups, etc. Before the launch of the various programmes, the ICAC had already provided the Government with

型資助計劃進行防貪審查。廉署將編製有關 創新及科技資助計劃的防貪指南,以加強創 新及科技界的誠信管理和防貪能力。



corruption prevention advice on the application guides, funding agreements, etc., including enhancement of control measures for project procurement and formulation of guidelines for transformation and commercialisation of R&D outcomes. Assignment studies were also conducted on some major funding schemes. The ICAC will develop a corruption prevention guide on I&T funding schemes to enhance the integrity management and corruption prevention capabilities of the I&T industry.

廉署人員觀察香港科技園公司人工智能工具的應用 ICAC officer observing the application of artificial intelligence tools by the Hong Kong Science and Technology Parks

Corporation

## 打擊洗黑錢及恐怖分子資金籌集

貪污與洗黑錢有密切關係。由於犯罪分子會 利用銀行體系隱瞞和清洗來自非法活動的 資金,香港金融管理局(金管局)在《反洗錢 及反恐怖分子融資條例》(第615章) (《條例》)的框架下建立了健全的機制,以 監管認可機構(包括持牌銀行)在反洗黑錢 和反恐怖分子融資方面的工作。廉署已就金 管局的相關制度和程序完成審查,並提出措 施以強化其監管機制。廉署將進一步檢視金 管局有關《條例》的執法工作,並按需要向 金管局提供防貪建議。

#### 新資本投資者入境計劃

政府於二零二四年三月推出新資本投資者 入境計劃,旨在吸引資產擁有人在香港落戶 發展,並發掘本港多元的投資機會。投資推 廣署轄下新資本投資者入境計劃辦公室負 責審查計劃申請人的金融資產和投資,並監 察獲批申請人是否持續符合投資規定和投 資管理規定。在計劃出台前,廉署已向投資 推廣署就計劃的規則、申請表格及參考指引 提供一系列防貪建議,以加強申請及審查程 序的管控。

## Anti-Money Laundering and Counter-Terrorist Financing Work

Corruption and money laundering are often inextricable. As the banking system can be exploited for concealing and laundering funds from illicit activities, the Hong Kong Monetary Authority (HKMA) has established a robust mechanism under the framework of the *Anti-Money Laundering and Counter-Terrorist Financing Ordinance* (Cap. 615) (the Ordinance) to supervise the anti-money laundering and counter-terrorist financing work of authorized institutions, including licensed banks. The ICAC has completed an assignment study on the relevant systems and procedures of the HKMA and recommended measures to strengthen its regulatory regime. The ICAC will further examine the HKMA's enforcement of the Ordinance and offer corruption prevention advice as necessary.

#### New Capital Investment Entrant Scheme

In March 2024, the Government launched the New Capital Investment Entrant Scheme (New CIES) to attract asset owners to settle in Hong Kong and explore its diverse investment opportunities. The New CIES Office under Invest Hong Kong is responsible for assessing the financial assets and investments of New CIES applicants as well as monitoring their continuous compliance with the investment and portfolio maintenance requirements. Before the launch of the New CIES, the ICAC had provided Invest Hong Kong with a range of corruption prevention recommendations on the rules, application forms and reference guidelines of the New CIES to tighten control of the application and assessment procedures.

## 公私營合作

廉署與不同界別的合作伙伴攜手合作, 積極推動業界進一步加強防貪意識和提升 管治。有關工作包括:

#### 誠信營商約章

廉署與本港主要商會積極協作,共同推出 "誠信營商約章"(約章)。繼二零二三年 十一月與香港中華廠商聯合會(廠商會)合 作,廉署於二零二四年八月與香港中華總商 會(中總)聯手推廣約章,推動會員公司實 施"誠信管理制度",以維護並提升工商界 的防貪意識及能力,締造廉潔營商環境,貢 獻國家高質量發展。參與公司須承諾執行 誠信政策、委派"誠信執行官"協助落實並 監察誠信政策及良好企業管治,以及安排 "誠信執行官"或高級管理人員每年參加 由廉署舉辦的誠信培訓。

約章啟動禮於二零二四年八月八日舉行,由 律政司副司長、廉政專員及中總會長擔任主 禮嘉賓,並向首批參與約章的中總會員公司 頒發承諾宣言。

#### 首批香港中華總商會會員公司參與 "誠信營商約章",推動良好管治

The first batch of CGCC member companies pledging to join BSIC to promote good governance

#### **PUBLIC-PRIVATE PARTNERSHIP**

The ICAC works closely with its partners from different sectors to enhance industries' corruption prevention awareness and governance. Efforts were made in the following areas:

#### **Business Sector Integrity Charter**

The ICAC has collaborated with major local chambers of commerce to launch the "Business Sector Integrity Charter" (BSIC). Following the partnership with the Chinese Manufacturers' Association of Hong Kong (CMA) in November 2023, the ICAC joined hands with the Chinese General Chamber of Commerce, Hong Kong (CGCC) in August 2024 to promote the BSIC, encouraging member companies of the CGCC to adopt the "Integrity Management System" (IMS) for upholding and enhancing the corruption prevention awareness and capabilities of the business sector, contributing to the building of a clean business environment and the high-quality development of the country. Companies joining the BSIC were required to commit to executing integrity policies, appoint an "Integrity Officer" to assist in implementing and monitoring the companies' integrity policies and corporate governance, and arrange their "Integrity Officer" or senior managerial staff to participate each year in integrity training conducted by the ICAC.

The launching ceremony of the BSIC was held on 8 August 2024. It was officiated by the Deputy Secretary for Justice, the ICAC Commissioner and the CGCC Chairman who presented statements of commitment to the first batch of CGCC member companies joining the BSIC.



#### 銀行業誠信約章

繼二零二一年在建造業界推出"『誠』建商 約章"計劃後,在金管局及香港銀行公會(銀 行公會)的全力支持下,廉署於二零二四年 十月推出"銀行業誠信約章",目的是結合 廉潔與金融兩項香港優勢,體現銀行業對誠 信的要求和重視,鞏固香港國際金融中心地 位;同時亦配合國家"一帶一路"倡議,加 強政府和企業合作,共同預防和打擊貪污, 協助建設"廉潔之路"。

"銀行業誠信約章"啟動禮於二零二四年十 月九日舉行,由廉政專員、金管局總裁及銀 行公會主席擔任主禮嘉賓,並有近60名來 自30家銀行的高級管理層出席。參與銀行 須按"誠信約章"要求,承諾推行誠信文化、 制訂行為守則、委派"誠信執行官"協助落 實誠信管治、為員工提供誠信培訓,並及時 向廉署或其他執法機構舉報懷疑貪污和詐 騙等非法行為。

#### Banking Industry Integrity Charter

Subsequent to the launch of the "Construction Industry Integrity Charter" in 2021, the ICAC released the "Banking Industry Integrity Charter" (BIIC) in October 2024 with the full support of the HKMA and the Hong Kong Association of Banks (HKAB). The BIIC aimed to combine probity and finance, the two distinctive edges of Hong Kong, underlining the banking industry's pursuit of and commitment to integrity, while sustaining Hong Kong's status as an international financial centre. It also tied in with the country's "Belt and Road Initiative" by strengthening collaboration between the Government and enterprises in preventing and combating corruption, thus contributing to the building of a "Clean Silk Road".

Officiated by the ICAC Commissioner, the Chief Executive of the HKMA and the Chairperson of the HKAB, the launching ceremony of the BIIC was held on 9 October 2024, and was attended by around 60 senior executives from 30 banks. Participating banks were required to promote a sound integrity culture, establish a code of conduct, assign an "Integrity Officer" to assist in implementing good governance, provide integrity training to staff, as well as reporting suspected corruption, fraud and other illicit activities to the ICAC or other law enforcement agencies promptly.

A	銀行業 BANKING INDUST	<b>誠信約章</b> RY INTEGRITY CHARTE 對談環節		
生持 香港主教管理局 副總維 阮國恒先生	<sup>建政公署</sup> <sup>動建政委員長</sup> 新示波首長 丘樹春先生	香港銀行公會副主席及 南打面行香港縣大中學及 北口孫行政總籍 褶題儀女士	香港中實銀行業協會代表及 中國銀行(香港) 副總超 陳文先生	私人財第 行政總部 重事總部 丘 元1
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金管局副總裁主持對談環節,與副廉政專員兼 執行處首長及業界代表分享"銀行業誠信約章" 如何透過公私營合作模式,鼓勵銀行業管理層 以承諾及行動加強誠信管理

Deputy Commissioner-cum-Head of Operations of the ICAC, Deputy Chief Executive of the HKMA, and representatives from the banking industry taking part in a fireside chat, sharing how the BIIC would ride on the public-private partnership model to motivate managements of the banking industry to reinforce integrity management through commitments and actions 廉政專員、金管局總裁及銀行公會主席為"銀行業誠信約章"標誌揭幕,標誌以萬里長城為主題,象徵守護銀 行誠信

ICAC Commissioner, Chief Executive of the HKMA, and Chairperson of the HKAB unveiling the new logo of the BIIC, which features the Great Wall, symbolising efforts to safeguard integrity in the banking industry



#### 建造業議會誠信管理獎

廉署聯同建造業議會於本屆"傑出承建商 大獎"增設"誠信管理獎"並攜手參與評審 工作,鼓勵建造業持續推行誠信管理,秉持 廉潔文化。"誠信管理獎"不但體現香港建 造業界支持"一帶一路"廉潔建設,更落 第十屆《聯合國反腐敗公約》締約國會議決 諸中透過激勵措施推動業界做好防貪工作 的精神。參賽的承建商均採取多元化的誠 信管理計施,包括參照廉署推出的誠信風 險管理計劃書範本,制定超過100項防貪 措施,反映業內廉潔文化不斷提升,亦顯示 廉署以公私營合作模式提升企業誠信管理 的成效。廉署將會與建造業議會及得獎承 建商合作,攜手向業界推廣誠信管理工作。

## "傑出承建商大獎 2024 頒獎典禮"由發展局局長擔任主禮嘉賓,並聯同建造業議會主席 及評審委員會成員,頒發各個獎項

The officiating Guest of Honour, Secretary for Development, along with Chairman of the CIC and Members of the Judging Panel presenting awards to the winners

## Integrity Management Award of the Construction Industry Council

To encourage the construction industry to implement integrity management continually and uphold a probity culture, the ICAC joined hands with the Construction Industry Council (CIC) to launch the "Integrity Management Award" in the "Outstanding Contractor Award (OCA) 2024" and took part in its assessment. The "Integrity Management Award" not only demonstrated Hong Kong construction industry's support for the "Belt and Road" Integrity Building, but also its commitment to promoting corruption prevention work by incentive measures as resolved at the 10<sup>th</sup> Session of the Conference of the States Parties to the United Nations Convention against Corruption. All participating contractors adopted diversified integrity management measures, including more than 100 corruption prevention measures drawn up as recommended by the ICAC's Integrity Risk Management Toolkit. This showed that the industry was striving to enhance its integrity culture, and the publicprivate partnership approach of the ICAC was effective in strengthening enterprises' integrity management. The ICAC will maintain collaboration with the CIC and the awardees to enhance integrity management in the industry.



## 《非政府機構的管治及內部監控防貪 指南》

廉署編製《非政府機構的管治及內部監控 防貪指南》(《指南》),協助非政府機構加 強防貪能力·為確保《指南》的內容切合機 構的需要,廉署於編製《指南》時亦諮詢了 社會福利署及相關持份者。廉署於二零二四 年展開一系列活動推廣《指南》,包括與社 會福利署、香港公益金及香港賽馬會合作, 向非政府機構派發《指南》。廉署亦透過同 年七月舉辦的"非政府機構反貪專業課程" 推廣《指南》及鼓勵有關機構參考並落實當 中的防貪措施。另外,廉署設立專題網頁, 為非政府機構提供一站式的防貪資源,並 邀請東華三院行政總監兼防止貪污諮詢委 員會委員、香港社福界心連心大行動副主 席及其他非政府機構代表拍攝短片宣傳《指 南》。廉署會繼續透過不同渠道向非政府 機構推廣《指南》,並會因應個別機構要求, 提供防貪意見及培訓。



#### 在小組討論中<sup>,</sup>非政府機構代 表探討如何應用《指南》的防 貪措施

Representatives of NGOs exploring on how to adopt the corruption prevention measures recommended in the Guide during group discussions

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

The ICAC has compiled the Corruption Prevention Guide on Governance and Internal Control for Nongovernmental Organisations to assist non-governmental organisations (NGOs) in strengthening their corruption prevention capabilities. To cater for the need of NGOs, the ICAC has consulted the Social Welfare Department (SWD) and relevant stakeholders in the development of the Guide. In 2024, a series of activities were launched for promoting the Guide, including distributing the Guide to NGOs in collaboration with the SWD, the Community Chest of Hong Kong and the Hong Kong Jockey Club. The ICAC also promoted the Guide through the "Professional Anti-corruption Training for NGOs" in July 2024, and encouraged NGOs to adopt the corruption prevention measures in the Guide. Moreover, the ICAC has set up a dedicated webpage to provide NGOs with a onestop platform for corruption prevention resources, and also invited the Chief Executive of Tung Wah Group of Hospitals, who is a member of the Corruption Prevention Advisory Committee and the Vice Chairperson of the Connecting Hearts to appear in a promotional video. The ICAC will continue to promulgate the Guide to NGOs through different channels and provide corruption prevention advice and training according to the request by individual NGOs.

勞工及福利局副局長 出席"非政府機構反 貪專業課程"並推廣 《指南》







#### 東華三院行政總監及香港社福界心連 心大行動副主席拍攝短片宣傳非政府 機構防貪資源及專題網頁

Chief Executive of Tung Wah Group of Hospitals and Vice Chairperson of the Connecting Hearts in a promotional video on corruption prevention resources and dedicated webpage for NGOs

## 科技防貪

工作流程電子化和善用科技,不但可提升工 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:

## 推動數字化加強防貪

廉署在過去一年開展了一系列與推動數字 防貪的相關工作,主要範疇如下:

## LEVERAGING TECHNOLOGY IN CORRUPTION PREVENTION

Digitalisation of work processes and effective adoption of technology can improve efficiency and service quality of 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 to embrace technology in enhancing resilience against corruption are summarised below:

## Enhancing Corruption Prevention through Digitalisation

Over the past year, the ICAC has embarked on an array of initiatives for promoting digital corruption prevention. The major areas of work are as follows:

數字防貪三大工作範疇: Three major areas of work in digital corruption prevention:



## 制度防貨 SYSTEMIC PREVENTION

## 進行研究工作

《行政長官二零二四年施政報告》提到, 廉署將優化現有"數字防貪框架(框架)", 並提供實質建議及方案。廉署現正進行 研究,包括與創科界及學術界交流,計劃在 二零二五年推出進階版"框架"。



#### **Conducting Research Studies**

As announced in the *Chief Executive's 2024 Policy Address*, the ICAC will optimise the existing "Digital Corruption Prevention Framework" (the Framework) and provide practical suggestions as well as solutions. The ICAC is now conducting research studies, including exchanges with professionals from the I&T industry and academia, aiming at launching an upgraded version of the Framework in 2025.

#### 廉署人員與創科界交流內控科技的最新發展

ICAC officers exchanging with I&T practitioners on the latest development of internal control technologies

### 提供數字防貪建議及與持份者合作

過去一年,廉署就多項公共服務程序, 向政府決策局/部門和公共機構提供逾 160項以數字化提升防貪能力的建議。廉 署同時致力與相關部門及機構加強數字 防貪的應用。

廉署會繼續透過培訓及交流,與數字政 策辦公室、創科界及學術界在內的各持份 者強化聯繫,交流創科成果及探討數字 方案,共建數字防貪協作的生態系統。

## Advising on Digital Corruption Prevention and Promoting Collaboration with Stakeholders

During the past year, the ICAC provided government B/Ds and public bodies with more than 160 recommendations on improving corruption prevention capabilities through digitalisation for a number of public service processes. At the same time, the ICAC also worked with the relevant departments and organisations to strengthen the application of digital solutions for corruption prevention.

Through training and exchanges, the ICAC continued to establish connections with stakeholders, including the Digital Policy Office, I&T industry and academia, to share on I&T deliverables and explore digital solutions in furtherance of the common goal of developing an eco-system to facilitate collaboration in digital corruption prevention.



廉署與數字政策辦公室探討於 數字防貪上的應用和合作空間

The ICAC and the Digital Policy Office exploring the application of digital corruption prevention and the room for cooperation



廉署人員為海外反貪機構高級人員及來自不同上市公司 的管理人員提供以數字防貪為題的防貪培訓並進行交流

ICAC officers conducting training for and exchanging with senior officers of overseas anti-corruption agencies and senior executives from various listed companies on the topic of digital corruption prevention



## 新工程合約中合約管理及付款系統的 應用

政府近年更廣泛地應用新工程合約開展工 務工程,並利用科技提高工作效率以降低運 作成本。廉署採取同步預防的策略,於土木 工程拓展署開發新工程合約的數碼合約管理 系統和數碼付款系統時,向該署提供防貪建 議,包括使用人工智能和數據分析等去處理 和分析相關資料,以偵測及避免貪污舞弊及 相關的不當行為,達到防貪效果。廉署未來 會繼續與發展局合作,把該兩個系統推展到 其他工務部門。

## Application of Contract Management and Payment Systems in New Engineering Contracts

The Government has recently extended the application of NECs in public works projects and leveraged technology to enhance efficiency and reduce costs. The ICAC has therefore adopted the concurrent approach in providing corruption prevention advice to the Civil Engineering and Development Department (CEDD) in its development of Digital Contract Administration and Digital Payment System for NEC contracts, including the use of artificial intelligence and data analytics to process and analyse relevant data so as to detect and prevent corrupt practices. The ICAC will collaborate with the DEVB to extend the application of these systems to other works departments in the future.



廉署協助土木工程拓展署在工程項目中使用科技提升防貪能力 The ICAC assisting CEDD to enhance corruption prevention capability in public works projects through the adoption of technology

## 第五章 CHAPTER 5


## 策略

- 廣泛利用媒體宣傳廉政信息。
- 採取"全民誠信"策略,為社會不同界別提 供適切的倡廉教育。
- 善善用與社會各界建立的伙伴合作關係,倍 大倡廉效果。

## 擴大媒體宣傳覆蓋面

廉署與新聞媒體一直保持良好溝通及聯繫, 透過各大新聞媒體發放廉署最新的反貪工作 消息,提升工作透明度及加強市民對公署的 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,包括新成立的香港 國際廉政學院、由廉署及國際反貪局聯合會 合辦的廉政公署第八屆國際會議、為慶祝廉 署成立五十周年而舉辦的一連串紀念活動, 以及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等。

#### STRATEGIES

- Utilise media extensively to promote probity messages.
- Adopt an "Ethics for All" approach to tailor preventive education programmes for different segments of the community.
- Leverage strategic partnership with various sectors to amplify the impact of integrity promotion.

## EXPANDING THE COVERAGE OF MEDIA PUBLICITY

The ICAC maintains effective communication and close rapport with the news media to promote its latest anticorruption 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 its major initiatives, operations, court cases and preventive education activities. Timely responses were provided to the news media to address issues of concern.

The ICAC also arranged various media events, such as feature interviews with the Commissioner and press briefings on corruption cases of public concern, to promote its work. In addition, the ICAC actively engaged the news media to publicise highlights of its work and new initiatives in international anti-graft collaborations, including the newly-established Hong Kong International Academy Against Corruption (HKIAAC), the 8th ICAC Symposium co-hosted by the ICAC and the International Association of Anti-Corruption Authorities, a series of events to mark the Commission's golden jubilee, and the provision of professional anti-corruption training programmes for local senior executives of different trades and professions, as well as overseas graft fighters.



#### 廉署人員會見傳媒<sup>,</sup>簡介廉署五十周年 開放日的詳情

An ICAC officer meeting the press to introduce the ICAC 50th Anniversary Open Day



廉政專員接受媒體專訪,回顧廉署五十年的反貪成就,並介紹最新動向

Commissioner attending a media interview to review the ICAC's achievements in the past 50 years and give an update on the Commission's latest work initiatives



廉署與競爭事務委員會舉行聯合新聞簡報會,向傳媒匯 報打擊新冒起貪污圍標集團而採取的聯合執法行動

ICAC and Competition Commission holding a press briefing on a joint operation against a newly-rising syndicate engaging in corruption and bid-rigging 廉署人員舉行新聞簡報會,就打擊資歷造 假案的"火箭炮"及"烽火台"大型執法行 動交代有關調查進度。

ICAC holding a press briefing on operations "Rocket Gun" and "Beacon Tower" against a corruption syndicate in connection with qualification forgery

廉署亦善用多媒體直接向市民宣傳反貪信 息。年內,廉署製作了多條創意短片,透過輕 鬆幽默的方式傳遞正面價值觀,讓市民多了 解廉署的工作,影片廣受網民歡迎。廉署亦 廣泛宣傳簡單快捷的舉報程序及保密原則, 鼓勵市民親身舉報貪污。

此外,廉署的金禧反貪電視劇集《廉政行動 2024》在無線電視翡翠台及本地和內地網 上串流平台播放,共吸引過千萬人次收看。 廉署亦進一步擴大社交媒體的覆蓋範圍, 除了"香港廉政公署"官方Facebook專頁、 Instagram、微博和微信帳號,年內亦開通了 小紅書官方帳號,旨在將廉政和反貪信息傳 遞給更多受眾。 The ICAC also leverages multimedia to promote anticorruption messages. During the year, a series of creative short videos was produced using a light-hearted approach to convey positive values and enhance public understanding of its work. These short videos had successfully gained popularity among netizens. The ICAC also widely promoted the simple and quick reporting procedures and the confidentiality principles, encouraging the public to report corruption in person.

Additionally, the golden jubilee television series *ICAC Investigators 2024* was broadcast on TVB Jade Channel, as well as local and Mainland online platforms, attracting a viewership of over ten million. The ICAC also further expanded its social media outreach. Alongside the official "Hong Kong ICAC" Facebook page, Instagram, Weibo and WeChat accounts, an official Xiaohongshu account was launched to disseminate integrity and anti-corruption messages to a broader audience.



《廉政行動 2024》取材自廉署 真實個案,通過戲劇向公眾呈現 貪污的禍害,並凸顯廉署人員的 專業執法精神

*ICAC Investigators 2024*, a drama series adapted from real ICAC cases showcasing the evils of corruption and professionalism of ICAC officers



《廉政行動 有志者前傳》系列是廉署近期製作的創意短片之一,錄得近 80 萬瀏覽人次 A new series of creative short videos recording nearly 800 000 views



於公共屋邨、社區會堂等多個政府處所及社交媒體播放 《零距離接觸 303》短片及展示宣傳海報,介紹舉報貪污 的簡便程序

A series of short videos titled *Inside 303* and promotional posters introducing simple procedures for reporting corruption available at various government buildings such as public housing estates and community halls, as well as on social media platforms



廉署推出小紅書官方帳號,以活潑的方式和輕鬆的內容,介紹廉署的日常工作及反貪資訊

ICAC launching its official Xiaohongshu account to promote its daily work and anti-corruption information in an engaging way

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 2 700 萬 瀏覽人次 Over 27 million aggregate visits to the ICAC and its partners' online platforms

## 吸引市民走進廉署

適逢廉署金禧之年,廉署推出一個嶄新的項目,於廉署大樓地下設立一個命名為 "一九七四"的咖啡廳,開放予市民大眾參觀。
"一九七四"咖啡廳結合教育、宣傳及"廉署咖啡"概念,讓香港、內地和世界各地的朋友品嚐香港獨有的"廉署咖啡"之餘,也可以近距離了解廉署的工作,感受廉署鍥而不捨的反腐決心與毅力。

#### ATTRACTING PUBLIC VISITS TO THE ICAC

In commemoration of its golden jubilee, the ICAC has launched a new initiative by establishing a café named "1974" inside the ICAC Building and opening it to the general public. This unique café integrates educational and promotional features, as well as the concept of "ICAC coffee", allowing visitors from Hong Kong, the Mainland and abroad to savour the signature "ICAC coffee" of Hong Kong while exploring the ICAC's work up close. This experience invites visitors to witness the ICAC's steadfast commitment and efforts in the fight against corruption.





咖啡豆源自雲南及 "一帶一路"的沿 線地區,包括非洲 及越南

Coffee beans sourced from Yunnan and regions along the Belt and Road including Africa and Vietnam



充 滿 懷 舊 風 情 的 "一九七四"咖啡 廳宣傳設計

Nostalgic promotional designs for Café "1974"





"一九七四"咖啡廳內設有珍貴展品,包括真實證物及 調查用具開放予市民大眾參觀

如果反實也是一杯咖啡的語 我希望這杯咖啡不會過期:

Café "1974" displaying valuable exhibits including real case exhibits and investigation tools





"一九七四"咖啡 廳第一萬名訪客獲 贈限量版廉署紀 念品

The 10 000th visitor of Café "1974" receiving a limited edition of ICAC souvenirs

## 鼓勵社區積極參與

廉署設有七間分區辦事處,深入社區持續地 爭取市民支持香港的廉政工作,鼓勵市民舉 報貪污,並向社會不同界別提供倡廉教育。

#### **ENCOURAGING ACTIVE COMMUNITY ENGAGEMENT**

The ICAC has established seven Regional Offices in the territory, reaching out to the public to enlist their support for anti-corruption work in Hong Kong, encouraging the public to report corruption, and providing preventive education to different segments of the community.



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 Situated in the heart of the community, ICAC regional offices provide convenience for reporting corruption and making enquiries

為慶祝廉署成立五十周年,廉署在二零二四 年以"反貪·不停步"為主題舉辦一系列全 港社區參與活動,旨在與市民分享過去五十 年的反貪成果,亦寓意廉署堅守反貪使命不 停步,薪火相傳。 In celebration of the ICAC's 50th anniversary in 2024, a series of public engagement activities under the theme "Fighting Corruption: The Mission Continues" was launched to share the graft-fighting achievements of the past 50 years with the public. These events symbolised the ICAC's unwavering commitment to its anti-corruption mission, which would be passed on to future generations.



全城參與廉署五十周年活動 Citywide participation in the ICAC's 50th Anniversary events



起動跑 Kick-off Run

傳誠跑 Running Gala





開放日 Open Day



特別郵票 Special Stamps



相片及短片大募集 · 青年短片創作比賽 Photo and Video Collection Campaign · Youth Video Competition



《廉政行動 2024》首映禮 Premiere of *ICAC Investigators 2024* 



地區傳誠活動 District Involvement Projects

自一九九七年起,廉署一直於社區招募 "廉政之友"會員,以推動社會各階層市民 參與倡廉工作。"廉政之友"現有約3300 名會員,他們自成立至今為廉署提供超過 79200小時的義工服務,協助推廣廉潔信息。

年內,"廉政之友"會員積極為各項廉署 五十周年活動提供義務協助,包括起動跑、 線上行、傳誠跑及廉署開放日。"廉政之友" 又積極與民政事務總署的地區服務及關愛 隊伍合作,攜手在區內服務市民並同時宣揚 廉政信息。廉署亦繼續舉辦"廉政之友"周年 頒獎典禮,表揚熱心協助廉署宣揚反貪信息 的會員。 Established in 1997, the ICAC Club is dedicated to engaging people from different strata of the community in the anti-corruption cause. With a current membership of about 3 300, the ICAC Club has contributed over 79 200 hours of voluntary service to various ICAC integrity promotion activities since its establishment.

During the year, members of the ICAC Club rendered their voluntary assistance in an array of events for the ICAC's 50th Anniversary, including the Kick-off Run, Virtual Walk, Running Gala and the ICAC Open Day. In addition, the ICAC Club collaborated with the District Services and Community Care Teams of the Home Affairs Department to deliver community services and disseminate ICAC messages in the community. To recognise members' dedication, the annual award presentation ceremony was held to commend their assistance and contributions to ICAC's activities.







"廉政之友"會員積極投入各 項廉政公署五十周年活動,並 接受訪問

ICAC Club members taking an active part in the ICAC 50th Anniversary events and interviews







"廉政之友"首次聯同民政事務總署的關愛隊 參與地區服務

ICAC Club joining hands with the District Services and Community Care Teams in disseminating ICAC messages in the community for the first time





#### "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 efforts in integrity promotion





## 培育廉潔守法新一代

促進青年參與反貪腐是全球的趨勢,更是倡 廉工作得以薪火相傳的路向。廉署持續為 不同成長階段的青少年籌辦誠信推廣參與 計劃,培育廉潔守法新一代。

廉署於年內繼續推行"廉政公署菁英誠信領 袖計劃",重點栽培具反貪熱誠及領導潛能 的大專生及高中生,為他們舉行多元化的活 動,包括內地及澳門交流團,並安排他們與 參加香港國際廉政學院課程的各地反貪機 構人員進行交流,以了解全球的反貪趨勢, 並強化他們對國家反腐工作的認識,協助他 們成為具國家觀念和國際視野的未來社會 領袖。



"菁英誠信領袖"參加交流團到 訪西安及澳門

iELITE Youth Leaders participating in study tours to Xi'an and Macao

## NURTURING THE NEXT GENERATION WITH INTEGRITY AND LAW-ABIDINGNESS

Promoting youth engagement in the fight against corruption is a global trend and a crucial pathway for sustaining anticorruption initiatives for generations. The ICAC continues to organise a variety of engagement programmes for young people at different developmental stages to nurture the core values of integrity and law abidingness.

The ICAC continues to implement the ICAC ELITE Youth Leadership Programme which focuses on nurturing tertiary and senior secondary school students who have a passion for fighting corruption and demonstrate leadership potential. Throughout the year, a variety of activities were organised, including exposure visits to the Mainland and Macao, and exchange sessions with representatives from anti-corruption agencies worldwide when the latter attended courses organised by the HKIAAC. Through the valuable experience, the students gained a better understanding of the global trend of anti-corruption work and the motherland's graft-fighting efforts. This equipped them to become future leaders with a strong sense of national identity and a global vision.









"菁英誠信領袖"參加領袖訓 練營,承諾為香港及國家的廉政建 設作出貢獻

iELITE Youth Leaders participating in the leadership training camp and making pledges to contribute to the integrity building of Hong Kong and the country





"菁英誠信領袖"與參加廉署第八屆國際會議和香港國際廉政學院課程的海外反貪機構人員交流 iELITE Youth Leaders exchanging with representatives from anti-corruption agencies worldwide in the 8th ICAC Symposium and courses organised by the HKIAAC

為鼓勵青年以創意方式向同儕宣揚廉潔信息, 廉署推行大專生"廉政大使計劃"及高中 "iTeen 領袖計劃",招募學生在校園籌辦 誠信推廣活動。廉署亦持續舉辦 "廉政互 動劇場"、參觀廉署活動及反貪法例講座, 向 學生宣揚守法誠信。 Through the ICAC Ambassador Programme for tertiary education institutions and the iTeen Leadership Programme for secondary schools, the ICAC engages the youth to organise on-campus integrity promotion activities to convey probity messages to their peers through creative means. The ICAC also continues to arrange interactive drama performances, visits to the ICAC and talks on anti-corruption laws for students to hammer home anticorruption and integrity messages.









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





"廉政大使"發揮創意,在校園舉辦多元化倡廉活動,向同學推廣誠信價值觀 ICAC Ambassadors unleashing creativity to organise a variety of integrity promotion activities on campus to promote positive values among their peers









"iTeen 領袖"參加培訓 工作坊<sup>,</sup>學習團隊協作 及演說的技巧

iTeen Leaders participating in the training workshops to enhance their teamwork and presentation skills





#### 藉廉政互動劇場向中學 生宣揚反貪和誠信信息

Disseminating anti-corruption and integrity messages to secondary school students through interactive drama



#### 中學生參觀廉署,加深對反貪及維護國家安全工作的認識

Secondary school students visiting the ICAC to enhance understanding on the work of anti-corruption and safeguarding national security





廉署編制全新的"公民、經濟與社會"支援教材,方便老師在日常教學 中培養學生的正面價值觀

A new teaching package for the "Citizenship, Economics and Society" curriculum developed by the ICAC, supporting teachers in cultivating positive values in students through daily learning



來自約 100 所中學的 "iTeen 領袖" 接受廉署的培訓後,自行籌辦校園 活動 , 向同學傳遞誠信信息

iTeen Leaders from around 100 secondary schools organising on-campus activities to spread integrity messages to their peers











廉署在"iJunior小學德育計劃"下推出新一 輯以負責任為主題的教材及遊戲物資,亦製 作全新德育繪本、學與教資源及舉辦網上親 子活動,鼓勵幼稚園和小學教師及家長培育 學生正面價值觀。廉署亦繼續透過《拓思》 德育期刊及德育資源網,支援教育工作者。

The ICAC rolled out a new series of teaching package and activity materials on the theme of "responsibility" under the iJunior Programme for Primary Schools. The ICAC also launched a new moral education picture book along with related teaching and learning resources, as well as online parenting reading activities, to encourage teachers and parents to instill positive values in students. Additionally, the ICAC continued to support educators through the ICAC Periodical and the Moral Education Website.





Little Coffee Bean joining hands to promote positive values at schools









Instilling positive values among the kids through fun activities in the ICAC Kids' Classroom









幼稚園及小學老師善用廉署繪本籌辦德育活動<sup>,</sup>培育學生的良好品德 Kindergarten and primary school teachers adopting the ICAC's picture books in organising moral education activities to nurture students' positive values



《拓思》德育期刊是連繫不同持 份者的橋樑,為教育工作者提供不 同點子推行德育工作

The *ICAC Periodical* serving as a bridge to connect different stakeholders and providing educators with different perspectives in promulgating moral education

二零二四年的青年及德育活動 Youth and Moral Education Activities in 2024





超過 over **280 000** 名 students participated in the ICAC's integrity and ethics promotion

曾參加廉署誠信及道德 推廣活動/計劃的學生

activities/ programmes

## 支持公營機構做好誠信管理

廉署全方位向各級公務員提供預防性的誠 信培訓,並因應個別貪污個案衍生的公眾 關注,主動為有關部門加強培訓,確保公務 員了解法例要求及違法的嚴重後果,並採取 防貪措施,從而減低貪污風險。

同時,廉署繼續與公務員事務局攜手推展 "誠信領導計劃",向各政府決策局及部門 提供適切的防貪教育資訊及資源,以協助擔 任"誠信事務主任"的高層首長級人員在其 局及部門內策劃推行誠信管理的措施,深化 公務員隊伍誠信文化。

## SUPPORTING THE PUBLIC SECTOR FOR EFFECTIVE INTEGRITY MANAGEMENT

The ICAC adopts a holistic approach by offering integrity training to civil servants at all levels. In response to public concerns over individual corruption cases, the ICAC proactively stepped up training for the departments concerned to ensure all public officers understand the legal requirements and consequences of breaching the law, thereby implementing preventive measures to minimise corruption risks.

The ICAC continues to partner with the Civil Service Bureau in implementing the Ethical Leadership Programme, offering bespoke preventive education information and resources to the government B/Ds. The programme also assisted their designated directorate officers, in the role of Ethics Officers, in formulating and implementing departmental integrity management initiatives, in a bid to fortify the probity culture in the civil service.





約 150 名來自近 70 個決策局及部門的誠信 事務主任及管理人員到訪廉署,參加"誠信領導 計劃"專題工作坊,討論政府人員的督導責任和 參觀廉署執法設施及展覽廳

Around 150 Ethics Officers and managerial staff from about 70 government B/Ds visiting the ICAC for discussion on the supervisory accountability of civil servants at the Ethical Leadership Programme thematic workshop and touring the ICAC facilities and exhibition hall





#### 廉署安排政務職系暑期 實習生參觀廉署,向他 們介紹香港的廉政工作

The ICAC arranging a visit for the Administrative Service Internship Programme, introducing Hong Kong's anticorruption work to the interns





以短視頻帶出公務員在處理政府採購時要注意的防貪事項 Short videos telling civil servants anti-corruption tips in handling government procurement

公共機構提供與民生息息相關的服務,因此市 民大眾對公職人員的誠信操守抱有極高期望。 廉署一直鼓勵公共機構多採用廉署的全方位 防貪服務及資源,維持公職人員的誠信操守。

此外,廉署為全港18區新一屆區議會主席 及議員舉辦交流活動,向他們介紹公職人員 的防貪角色及須遵守的反貪法例,並邀請他 們參觀廉署,與廉署人員深度交流,繼續攜 手在社區說好香港的廉政故事。 Public bodies provide services closely related to people's livelihoods. Hence, the public has high expectations for the integrity of public servants. The ICAC all along encourages public bodies to extensively utilise the ICAC's preventive education services and resources to uphold the integrity of public servants.

Furthermore, briefings were organised for the newly-elected District Council members across the 18 districts to remind them of their responsibilities in preventing corruption and their legal obligations as public officers. All District Council Chairpersons and members were invited to visit the ICAC Building for in-depth exchanges with ICAC officers and to join hands with the ICAC in telling the good stories of Hong Kong about its fight against corruption.

為區議員製作的《誠信錦囊》 Tailor-made leaflet for District Council members













區議會主席及議員既了解作 為公職人員的防貪角色<sup>,</sup>亦 支持廉署肅貪倡廉的工作

District Council Chairpersons and members, with full understanding of their anti-corruption role as public servants, showing support to the ICAC's anti-corruption work







二零二四年公營機構誠信培訓 Integrity Training for Public Sector in 2024

## 公務員 Civil Servants

為 79個政府決策局/部門 近 35 000 名公務員舉辦誠信培訓研討會

Arranged preventive education seminars for **OVER 35 000** civil servants from **79** 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 14 000 名職員舉辦誠信培訓研討會

Arranged preventive education seminars for

**OVER** 14 000 employees of public bodies that provide public services in transportation, health care, tertiary education and other public utilities

## 向各行業推廣商業道德

廉署轄下的香港商業道德發展中心致力與 商界建立合作伙伴關係,以多項防貪教育及 宣傳活動推廣商業道德和專業操守。年內的 工作重點包括:

- 主動接觸醫療健康業界,推介"醫療健康 業誠信推廣計劃"下的各項誠信資源和 防貪服務,以提升醫護人員的專業道德;
- 製作"旅遊業誠信推廣計劃"培訓短片, 加強與旅遊業監管局的合作,為從業員安 排誠信培訓,鞏固旅遊業界的廉潔文化;
- 與專業團體合作,為治理專業人員安排研討會,強調他們在實踐誠信管治的把關角色,並爭取他們支持廉署工作,共同守護香港的法治;及
- 繼續在 "BEDC 頻道"為上市公司董事、 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舉辦網上講座, 以迎合商界對網上學習的需求。

## PROMOTING BUSINESS ETHICS TO VARIOUS INDUSTRIES

The ICAC's Hong Kong Business Ethics Development Centre (HKBEDC) strives to build partnership with the business community and promote business and professional ethics through various anti-corruption education and publicity initiatives. Key highlights of the year include:

- Promoting the Integrity Promotion Programme for the Medical and Healthcare Industry to encourage medical and healthcare practitioners to make use of ICAC's ethics resources and corruption prevention services for enhancing professional ethics;
- Producing training videos for the Integrity Promotion Campaign for the Tourism Industry and collaborating with the Travel Industry Authority to provide integrity training which fosters a culture of integrity within the industry;
- Partnering with professional bodies to arrange seminars for governance professionals so as to reinforce their guardian role in ethical governance and enlist their support for the ICAC's anti-corruption efforts to uphold the rule of law in Hong Kong; and
- Continuing to organise webinars on the BEDC Channel for directors of listed companies, SME operators, construction works supervisors, insurance intermediaries, financial services practitioners and various target groups to address the business sector's demand for online training.

#### 二零二四年商界防貪教育服務

**Corruption Prevention and Education Services for the Business Sector in 2024** 



工商界及專業人士 Business Practitioners and Professionals 注解近 120 000

**Reached around** 





為旅遊業製作的誠信培訓動畫短片<sup>,</sup>帶出貪污風險和 誠信挑戰

A series of animated training videos illustrating the corruption risks and ethical challenges for the tourism industry



為醫療健康業製作誠信培訓資源,以鞏固業內的誠信文化

Integrity training resources for sustaining professional ethics in the medical and healthcare industry  $% \left( {{\left[ {{{\rm{T}}_{\rm{T}}} \right]}} \right)$ 



為香港公司治理公會的會員安排 研討會及參觀廉署活動

Arranging seminars and ICAC visit programme for members of The Hong Kong Chartered Governance Institute



Providing training for practitioners from various industries through the online platform BEDC Channel





定期向由本港多個商會代表組成的香 港商業道德發展諮詢委員會匯報工作

ICAC officers regularly reporting their work to the Hong Kong Business Ethics Development Advisory Committee comprising representatives from chambers of commerce in Hong Kong

## 主動接觸輸入勞工及人才

廉署繼續與政府決策局及部門及非政府機 構合作,向經不同入境計劃抵港的輸入勞工 及人才推廣廉潔信息。除了持續地為他們舉 辦防貪講座及宣傳活動外,廉署更積極利用 網上渠道,包括專題網頁、宣傳短片及社交 媒體帖文等,協助輸入勞工及人才掌握必要 的廉政知識。

## REACHING OUT TO IMPORTED WORKERS AND INCOMING TALENTS

The ICAC continued to partner with government B/Ds and non-governmental organisations to promote anti-corruption messages to imported workers and talents arrived in Hong Kong under various admission schemes of the Government. In addition to seminars and promotional activities, the ICAC actively utilised online channels, including a thematic webpage, promotional videos and social media posts to help imported workers and talents gain essential knowledge about anti-corruption laws in Hong Kong.

## 向輸入外勞介紹反貪法例

Briefing imported workers on anti-corruption laws



Staging publicity booths at the quarters of imported construction workers in Tam Mei, Yuen Long, to promote anti-corruption messages

#### 二零二三年九月至二零二四年底 From September 2023 to 2024

廉署為超過 25 000

名來自建造業、運輸業、院舍等外勞 **IMPORTED WORKERS FROM THE CONSTRUCTION,** TRANSPORTATION AND RESIDENTIAL CARE INDUSTRIES

場簡介會 BRIEFINGS

舉辦超過 IN OVER





廉署參與由香港人才服務辦公室舉辦的 "香港·全球人 才高峰會",介紹香港的廉潔社會環境

The ICAC participating in the Global Talent Summit Hong Kong organised by the Hong Kong Talent Engage to promote Hong Kong's clean social environment





#### 在香港人才服務辦公室舉辦的研討會中向抵港 人才講解香港的防貪法例

Sharing anti-corruption tips with incoming talents in a seminar organised by the Hong Kong Talent Engage





廉署透過多元化的網上渠道 向抵港人才發放防貪資訊

Anti-corruption messages disseminated to incoming talents through multiple online channels

### 大力推動廉潔樓宇管理

廉署繼續與民政事務總署、市區重建局及各 樓宇管理專業團體保持緊密合作,積極及主 動向業主和樓宇管理組織推廣廉潔樓宇管 理的信息,加強他們抵禦貪污的能力。

年內,廉署透過講座、研討會、探訪等,為約 5 300 位來自超過 800 個樓宇管理組織的 人士提供倡廉教育服務;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 15 000 人次。除了透過更新版專題 網站提供一站式廉潔樓宇管理資訊外,廉署 亦設立專屬諮詢熱線和利用社交媒體發放 防貪信息。

廉署及物業管理業監管局(監管局)攜手合作, 以全方位策略為物業管理公司、從業員和相 關持份者提供全面培訓和支援,加強業界的 反貪意識和提升行業的整體廉潔水平。年內, 廉署及監管局合辦"共建物管誠信網絡行動" 啟動禮,並得到全部13間監管局認可的物管 業專業團體和商會、及來自120間物管公司 的超過200名管理人員的全力支持和參與。

## STEPPING UP EFFORTS IN PROMOTING CLEAN BUILDING MANAGEMENT

In response to the latest developments in the building management sector, the ICAC continued to collaborate 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 (BMBs) so as to enhance their anti-corruption capability.

During the year, the ICAC delivered preventive education services to approximately 5 300 people from over 800 BMBs through a series of talks, seminars and visits. Besides, around 15 000 counts of people were reached through various publicity initiatives, including exhibitions, quizzes, pamphlets and feature articles. In addition to the revamped thematic website to provide a one-stop portal for the latest clean building management information, the ICAC maintains a dedicated enquiry hotline and promotes anti-corruption information through social media platforms.

The ICAC also joined hands with the Property Management Services Authority (PMSA) to provide comprehensive training and support to property management companies (PMCs), practitioners and relevant stakeholders through

#### 廉署全新製作的"誠信專業物業管理"培 訓短片系列、一站式"誠信優質樓宇管理" 專題網站和物業管理從業員自學課程

New training video series on "Professional Property Management with Integrity", thematic website on "Integrity and Quality Building Management" and self-learning package for property management practitioners a holistic strategy, which set to strengthen anti-corruption awareness and enhance integrity standards across the sector. During the year, the ICAC and PMSA co-hosted the Launching Ceremony of Integrity Property Management League, which was fully supported by 13 professional bodies and trade associations recognised by the PMSA, and attended by over 200 managerial staff from 120 PMCs.



#### 廉署與物業管理業監管局和13間 物管業專業團體及商會共同參與 "共建物管誠信網絡行動"啟動禮

The ICAC, PMSA, 13 recognised professional bodies and trade associations of property management participating in the Launching Ceremony of Integrity Property Management League

## 維護廉潔選舉文化

為確保二零二四年底舉行的鄉郊補選得以公 平、公正和誠實地進行,廉署安排了多項教育 及宣傳活動,包括為候選人、助選成員、選舉 主任及選舉工作人員安排法例簡介會,講解 《選舉(舞弊及非法行為)條例》的規定;透 過選舉事務處派發各項參考資料,例如為候 選人編製的資料冊、填寫選舉申報書須知及 以選民為對象的單張;並於票站內張貼宣傳 海報,鼓勵選民及票站職員向廉署舉報違法 行為。廉署亦設立專題網站及查詢熱線,就 廉潔鄉郊選舉提供相關資訊及諮詢服務。

此外,配合新一輪的選舉周期,廉署為未來各 項公共選舉(包括立法會換屆選舉)制定全方 位的教育及宣傳計劃,宣揚廉潔選舉文化。



### **UPHOLDING CLEAN ELECTION CULTURE**

To ensure the Rural By-election in late 2024 was conducted fairly, openly and honestly, the ICAC arranged a series of education and publicity activities in the year. These activities included organising briefings for candidates, election helpers, returning officers and electoral staff to explain the requirements of the Elections (Corrupt and Illegal Conduct) Ordinance, distributing tailor-made reference materials such as information booklets for candidates, reminders for candidates on election return and leaflets for electors via the Registration and Electoral Office, as well as displaying publicity posters at polling stations to encourage voters and polling station staff to report to the ICAC any corrupt or illegal conduct. The ICAC also set up a dedicated website and an enquiry hotline to provide latest information and enquiry services on clean rural elections.

To tie in with the new election cycle, the ICAC was formulating a comprehensive education and publicity campaign for the upcoming public elections, including the Legislative Council General Election, with the aim to fortifying the clean election culture.



廉署人員出席選舉管理委員會舉辦的鄉郊補 選簡介會,向候選人講解《選舉(舞弊及非法 行為)條例》

An ICAC officer speaking at the briefing session of the Rural By-election organised by the Electoral Affairs Commission to explain the Elections (Corrupt and Illegal Conduct) Ordinance



為候選人、助選人 員及選民製作的廉 潔選舉參考資料

Reference materials on clean elections tailored for candidates, election helpers and electors

## 廉署周年民意調查

廉署每年均委託獨立及專業的研究機構進行 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。

#### **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 did not tolerate corruption and the majority of the respondents had not encountered corruption personally in the preceding 12 months. These findings reaffirm the stable probity situation and the hardearned anti-corruption achievements of Hong Kong.

#### 二零二四年廉政公署周年民意調查 2024 ICAC Annual Survey





# 第六章 CHAPTER 6



## 策略

- 加強與國內外反貪機構的執法聯繫和 協作,提升肅貪效能;
- 進一步擴闊國際網絡,聯繫更多海外反貪 機構及國際廉政組織;
- 為國內外反貪機構提供培訓及技術支援, 分享反貪經驗及專業知識;及
- 聯通世界,說好香港故事,宣揚香港堅實 法治,展示"一國兩制"成果。

## 工作回顧

廉署除了繼續在香港竭力打擊和預防貪污 及鞏固誠信文化外,亦致力跨境反貪合作。 廉署與海外、內地及澳門的反貪機構及執法 機關保持緊密的執法協作,並充分發揮香港 "背靠祖國 聯通世界"的獨特優勢,積極 參與國際反貪平台及國際會議,與世界各地 的反貪同儕交流經驗,在推動全球反貪事業 的發展的同時,宣揚香港的堅實法治、有效 反貪制度,以及廉潔社會環境。

聯合國毒品和犯罪問題辦公室(聯合國毒 罪辦)是廉署在國際合作上的戰略伙伴。雙 方在二零二四年五月簽署合作諒解備忘錄, 並攜手為世界各地的反貪人員舉辦培訓課 程。廉署亦積極參與聯合國毒罪辦"全球反 腐敗執法合作網絡"(GlobE 網絡),合力 促進反貪執法機構間的協作。

在中華人民共和國中央人民政府及香港特 別行政區政府的支持下,廉署自二零二二年 起擔任國際反貪局聯合會(聯合會)主席。 廉署亦在二零二四年二月成立香港國際廉 政學院(廉政學院)。年內,廉署結合其半世 紀的反貪經驗、廉政學院獨特的培訓平台, 以及聯合會龐大的國際網絡,組成"反貪鐵 三角",透過舉辦國際會議、策劃培訓課程、 進行多邊或雙邊合作、接待境外訪客等方 式,向世界各地分享香港的反貪策略,說好 國家、"一國兩制"和香港故事。

廉署亦配合國家"一帶一路"倡議及粵港澳 大灣區(大灣區)發展戰略,利用香港的反 貪經驗,助力國家建設高質量廉潔"一帶一 路"及大灣區。

#### STRATEGIES

- Strengthen law enforcement liaison and collaboration with anti-corruption agencies (ACAs) at home and abroad;
- Expand global networks and reach out to more overseas ACAs and international anti-corruption organisations;
- Offer training and technical assistance to and share anticorruption experience and expertise with ACAs at home and abroad; and
- Through international liaison, tell the good stories of Hong Kong, promote its robust rule of law, and showcase its achievements under "One Country, Two Systems".

#### **REVIEW OF WORK**

Apart from continuing its efforts to combat and prevent corruption and to foster a culture of integrity within Hong Kong, the ICAC also actively engages in cross-boundary anti-corruption collaboration. The ICAC maintains close operational liaison with ACAs and law enforcement agencies in Mainland China, Macao and overseas. Leveraging Hong Kong's unique position as "backed by the motherland and connected to the world", the ICAC takes an active role in international anti-corruption platforms and conferences, exchanging experiences with global counterparts. Through these endeavours, the ICAC not only contributes to the global fight against corruption, but also showcases Hong Kong's strong rule of law, effective anti-corruption framework, and clean social environment.

The United Nations Office on Drugs and Crime (UNODC) is a strategic partner of the ICAC in international cooperation. The two parties signed a Memorandum of Understanding (MoU) in May 2024 and have joined hands to organise anti-corruption training for graft fighters worldwide. The ICAC also actively participates in the UNODC's Global Operational Network of Anti-Corruption Law Enforcement Authorities (GlobE Network) to facilitate the cooperation among anti-corruption law enforcement authorities.

With the support of the Central People's Government of the People's Republic of China and the Government of the Hong Kong Special Administrative Region, the ICAC has held the Presidency of the International Association of Anti-Corruption Authorities (IAACA) since 2022. The ICAC also established the Hong Kong International Academy Against Corruption (HKIAAC) in February 2024. During the year, the ICAC, the HKIAAC, and the IAACA established a tripartite partnership, capitalising on their respective strengths: the ICAC's half-century of anti-

## 廉政公署第八屆國際會議

廉署在二零二四年五月與聯合會合辦"廉政 公署第八屆國際會議",為世界各地的反貪 人員提供一個知識分享和經驗交流平台。 今屆國際會議以"廉潔世界新道路"為主題, 吸引來自近 60 個司法管轄區的 180 個與 反貪工作相關機構的逾 500 名代表參與, 有關數字創下歷年新高。

行政長官、中共中央紀委副書記及國家監察 委員會副主任、聯合國駐維也納辦事處總幹 事暨聯合國毒罪辦執行主任、終審法院首席 法官及律政司副司長等嘉賓在會上分別致辭, 呼籲各地加強國際反貪合作,同時肯定香港 及廉署對國際反貪發展的貢獻。在三天的會 議中,共有超過 30 位來自世界各地的講者在 不同反貪範疇分享經驗,共商肅貪倡廉之道。



**廉政公署國際會議**在二零零零年首次舉辦, 每屆會議會因應當時國際反貪發展而訂 定獨特主題。歷年來合辦機構包括國際刑 警、歐盟委員會反欺詐局、World Justice Project,以及國際反貪局聯合會。

The **ICAC Symposium** was first held in 2000. Each Symposium established a unique theme in response to the international anti-corruption development at the time. Past co-organisers include Interpol, the European Anti-Fraud Office of the European Commission, the World Justice Project, and the IAACA. corruption expertise, the HKIAAC's unique training platform, and the IAACA's extensive international network. Through organising international conferences, conducting training courses, engaging in multilateral or bilateral collaboration, as well as exchanging with non-local visitors, the ICAC shares Hong Kong's anti-corruption strategies with the world, telling the good stories of our country, the "One Country, Two Systems" and Hong Kong.

The ICAC also supports our country's Belt and Road (B&R) Initiative and the development strategy of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) by leveraging Hong Kong's anti-corruption experience to foster a highquality and clean B&R and GBA.

### **8TH ICAC SYMPOSIUM**

The ICAC co-hosted the 8th ICAC Symposium with the IAACA in May 2024 to provide a platform for anti-corruption counterparts around the world to share knowledge and experience. With the theme of "Charting a New Path to Combat Corruption", the Symposium was participated by over 500 delegates of 180 ACAs from nearly 60 jurisdictions, setting a record.

Guest speakers, including the Chief Executive, the Deputy Secretary of the Central Commission for Discipline Inspection of the Communist Party of China and Vice Chairman of the National Commission of Supervision (NCS), the Director-General of the United Nations Office at Vienna and Executive Director of the UNODC, the Chief Justice of the Court of Final Appeal, and the Deputy Secretary for Justice, addressed the Symposium, calling for enhanced international cooperation. They also recognised the contributions made by Hong Kong and the ICAC in the global anti-corruption cause. During the three-day Symposium, over 30 speakers shared their anti-graft experience in various aspects.







## MEMORANDUM OF UNDERSTANDING SIGNING CEREMONY



as

Plenary Session: Synergising Public-Private Partnership to Co

Education with Integrity Breeds Integrity in People 康洁育人, 育廉洁人

SYMPOSIUM

Deputy Director, Of

#### 廉政公署成功舉辦國際會議<sup>,</sup>開創廉潔世界新 道路及說好香港反貪故事

The ICAC organising the ICAC Symposium successfully, charting a new path to combat corruption and telling the good anti-corruption stories of Hong Kong

廉署亦在會上與聯合國毒罪辦以及哈薩克 斯坦、毛里求斯、沙特阿拉伯及南非的反貪 機構簽署合作諒解備忘錄,為深化反貪合 作訂立框架。廉署亦與來自世界各地的代表 團進行超過 40 場雙邊會面,交流反貪做法 及經驗,商討合作計劃。

會議其中一個討論主題為"凝聚青年力量 創建廉潔世代",來自世界各地的年輕講者 分享青年為全球誠信文化注入動力的經驗, 讓年輕人在這個全球關注的議題上發表 聲音,當中有講者是聯合國毒罪辦青年反貪 計劃下YouthLED誠信諮詢委員會的成員。 除與會者外,約有 200 位本地、內地及海 外大學和中學生,以及廉署"菁英誠信領袖" 參與討論環節。

緊接會議之後,廉政學院與聯合會攜手合 作,為參與會議的反貪人員舉辦培訓課程。 另外,約50位來自美洲、歐洲、非洲、大洋 洲和亞洲近20個反貪和執法部門的高級 別代表更在廉政專員的帶領下到訪湖南省 長沙市,進行三天實地考察,了解內地在反 腐敗及廉政建設方面的工作,以及在科技 文創及保育歷史文化等方面的發展。 During the event, the ICAC signed MoUs with the UNODC and ACAs from Kazakhstan, Mauritius, Saudi Arabia, and South Africa to establish a framework for enhanced cooperation. The ICAC also held over 40 bilateral meetings with delegations from around the world to exchange views on anti-corruption practices and to explore opportunities for collaboration.

In a panel session themed "The Power of Youth in Creating a World of Integrity", young speakers from different parts of the world shared their experience in injecting new vigour to a global culture of integrity, representing the youth voice on this globally significant issue. Some speakers were members of the YouthLED Integrity Advisory Board to the UNODC's Global Resource for Anti-Corruption Education and Youth Empowerment Initiative. Apart from the speakers, about 200 local, Mainland and overseas university and secondary school students, as well as ICAC's iELITE Youth Leaders also participated in the session.

Following the Symposium, the HKIAAC and the IAACA co-hosted a training programme for the participating antigraft fighters. Additionally, about 50 high-level representatives from nearly 20 anti-corruption and law enforcement agencies in America, Europe, Africa, Oceania, and Asia went on a three-day study visit led by the Commissioner to Changsha of Hunan Province to gain insights into Mainland's anticorruption efforts and developments in high-tech innovations and cultural heritage conservation.



廉政專員帶領外國反貪和 執法部門的高級別代表到 內地考察交流

The Commissioner leading high-level representatives from overseas anti-corruption and law enforcement agencies on a study visit to Mainland China





### 國際反貪局聯合會

廉政專員作為聯合會的主席,在廉署的支援下,帶領聯合會推進全球反貪合作。聯合 會年內其中一項工作亮點是在與廉署合辦 的"廉政公署第八屆國際會議"上,發表了 《加強國際合作預防和打擊貪腐香港宣 言》,呼籲世界各地的反貪機構藉《聯合國 反腐敗公約》(《公約》)加強反貪合作,並 善用各種方法(例如數碼及財務鑑證)打擊 及防止貪污。這是歷史上首次以"香港"命 名的反貪宣言,於廉署成立五十周年發表, 別具意義,亦展示出香港在國際反貪合作 的重要性。

#### INTERNATIONAL ASSOCIATION OF ANTI-CORRUPTION AUTHORITIES

As President of the IAACA, the Commissioner spearheaded the Association's efforts to foster global anti-corruption collaboration with the support of the ICAC. Among the IAACA's key achievements during the year was the adoption of the "Hong Kong Declaration on Strengthening International Cooperation in Preventing and Fighting Corruption" at the 8th ICAC Symposium co-hosted with the ICAC. The Declaration called upon ACAs worldwide to enhance collaboration under the United Nations Convention against Corruption (UNCAC), and to combat and prevent corruption through various means, such as digital and financial forensics. Notably, it is the first global anti-corruption declaration named after Hong Kong, coinciding with the ICAC's 50th anniversary and also signifying the importance of Hong Kong in the global anti-corruption arena.



International Association of Anti-Corruption Authorities 國際反貪局聯合會 **國際反貪局聯合會**於二零零六年由國家最高人民檢察院 (最高檢)發起成立,是一個非政治性的國際反貪組織,專 責推廣及促進有效落實《聯合國反腐敗公約》,並協助全球 各國反貪機構預防和對抗貪污。國家最高檢檢察長在二零 零六年至二零一六年期間擔任聯合會主席,隨後二零一六年 至二零二二年由卡塔爾的總檢察長擔任主席。香港特別行 政區廉政專員於二零二二年當選聯合會主席,聯合會秘書 處則設於廉署,聯合會秘書長由廉署首長級人員出任。

The International Association of Anti-Corruption Authorities (IAACA) was established in 2006 under the initiative of our country's Supreme People's Procuratorate (SPP). It is an independent and non-political anti-corruption organisation with the mandate to promote the effective implementation of the United Nations Convention against Corruption and assist ACAs worldwide in the prevention of and fight against corruption. The Prosecutor General of the SPP served as the President of the IAACA from 2006 to 2016, followed by the Attorney General of Qatar, who held the position from 2016 to 2022. In 2022, the Commissioner of the ICAC of the Hong Kong Special Administrative Region was elected as the President of the IAACA, with a Secretariat set up in the ICAC. The Secretary-General of the IAACA is held by a directorate officer of the ICAC.



#### 廉政公署與國際反貪局聯 合會合辦"廉政公署第八 屆國際會議",國際反貪局 聯合會藉此機會在香港舉 行執行委員會會議

The ICAC and the IAACA co-hosting the 8th ICAC Symposium, and the IAACA taking the opportunity to hold an Executive Committee meeting in Hong Kong 聯合會亦舉辦研討會及工作坊,讓世界各 地的反貪機構及國際組織交流反貪經驗。 例如聯合會在二零二四年三月與廉政學院 攜手於香港為南非國家反貪諮詢局舉辦工 作坊。香港、韓國、馬來西亞及南非的反 貪機構代表就反貪策略交流經驗,為南引 改革反貪制度提供參考。十月,廉政專員 率團出席於哈薩克斯坦阿斯塔納舉行的 聯合國毒罪辦"加快實施《聯合國反腐敗 公約》中亞區域平台第一屆年會",並與中 亞國家的反貪領袖商討合作。聯合會亦在 會議後與廉政學院、聯合國毒罪辦及當她 反貪機構攜手為中亞地區的反貪人員舉辦 培訓課程。 The IAACA also organised seminars and workshops to facilitate the exchange of anti-graft experience among ACAs and international organisations. For example, the IAACA collaborated with the HKIAAC to organise an experience sharing programme in March 2024 for the National Anti-Corruption Advisory Council of South Africa. Representatives from ACAs of Hong Kong, the Republic of Korea, Malaysia and South Africa shared their anticorruption strategies, providing references for the reform of South Africa's anti-corruption system. In October, the Commissioner led a delegation to attend the "First Annual Conference of the Regional Platform for Fast-Tracking the Implementation of the UNCAC in Central Asia" hosted by the UNODC in Astana, Kazakhstan, where he discussed cooperation with anti-graft leaders from Central Asian countries. Following this Conference, the IAACA, together with the HKIAAC, the UNODC and the ACA of the host country, organised a training course for anti-graft fighters across the Central Asian region.



《聯合國反腐敗公約》是唯一一份具有法律約束力的國際性反腐敗法律文件, 提供了一套綜合性的標準、措施及規則供締約國引用,以加強打擊貪污的法例 及規管機制。

在二零零六年二月,《公約》對中國生效,並適用於香港特別行政區。廉署獲中 央人民政府委派,協助其他《公約》締約國制訂和實施具體的預防腐敗措施。

The **United Nations Convention against Corruption** is the only legally binding universal anti-corruption instrument. It provides a comprehensive set of standards, measures, and rules for States Parties to adopt in order to strengthen legislation and regulatory mechanisms against corruption.

The UNCAC came into force for China in February 2006 and is applicable to the Hong Kong Special Administrative Region. The ICAC is designated by the Central People's Government to assist other States Parties in developing and implementing specific measures for the prevention of corruption.



國際反貪局聯合會為南非國家反貪諮詢 局舉辦經驗交流課程

The IAACA organising an experience sharing programme for the National Anti-Corruption Advisory Council of South Africa




國際反貪局聯合會在哈薩克斯坦為中亞地區的反貪人員舉辦培訓課程 The IAACA organising a training programme in Kazakhstan for anti-graft fighters across the Central Asian region

此外,聯合會積極拓展國際網絡,與世 界各地反貪機構加強溝通及合作。聯合 會年內以觀察員身分加入聯合國毒罪辦 GlobE 網絡,並與聯合國毒罪辦合作,在 不同場合向世界各地的反貪機構推介由聯 合會、廉署及聯合國毒罪辦於二零二三年 出版的《加強青年參與反貪腐倡議全球政 策指南》。廉署人員亦多次代表聯合會出 席不同國際會議,介紹聯合會的發展;並 與全球各地的反貪機構及國際組織進行 會面,商討合作。

經過不斷努力,聯合會的會員機構數目已 經由二零二二年初廉政專員接任聯合會主 席時的 122 個,增加至 180 個。 Furthermore, the IAACA actively expanded its international network to enhance communication and cooperation with ACAs worldwide. During the year, it joined the UNODC's GlobE Network as an observer, and partnered with the UNODC on various occasions to promote the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work*, jointly published by the IAACA, the ICAC, and the UNODC in 2023. ICAC officers also represented the IAACA to attend various international conferences to introduce the development of IAACA; and to meet ACAs and international organisations worldwide to explore opportunities for collaboration.

Through sustained efforts, the IAACA's membership grew from 122 in early 2022, when the Commissioner assumed the presidency, to 180.

### 建設廉潔"一帶一路"

"建設廉潔之路"是國家支持高質量共建 "一帶一路"的八項行動之一。為助力國家 建設"廉潔之路",廉署有策略地與"一帶 一路"國家的反貪機構加強合作。

廉署繼於"廉政公署第八屆國際會議"上 與三個"一帶一路"國家(即哈薩克斯坦、 沙特阿拉伯和南非)的反貪機構簽訂合作 諒解備忘錄後,於二零二四年九月再與另 外兩個"一帶一路"國家(即印度尼西亞 及馬爾代夫)的反貪機構簽訂合作諒解備 忘錄,並於"一帶一路高峰論壇"上,在行 政長官的見證下進行交換儀式。這些合作 備忘錄為共同打擊及預防貪污提供合作框 架,對共建高質量廉潔"一帶一路"發揮積 極作用。

#### **BUILDING CLEAN "BELT AND ROAD"**

"Promoting integrity-based Belt and Road cooperation" is one of the eight major steps that the country takes to support the join pursuit of high-quality B&R cooperation. In support of building a clean B&R, the ICAC has strategically enhanced cooperation with ACAs in B&R countries.

Following the signing of MoUs with ACAs from three B&R countries (Kazakhstan, Saudi Arabia and South Africa) in the 8th ICAC Symposium, the ICAC signed MoUs with ACAs from two additional B&R countries (Indonesia and Maldives) in September 2024, with an MoU exchange ceremony witnessed by the Chief Executive in the Belt and Road Summit. These MoUs provided a framework for jointly combating and preventing corruption, playing a positive role in the development of a high-quality clean B&R.



#### 廉政專員分別與印度尼西亞及馬爾代夫 反貪機構的領導簽訂合作諒解備忘錄

The Commissioner signing Memoranda of Understanding with leaders of the anti-corruption agencies of Indonesia and Maldives respectively



此外,廉署應國家監察委員會的邀請,於 八月派員到雲南省昆明市出席"一帶一路 廉潔建設 — 中國雲南與東南亞國家地方 研討會",與近100名來自東南亞各國反 腐機構的代表交流。 In August, at the invitation of the NCS, an ICAC delegation attended the "China (Yunnan)-Southeast Asia Subnational Symposium on Belt and Road Integrity Building" held in Kunming of Yunnan Province, whereby ICAC officers exchanged with nearly 100 representatives from various ACAs across Southeast Asia.



在"一帶一路廉潔建設 — 中國雲南與東南亞國家 地方研討會"上與東南亞各國反腐機構的代表交流

ICAC delegates exchanging experience with representatives from ACAs of Southeast Asian countries at the "China (Yunnan)-Southeast Asia Subnational Symposium on Belt and Road Integrity Building"

廉政學院亦為"一帶一路"國家以至世界 各地的反貪機構舉辦不同形式的專業培 訓課程,提升他們的反貪能力。 The HKIAAC also conducted professional training programmes in various forms for ACAs of B&R countries and around the world to enhance their anti-corruption capabilities.

# 國際反貪交流

廉署作為聯合國毒罪辦 GlobE 網絡的成 員機構之一,一直積極參與該網絡的事 務,增強世界各地反貪執法機關的合作。 廉政專員於二零二四年九月率團出席該網 絡在北京舉行的全體會議,並在高級別論 壇上發言呼籲與會者加強執法合作。副廉 政專員兼執行處首長亦在專題研討會發表 演說,呼籲透過國際合作全力打擊以潛逃 或轉移資產到其他國家的方式逃避刑責 的貪污分子。副廉政專員年內亦以中國代 表團成員身分,出席該網絡在奧地利維也 納聯合國辦事處舉行的指導委員會會議。

#### **INTERNATIONAL ANTI-CORRUPTION EXCHANGE**

As a member of UNODC's GlobE Network, the ICAC has been actively engaged in the network, enhancing cooperation among anti-corruption law enforcement authorities worldwide. In September 2024, the Commissioner led a delegation to attend the plenary meeting of the GlobE Network in Beijing, delivering a speech at a high-level forum and calling on strengthening of law enforcement co-operation. The Deputy Commissioner-cum-Head of Operations also spoke at a panel discussion and expounded on leveraging international co-operation in recovering corrupt assets and bringing the corrupt to justice. During the year, the Deputy Commissioner attended meetings of the GlobE Network's Steering Committee held at the United Nations Office in Vienna, Austria as part of China's delegation.



**"全球反腐敗執法合作網絡"**(GlobE 網絡)於二零二一年 在聯合國毒品和犯罪問題辦公室支持下建立,全球機構成員 逾 200 個,旨在促進反腐敗執法機構間的合作,以預防和打 擊腐敗。香港特別行政區廉政公署以中國代表團成員的身分 出席 GlobE 網絡會議。

The **Global Operational Network of Anti-Corruption Law Enforcement Authorities** (GlobE Network) was established in 2021 under the auspices of the UNODC. With over 200 members worldwide, it aims to foster collaboration among anti-corruption law enforcement authorities to prevent and combat corruption. The ICAC of the Hong Kong Special Administrative Region attends the GlobE Network meetings as part of China's delegation.



廉政公署積極參與"全球 反腐敗執法合作網絡"

The ICAC actively participating in the GlobE Network

廉署以"中國香港"身分參與"亞太經濟 合作組織反貪腐倡透明專家工作小組" 以及由亞洲開發銀行和經濟合作與發展 組織合辦的"亞太區反貪污行動計劃"。 年內,廉署派員出席上述兩個平台的會 議及研討會,分享廉署的最新發展,以 及香港在提升政府採購透明度、利用科技 協助反貪工作、追討犯罪得益、鼓勵社會 各階層參與反貪工作等的經驗。 The ICAC, representing Hong Kong, China, participated in the Anti-Corruption and Transparency Experts Working Group of the Asia-Pacific Economic Cooperation and 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. During the year, ICAC officers attended conferences and seminars of these two platforms to share the latest developments of the ICAC as well as Hong Kong's experience in enhancing government procurement transparency, use of technology in anti-corruption work, recovering crime proceeds, and encouraging public engagement in anti-corruption work.





在秘魯舉行的亞太經 濟合作組織反貪腐倡 透明專家工作小組會 議上分享廉署的工作

ICAC officers sharing work experience at meetings of the Anti-Corruption and Transparency Experts Working Group of the Asia-Pacific Economic Cooperation in Peru



在亞太區反貪污行動計劃於不丹舉 行的二零二四年區域會議和執法網 絡會議上分享香港的反貪經驗

ICAC officers sharing Hong Kong's anticorruption experience during the 2024 regional conference organised by the Anti-Corruption Initiative for Asia and the Pacific in Bhutan

廉署派員參與多個國際會議,分享香港成 功反貪的經驗及做法,向國際社會說好香 港反貪故事。這些會議包括三月於法國巴 黎舉行的經濟合作與發展組織"全球反腐 敗與誠信論壇"、六月於瑞士巴塞爾舉行 的巴塞爾治理研究所"第五屆國際集體行 動會議",以及十月於烏茲別克斯坦塔什 干舉行的"第四屆塔什干反貪論壇"等。 廉署人員亦以中國代表團成員身分出席在 六月於奧地利維也納舉行的《公約》實施 審查小組第十五次會議,並藉此機會與各 國代表就反貪策略進行交流。

ICAC officers participated in international conferences to tell the good anti-corruption stories of Hong Kong to the international community. These conferences included the Global Anti-Corruption and Integrity Forum organised by the Organisation for Economic Co-operation and Development in Paris, France in March; the 5th International Collective Action Conference hosted by the Basel Institute on Governance in Basel, Switzerland in June; and the IV Tashkent Anti-Corruption Forum held in Tashkent, Uzbekistan in October, etc. ICAC officers, as part of China's delegation, also attended the 15th session of the Implementation Review Group under the UNCAC held in Vienna, Austria in June, where they exchanged views on anti-corruption strategies with delegates around the world.

廉政公署積極參與國際反貪會議<sup>,</sup>向國際社會說好"一國兩制"下香港的反貪故事 The ICAC participating in international anti-corruption conferences to tell the good anti-corruption stories of Hong Kong under "One Country, Two Systems"



巴塞爾治理研究所第五屆國際集體行動會議 5th International Collective Action Conference hosted by the Basel Institute on Governance



第四屆塔什干反貪論壇 IV Tashkent Anti-Corruption Forum

# 與內地和澳門特區的廉政協作

廉署一直與內地和澳門特區的反腐機構 緊密合作。廉署人員在二零二四年多次前 往內地和澳門參與反貪腐考察交流。在國 家監察委員會的支持及統籌下,廉署與廣 東省監察委員會及澳門特區廉政公署正 全力編製三地廉潔營商指南,為在粵港澳 大灣區營商的海內外企業提供防貪實務 指引。

### 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 Special Administrative Region. In 2024, ICAC officers participated in study visits and exchanges in Mainland China and Macao on multiple occasions. With the support and coordination of the NCS, the ICAC collaborated with the Guangdong Provincial Commission of Supervision and the Commission Against Corruption of Macao to develop a guide on doing business with integrity in order to offer practical corruption prevention guidelines to overseas and local enterprises with business in the GBA.



廉政專員到訪上海<sup>,</sup>考察內地反貪發展 The Commissioner visiting Shanghai to keep abreast of the anti-corruption development in the Mainland



與到訪廉政公署的內地官員交流香港的反貪經驗 Exchanging Hong Kong's anti-corruption experience with Mainland officials visiting the ICAC

# 境外訪客

廉署與海外及內地的反貪及相關機構一直 以不同方式進行交流。在二零二四年,廉 署便接待了近130個來自內地及其他國 家或地區的訪問團,與超過2600名官 員、企業代表及學者等分享香港廉政建設 的經驗,說好香港故事。

#### **NON-LOCAL VISITORS**

The ICAC has been engaging in various forms of exchange with ACAs and related organisations worldwide. In 2024, the ICAC received nearly 130 delegations around the world, sharing with over 2 600 officials, corporate representatives, scholars and others Hong Kong's anti-corruption experience, and telling them the good stories of Hong Kong.



向訪問廉政公署的海外政商界代表介紹香港的廉政建設經驗 Sharing Hong Kong's anti-corruption experience with overseas government and business representatives during their visits to the ICAC

# 第七章 CHAPTER 7



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。

香港國際廉政學院 HONG KONG INTERNATIONAL ACADEMY AGAINST COBRUPTION 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2000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 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 屬 家委員會安排,分別與中國證券監察 員會及中國人民銀行的代表交流,認 內地全面的金融規管機制。學員不到訪內 地全面的金融規管機制。學員亦到訪內 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 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 Under the arrangement by the National building. 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 Anticorruption 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,至今培點工作, 900 名海內外學員。課程的講者均是來自 900 名海內外學員。課程的講者均是來高級 所以及不同專業領域的知名領袖。廉署高級 人員來諸台執法、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 antigraft achievements in major infrastructure projects over the years, and its determination in combatting corruption.

In November, the HKIAAC further conducted the threeweek 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 "threepronged" 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 firsthand 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<sup>,</sup>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 、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



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.

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 Training on Joint Operations Against Finar 打擊金融犯罪聯合執法課程



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<sup>,</sup>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 gualified 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 Anticorruption" 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 20week programme covered 12 training modules on anticorruption 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國情 調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 Anticorruption 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。



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.



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 titbits 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<sup>,</sup>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 "實戰易" 虚擬實境調查情境訓練、入 括 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,用以進行拘捕及戶 動的實況訓練室,用以進行物捕及現 查行動的實況訓練室,用以進行調捕及調 。廉署人動物實現境指,為廉署人員提供不 受場準化訓練。系統設有"學員 作表現安排不同的處境變化,強化廉署人員 作表現安排不同的處境變化,強化賺 署大樓的廉政學院的成立,現時位於 廉署大樓的廉政學院的成立,現時位於 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 scenariobased 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.

# 第八章 CHAPTER 8

# 機構事務 CORPORATE SERVICES

機構事務涵蓋廉政公署(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》。

亦包括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

- 為廉署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。

# 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。 Corporate Services encompass 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.

Corporate Services also include 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:

- 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.
- Scrutinise and prioritise the use of government resources to ensure cost-effectiveness, affordability and sustainability.

#### **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.

# 人力資源管理

廉署人員通常以合約條款受聘,圓滿完成合約任期 後可獲發約滿酬金。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;其餘人員屬一般及支援職系,薪 酬與同等職級的公務員相同。

圖表 8-1:職位編制及實際人員數目 Charts 8-1: Establishment and Strength

#### HUMAN RESOURCE MANAGEMENT

ICAC staff are normally employed on agreement terms, with gratuity payable on satisfactory completion of the agreement period. Some 78% of the staff are of departmental grades and 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 officers belong to general and support grades and are paid the same salaries as civil servants of equivalent ranks.





年內,共61名部門職系及25名一般及支援職系人 員離職,總流失率為6.4%。廉署於二零二四年底的 職位編制及實際人員數目詳見附錄一。

#### 職員關係與福利

廉署十分重視建立員工的福祉。為幫助同事在工作 與生活之間取得平衡,廉署職員康樂會不時舉辦各 類型的康體及福利活動,並鼓勵同事積極參與義工 服務及慈善活動,回饋社會。

廉署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;又經常鼓勵同事就善用資源、改善工作 效率及保護環境等範疇提出建議,凝聚員工的歸 屬感。 During the year, 61 officers of departmental grades and 25 of general and support grades ceased service with the ICAC, resulting in an overall wastage rate of 6.4%. The establishment and strength of the ICAC as at the end of 2024 are shown in Appendix 1.

#### STAFF RELATIONS AND WELFARE

TThe ICAC attaches great importance to the wellbeing of the staff members. To help staff members achieve a work-life balance, the ICAC Staff Club organises various wellness and welfare activities from time to time. Besides, staff are encouraged to contribute to the society through participation in volunteer services and charitable activities.

康體聯誼活動 Sporting, recreational, wellness and social activities



The time-tested staff consultative committee system has enhanced communications between management and staff on matters relating to conditions of service, welfare and issues of common concern. Moreover, the ICAC encourages staff to make suggestions to improve resource management, work efficiency and environmental protection measures, amongst others, to foster a sense of belonging.

首次舉辦的 "廉政公署 FIFA 電競比賽"

The inaugural "ICAC FIFA eSports Competition"



和家人一起參加夜釣墨魚活動 The night cruise squid fishing with family members

#### 龍舟比賽及紀律部門舉辦的各類運動比賽

Dragon Boat Race and various sports competitions organised by the Disciplined Services





2024 年廉政公署周年晚宴, 氣氛熱鬧 Lively atmosphere at 2024 ICAC Annual Dinner 在兒童聖誕聯歡會中的魔術表演 Magic performance at the 2024 ICAC Children Christmas Party



義工及慈善活動 Volunteer services and charitable activities



參與"基督教懷智服務處 一 放風箏活動",支持推 廣社會共融

"Wai Ji Christian Service - Kite Flying Activity" in support of social inclusion



聯同"廉政之友"參與"香港仔坊會 — 南區寒冬送 暖大行動 2024",向有需要的長者送上溫暖和關懷

Together with "ICAC Club" members joining the "Aberdeen Kaifong Welfare Association - Southern District Winter Warmth Campaign 2024" to extend warmth and care to elderlies in need



透過"惜食堂 · 愛心飯盒製作活動",一起推動珍惜 食物文化,為社會加添正能量

Participating in "Food Angel - Meal Box Preparation" to advocate the virtue of cherishing food and to promote positive energy in the community together



#### 參加香港特奧執法人員火炬跑<sup>,</sup>為慈善出一分力

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



同心支持健康快車慈善跑步行活動 Supporting the Lifeline Express Charity Run/Walk



超過 70 位廉政公署人員<sup>、</sup>"廉政大使"及"廉政之友"為樂施會毅行者活動提供義工服務動 More than 70 staff members, "ICAC Ambassadors" and "ICAC Club" members joining Oxfam Trailwalker to provide volunteer services

#### 獎章和嘉許狀

二零二四年,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155名人員獲頒授長期服務獎項、兩 個組獲頒授廉政專員嘉許狀、以及22名人員及4 個組/小組獲頒授部門首長嘉許狀。

#### AWARDS AND COMMENDATIONS

In 2024, 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, 155 officers received long service awards; two groups received the Commissioner's Commendation while 22 officers and four 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

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3	截至二零二四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 2024 (Excluding Election Cases)	A – 5
4	二零一五至二零二四年被檢控或警誡的人數 Number of Persons Prosecuted or Cautioned between 2015 and 2024	A – 6
5	二零二四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 2024 (Classified by Government Bureaux/Departments and Others)	A – 7
6	二零二四年檢控人數(不包括選舉案件)(依罪行分類) Number of Persons Prosecuted in 2024 (Excluding Election Cases) (Classified by Offences)	A – 8
7	二零二四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 2024 (Classified by Types of Offences)	A – 9
8	二零二四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 2024	A – 10

# 廉政公署的組織(二零二四年十二月三十一日)

**Organisation of the Independent Commission Against Corruption** (Position as at 31.12.2024)



# 廉政公署的組織(二零二四年十二月三十一日)

**Organisation of the Independent Commission Against Corruption** (Position as at 31.12.2024)



\* Including 2 officers on final leave I Including 2 supernumerary posts approved by the Finance Committee of the Legislative Council

# 二零二四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 2024

	年 Year	年 Year	升跌 Change				
	2023	2024	%				
I. 政府決策局/部門 Government Bureaux/Departments							
香港警務處 Hong Kong Police Force	104 (77)	108 (81)	+4% (+5%)				
懲教署 Correctional Services Department	18 (17)	44 (34)	+144% (+100%)				
食物環境衞生署 Food and Environmental Hygiene Department	61 (34)	40 (25)	-34% (-26%)				
II. 公共機構 Public Bodies							
醫院管理局 Hospital Authority	24 (20)	25 (17)	+4% (-15%)				
香港鐵路有限公司 MTR Corporation Limited	4 (3)	15 (11)	+275% (+267%)				
香港賽馬會 The Hong Kong Jockey Club	4 (2)	12 (9)	+200% (+350%)				
III. 私營機構 Private Sector							
樓宇管理業 Building Management	544 (461)	509 (444)	-6% (-4%)				
建造業 Construction	131 (108)	190(151)	+45% (+40%)				
金融及保險業 Finance and Insurance	142 (119)	140 (116)	-1% (-3%)				
金融 Finance	92 (77)	95 (77)	+3% (0%)				
保險 Insurance	50 (42)	45 (39)	-10% (-7%)				

()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 figures of pursuable corruption complaints

<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).

# 截至二零二四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 2024

(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	719	64.8%
六個月至不足一年 6 months to less than 1 year	212	19.1%
一年至不足兩年 1 year to less than 2 years	128	11.5%
兩年或以上 2 years or more	50	4.5%
合計 Total	1 109	<b>100%</b> <sup>1</sup>

<sup>1</sup> 由於捨入至一位小數<sup>,</sup>個別項目的百分比總和未必等於一百<sup>。</sup> Total percentage of each item may not equal 100% as figures are rounded up or down to one decimal place.
# 二零一五至二零二四年被檢控或警誡的人數 Number of Persons Prosecuted or Cautioned between 2015 and 2024



被警誡人數 Persons Cautioned

被檢控人數 Persons Prosecuted

# **二零二四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 2024<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	_	0	2	-	0
Hong Kong Police Force	7	0	0	7	0
食物環境衞生署 Food and Environmental Hygiene Department	5	1	0	6	2
入境事務處 Immigration Department	1	0	0	1	1
機電工程署 Electrical and Mechanical Services Department	0	1	0	1	0
香港海關 Hong Kong Customs and Excise Department	1	0	0	1	0
懲教署 Correctional Services Department	0	0	0	0	2
消防處 Fire Services Department	0	0	0	0	2
康樂及文化事務署 Leisure and Cultural Services Department	0	0	0	0	1
水務署 Water Supplies Department	0	0	0	0	1
其他 Others					
私營機構 Private Sector	129	36	5	170	9
公共機構 <sup>3</sup> Public Bodies <sup>3</sup>	3	0	0	3	0
個別人士 (涉及政府決策局 / 部門) <sup>₄</sup> Private Individuals (concerning Government Bureaux /Departments) <sup>₄</sup>	9	4	0	13	0
個別人士 (涉及公共機構³) <sup>₄</sup> Private Individuals (concerning Public Bodies³) <sup>₄</sup>	5	0	0	5	0
合計 Total	160	42	5	207	18

1 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).

<sup>2</sup> 上表所顯示的為檢控及警誡數字。倘若同一名人士在不同案件被檢控/警誡,上述數字亦會按其被檢控/警誡 的次數計算。

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

<sup>3</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>4</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.

# **二零二四年檢控人數 <sup>1</sup>(不包括選舉案件** <sup>2</sup>)(依罪行分類)

# Number of Persons Prosecuted in 2024<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⁴ Public Bodies <sup>4</sup>	私營 機構 Private Sector	合計 Total
索賄/受賄 Soliciting/Accepting					
第201章 <sup>₅</sup> 第3條 s.3 Cap 201 <sup>₅</sup>	4	0	0	0	4
第201章第4(2)條 s.4(2) Cap 201	1	1	0	0	2
第201章第9(1)條 s.9(1) Cap 201	0	0	0	31	31
行賄 Offering					
第201章第4(1)條 s.4(1) Cap 201	0	2	0	0	2
第201章第9(2)條 s.9(2) Cap 201	0	1	0	14	15
代理人使用文件欺騙主事人 Agent using docur	nent to deceive prin	ncipal			
第201章第9(3)條 s.9(3) Cap 201	4	0	1	4	9
與貪污有關連或因其引致的罪行及指名罪行 <sup>。</sup> Offences connected with or facilitated by corruption and specified offences <sup>6</sup>					
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>	0	4	2	21	27
第204章第10(5)條所列罪行 s.10(5) Cap 204	7	10	0	100	117
合計 Tota	ıl 16	18	3	170	207

<sup>1</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>2</sup> 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).

<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).
- <sup>5</sup> 香港法例第 201 章即《防止賄賂條例》。 Cap 201 is the *Prevention of Bribery Ordinance*.
- <sup>6</sup> 詳見附錄七的罪行分類。 Detailed breakdown at Appendix 7.
- <sup>7</sup> 香港法例第 204 章即《廉政公署條例》。 Cap 204 is the Independent Commission Against Corruption Ordinance.

# **二零二四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 2024<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>。</sup> Private Individuals (concerning Government Bureaux/Departments or Public Bodies) <sup>3</sup>	公共機構⁴ Public Bodies <sup>4</sup>	私營機構 Private Sector	合計 Total
《盜竊罪條例》(第 210 章) <b>Theft</b>	<b>Ordinance</b> (Cap 2	210)			
欺騙罪行 Deception offences	2	10	0	92	104
盜竊 Theft	5	0	0	5	10
《刑事罪行條例》(第 200 章) Crin	nes Ordinance (C	Cap 200)			
使用虛假文書 Using a false instrument	0	0	0	5	5
偽造 Forgery	0	0	0	1	1
《有組織及嚴重罪行條例》(第 455	章) Organized a	and Serious Crimes Ordinand	e (Cap 455)	)	
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	0	0	9	9
《賭博條例》(第 148 章) <i>Gambling Ordinance</i> (Cap 148)					
向收受賭注者投注 Betting with a bookmaker	0	0	0	3	3
賭博時作弊 Cheating at gambling	0	0	0	3	3
普通法 Common Law					
公職人員行為失當 Misconduct in Public Office	0	4	2	0	6
妨礙司法公正 Perverting the course of justice	0	0	0	3	3
合計 Total	7	14	2	121	144

<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.

- 4 按照《防止賄賂條例》(第201章)所載釋義。
- A-9 As defined in the Prevention of Bribery Ordinance (Cap 201).

# 二零二四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 2024<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		128
地政總署 Lands Department		24
房屋署 Housing Department		18
入境事務處 Immigration Department		17
稅務局 Inland Revenue Department		15
教育局 Education Bureau		10
香港海關 Hong Kong Customs and Excise Department		9
勞工處 Labour Department		9
民政事務總署 Home Affairs Department		7
食物環境衞生署 Food and Environmental Hygiene Department		6
康樂及文化事務署 Leisure and Cultural Services Department		6
社會福利署 Social Welfare Department		6
創新科技署 Innovation and Technology Commission		5
懲教署 Correctional Services Department		4
消防處 Fire Services Department		4
工業貿易署 Trade and Industry Department		4
其他政府部門 Other Government Departments		40
	小計 Sub-total	312

公共機構 Public Bodies		轉介宗數 Number of referrals
保險業監管局 Insurance Authority		14
香港按揭證券有限公司 The Hong Kong Mortgage Corporation Limited		13
證券及期貨事務監察委員會 Securities and Futures Commission		7
物業管理業監管局 Property Management Services Authority		6
香港競爭事務委員會 The Competition Commission		4
其他公共機構 Other Public Bodies		16
	小計 Sub-total	60
	合計 Total	372

<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).











04 含污問題諮詢委員會 ADVISORY COMMITTEE ON CORRUPTION

14 審查貪污舉報諮詢委員會 OPERATIONS REVIEW COMMITTEE

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

38 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 二零二四年工作報告

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二零二四年委員名錄分 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。周雯玲女士及本人於二零二四年年 底卸任,陳健波議員及蕭楚基先生則於二零 二五年分別新獲委任為主席及委員。

## 委員會的工作

委員會於二零二四年共召開三次會議,定期 檢視香港的貪污狀況和審議廉署四個部門 的首長作出的工作匯報。委員會欣悉廉署繼 續緊守崗位,透過執法、防貪及教育"三管 齊下"策略,堅定不移地履行肅貪倡廉使命, 並積極推動國際反貪合作,於各個工作領域 取得令人鼓舞的成果。

#### 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。香港的反貪表現得到國際認同<sup>1</sup>, 成績得來不易。這不但反映廉署的工 作成效, 更證明香港的法治及反貪制度十分 穩健。

### ANNUAL REPORT 2024 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 2024 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. While Ms Irene CHOW Man-ling and I are retiring from the ACOC at the end of 2024, the new Chairman the Hon CHAN Kin-por and member Mr SIU Chorkee will join the Committee in 2025.

#### WORK OF THE COMMITTEE

During 2024, the ACOC held three meetings to review the corruption situation in Hong Kong and scrutinise the work reports presented by the heads of the four departments of the ICAC. The Committee was pleased to note that the ICAC remained steadfast and committed to fulfilling its anti-corruption mission through the "three-pronged strategy" encompassing law enforcement, prevention and education, and proactively fostered international cooperation against corruption, yielding encouraging results across various realms of work.

#### 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<sup>1</sup>. 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.

<sup>&</sup>lt;sup>1</sup> 根據 World Justice Project《二零二四年法治指數》有關"消除貪污"指標,香港在 142 個司法管轄區中排第十位。另外,就國際管理發展學院的《二零二四年世界競爭力年報》有關"行賄和貪污不存在"指標,香港在全球 67 個經濟體中排名第四、亞太區第一。由透明國際發表的《二零二四年清廉指數》,香港的廉潔程度在全球 180 個國家 / 地區中排名第 17 位,亦是亞太區最好表現的地區之一。 According to the World Justice Project's *Rule of Law Index 2024*, Hong Kong secured the 10th place among 142 jurisdictions in terms of "Absence of Corruption". In addition, in the International Institute for Management Development's *World Competitiveness Yearbook 2024*, Hong Kong ranked the fourth position among 67 economies and topping the Asia-Pacific region under the indicator "bribery and corruption do not exist". In the Transparency International's *Corruption Perceptions Index 2024*, among 180 countries/territories, Hong Kong is ranked the 17th least corrupt place, one of the top performers in the Asia-Pacific region.

廉署在二零二四年共接獲2 058 宗與選舉 無關的貪污投訴,較二零二三年微升 3%, 顯示香港的貪污情況保持平穩受控。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, 藉以深化部門的廉潔文化。廉署為政府部門 及公共機構完成了63份防貪審查工作報告, 又持續致力減低公共行政範疇的貪污風險。

私營機構方面,廉署繼續採取全方位策略, 維護香港廉潔公平的營商環境,並加強不同 界別的防貪能力。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。年內, 廉署首次與競爭事務委員會聯合執法, 搗破 一個涉嫌透過賄賂和"圍標"操控樓宇維修 工程的貪污集團。此外, 廉署及物業管理業 監管局合辦了"共建物管誠信網絡行動", 為物業管理公司、從業員和相關持份者提供 全面培訓和支援<sup>,</sup>加強業界的反貪意識和提 升行業整體的廉潔水平。建造業方面,廉署 聯同建造業議會於本屆"傑出承建商大獎" 增設"誠信管理獎",鼓勵建造業持續推行 誠信管理<sup>,</sup>秉持廉潔文化。至於金融保險業 方面,廉署在金融管理局及香港銀行公會的 全力支持下,推出"銀行業誠信約章",結合廉 潔與金融兩項香港優勢,體現銀行業對誠信的 要求和重視,鞏固香港國際金融中心地位。

此外,委員會贊同廉署年內在廉政專員的領 導下革新宣傳策略,用創新手法加強宣傳工 作,以爭取大眾支持及提高社會各界的反貪 意識。青年工作方面,廉署透過"廉政公署 菁英誠信領袖計劃"、"廉政大使計劃"、"高 中 iTeen 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 2024, the ICAC received a total of 2 058 corruption complaints (excluding election complaints), a slight increase by 3% when compared to 2023, showing that the corruption situation in Hong Kong remained stable and under control. Regarding the public sector, 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 63 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, the ICAC continued to adopt a holistic strategy to strengthen the corruption prevention capabilities of different industries and sustain Hong Kong's clean and fair business environment. The ACOC was particularly concerned about corruption in the building management sector, the construction sector and the finance and insurance sector. During the year, the ICAC and the Competition Commission conducted a first ever joint operation which successfully cracked a syndicate suspected to have involved in corruption and bid-rigging activities. Moreover, the ICAC and the Property Management Services Authority also co-hosted the Integrity Property Management League to provide comprehensive training and support to property management companies, practitioners and relevant stakeholders to strengthen the anti-corruption awareness and enhance the integrity standard across the sector. As regards the construction sector, in order to encourage the industry to implement integrity management continually and uphold a probity culture, the ICAC has joined hands with the Construction Industry Council to launch the "Integrity Management Award" in the Outstanding Contractor Award 2024. Regarding the finance and insurance sector, with the full support of the Hong Kong Monetary Authority and the Hong Kong Association of Banks, the ICAC launched the Banking Industry Integrity Charter to combine two of the advantages of Hong Kong - a clean society and a prosperous financial industry. The Charter reflects that the banking industry attaches great importance to integrity and to reinforcing Hong Kong's status as an international financial centre.

Furthermore, the ACOC appreciated the ICAC's innovative publicity strategies and creative ways to enhance its publicity for enlisting public support and raising the society's anti-corruption awareness under the leadership of the Commissioner. As for the youth work,

#### 金禧之年 成績斐然

二零二四年適逢廉署成立五十周年,廉署完成 了一連串慶祝活動,盡顯其專業和活力。廉署 不但靈活敏捷、觸覺敏銳,更能把握機遇與 挑戰,在反貪事業中不斷追求革新與突破。

廉署憑着半世紀的堅實反貪經驗和多年來在 國際間的努力耕耘,已成功與不同地域的反 貪機構建立互信。廉署去年與以廉政專員為 主席的"國際反貪局聯合會"(聯合會)合辦

"廉政公署第八屆國際會議",得到來自近 60 個司法管轄區約 180 個反貪及執法機構 的鼎力支持,共派出 500 多名代表參與,規 模之大創下歷史新高。

在這個國際會議上<sup>,</sup>聯合會公佈《加強國際 合作預防和打擊貪腐香港宣言》,這是史上 首份以香港命名的國際反貪腐宣言,充分展 現廉署在國際舞台上的重要地位與影響力。

在宣傳教育方面,廉署創作的宣傳視頻,風 格嶄新,獲得廣泛好評。多條宣傳視頻在社 交媒體上都錄得過百萬點擊率,刷新紀錄。

另外,廉署去年在大樓內開設了結合教育、 宣傳及"廉署咖啡"概念的"一九七四"咖啡 廳,這家不一樣的咖啡廳,由社福機構提供 咖啡服務,亦是傷健朋友的訓練點,彰顯共 融文化。由概念到開幕,廉署僅耗時三個多 月,但卻成功吸引大量本地、內地及海外訪 客慕名到訪。無論是效率或是效果,委員會 相信都是一項紀錄。 the ICAC empowered young people through programmes such as the "ICAC ELITE Youth Leadership", "ICAC Ambassador", and "iTeen Leadership" to become future leaders with a sense of national identity, an international perspective, and commitment to upholding integrity and rule of law.

#### Golden Jubilee with Remarkable Achievements

In 2024, which marked the 50th anniversary of the ICAC, a series of celebratory activities were successfully organised, showcasing the ICAC's professionalism and vibrancy. The ICAC was not only agile and sensitive, but also adept at seizing opportunities and embracing challenges in its relentless pursuit of innovations and breakthroughs in the anti-corruption cause.

With half a century of solid graft-fighting experience and years of hard work around the world, the ICAC has successfully established mutual trust with anti-corruption agencies (ACAs) in different regions. Last year, the ICAC joined hands with the International Association of Anti-Corruption Authorities (IAACA), the President of which being the Commissioner, to co-host the 8th ICAC Symposium. Attended by more than 500 representatives from around 180 ACAs and law enforcement agencies of nearly 60 jurisdictions, the 8th ICAC Symposium was unprecedented in scale.

At the Symposium, IAACA announced the *Hong Kong Declaration on Strengthening International Cooperation in Preventing and Fighting Corruption*, the first international anti-corruption declaration named after Hong Kong in history. It was a full manifestation of the significant status and influence that the ICAC has in the international arena.

On the publicity and education front, the ICAC progressed beyond its previous conservative approach by creating an array of innovative promotional videos that received widespread acclaim when posted on new media platforms. Many video clips reached over a million views on social media, setting new records.

Additionally, the ICAC opened Café "1974" in the ICAC Building last year. It was a unique café that combined features of education and publicity, as well as and the concept of "ICAC coffee". The Café not only provided coffee services through a welfare organisation, but also served as a training ground for people with disabilities, embodying Hong Kong's inclusive culture. From a conceptual idea to the opening of the Café, the ICAC had spent only less than four months, but had successfully attracted thousands of visitors from Hong Kong, the Mainland and abroad. The ACOC believed that such achievement was unparalleled in terms of both efficiency and results.

#### 國際合作 廉通四海

委員會對廉署推動"廉潔世界"目標所採用 的策略與努力給予高度評價。廉署不僅不吝 嗇輸出反貪經驗,更充分體現了"一國兩制" 下的包容、開放與共享價值理念。

為進一步強化國際合作,廉署規劃出"反貪 鐵三角"新策略,將自身角色與"國際反貪局 聯合會"及在二零二四年二月二十一日正式 成立的"香港國際廉政學院"(廉政學院)緊 密結合,形成協同效應,並藉此向全球推廣 香港的廉潔故事與"一國兩制"的成功實踐。

廉署透過與"聯合國毒品和犯罪問題辦公 室"(聯合國毒罪辦)簽訂合作諒解備忘錄, 成為戰略伙伴,攜手在蒙古、哈薩克斯坦等 地舉辦能力建設項目,並合辦線上線下培 訓,與中亞地區等以往接觸較少的國家的反 貪機構建立合作關係。繼在二零二三年發 布的《加強青年參與反貪腐倡議全球政策 指南》後,雙方正合作編製處理監獄管理貪 腐風險的指南,供全球監獄管理人員參考。

成立短短一年,廉政學院為海外反貪機構 舉辦了23次培訓,吸引了超過70個國家 逾2200名反貪人員參與。其中包括在香 港舉辦專題培訓課程(包括大型基建專業 反貪培訓課程、廉署的"領袖發展"旗艦 課程,及與聯合會合辦名為"反貪腐新時 代:利用創新科技打擊和預防貪污"的課 程),這些培訓均特別加入內地考察環節, 讓學員親身感受國家反貪工作與社會發展 的卓越成就。去年的考察地點涵蓋大灣區、 河南省及長沙市等地。此外,廉政學院亦 為10個國家<sup>2</sup>的反貪機構提供度身訂造 的反貪能力建設課程,助力國家建設廉潔 "一帶一路"。

#### International Cooperation against Corruption

The ACOC highly commended the ICAC for its strategies and efforts in promoting its "clean world" goal. The ICAC spared no effort in sharing its anti-corruption experience, fully embodying the values of inclusiveness, openness and sharing under the principle of "One Country, Two Systems".

To further strengthen international cooperation, the ICAC developed a new strategy referred to as the "Anti-Corruption Tripartite Partnership", integrating its role with those of IAACA and the Hong Kong International Academy Against Corruption (HKIAAC), which was established on 21 February 2024, to create synergy. It also aimed to promote Hong Kong's anti-corruption stories and showcase the successful implementation of "One Country, Two Systems" globally.

Through the signing of a Memorandum of Understanding (MOU), the ICAC and the United Nations Office on Drugs and Crime (UNODC) became strategic partners. They jointly organised capacity building programmes in places including Mongolia and Kazakhstan, as well as online and offline training, whereby cooperation was established with ACAs of countries in the Central Asian region which they were previously less engaged with. Following the release of the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work* in 2023, they are now working together to develop a guide on managing corruption risks in prisons, which will serve as reference for prison administrators worldwide.

In just a year after establishment, the HKIAAC has organised training for overseas ACAs on 23 occasions, attracting over 2 200 graft-fighters from more than 70 countries (including the "Professional Anticorruption Programme in Major Infrastructure Projects", the ICAC's flagship "Leadership and Executive Development Programme" and a joint programme co-hosted with IAACA entitled "A New Era Against Corruption: Leveraging Innovation and Technology in Fighting and Preventing Corruption"). All these training programmes specifically included visits to the Mainland to allow participants to experience first-hand the outstanding achievements of our country's anti-corruption efforts and social developments. The visits last year covered the Greater Bay Area (GBA), Henan Province, Changsha City, etc. The HKIAAC also provided tailored capacity-building courses for ACAs of 10 countries<sup>2</sup> in support of the nation's clean "Belt and Road" initiative.

²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、南非和泰國。

including Greece, Indonesia, Kazakhstan, Malaysia, Maldives, Mali, Mongolia, Panama, South Africa and Thailand.

廉政學院在去年又為本港不同界別(包括保險、 會計、銀行、建築、國有企業、地產管理等)舉行 11 個反貪專業課程,學員近 400人,均獲高度 評價。

委員會認為廉政學院的工作表現出廉署人員的宏 大願景,廉政學院及廉署入職課程,更已成功獲 取資歷架構第五級別認證(即相當於大學學士學 位),不但將廉署的工作及專業提升至另一個台 階,亦為國家以至全球反貪工作作出貢獻。這項 安排正是香港擔當"超級聯絡人"的最佳典範。

委員會亦欣悉廉署積極配合國家反腐政策和大 灣區的發展策略。廉署積極拓展與"一帶一路" 國家的反貪合作,為當地的反貪人員舉辦培訓課 程,在二零二四年更與六個國家<sup>3</sup>的反貪機構簽 訂合作諒解備忘錄,為深化合作提供框架,助力 建設廉潔"一帶一路"。此外,廉署多次派員到內 地和澳門進行反腐考察,加強與內地和澳門反貪 機構的交流與合作。目前,在國家監察委員會的支 持及統籌下,廉署、廣東省監察委員會和澳門廉政 公署正全力編製大灣區廉潔營商指南,為跨境營 商企業提供專業防貪指引,進一步鞏固區域廉潔 環境。

#### 機構管治

廉署工作的成果堅實纍纍,屢創佳績,反映其良好 管治,亦證明其團隊的實力與專業性,上下一心、能靈 活應變,值得讚賞。委員會留意到,國家安全是廉署 內部培訓的重要項目,透過國情研習班、專題講座、 網上課程及實地參觀等形式,確保同事準確掌握國家 安全觀和國家發展策略,進一步鞏固了團隊的職責擔 當與使命意識。

委員會會繼續嚴謹地監察廉署的工作,及時給予恰 當的建議,確保其工作的問責性。去年,本委員會審 閱了廉署的年度開支預算、年度報告及人事管理事項 (包括紀律和品行事宜),均認為處理得宜。 The HKIAAC also organised 11 professional anti-corruption courses for different local sectors (including insurance, accounting, banking, construction, state-owned enterprises, estate management, etc.). The courses were attended by nearly 400 participants, earning highly positive acclaim.

The ACOC believed that the accomplishments of the HKIAAC had best exhibited the grand vision of ICAC officers. Both HKIAAC and the ICAC induction training have successfully been certified with a Level 5 accreditation in the Qualifications Framework (equivalent to a bachelor's degree). This not only elevated the work and professionalism of the ICAC to a new level, but also contributed to the anti-corruption work of our country and the world. The said arrangement was indeed a perfect example of Hong Kong's role as a "super-connector".

The ACOC was also pleased to note that the ICAC had strengthened exchanges and co-operation with ACAs in the Mainland and Macao in active support of the national anti-corruption policy and GBA's development strategy. The ICAC actively strengthened its cooperation with "Belt and Road" countries, and provided training programmes for their graft-fighters. In 2024, the ICAC signed MOUs with ACAs of six countries<sup>3</sup> to provide a framework to deepen collaboration and in support of building a clean "Belt and Road". Additionally, the ICAC conducted multiple study visits to the Mainland and Macao to enhance exchange and cooperation with its counterparts. Meanwhile, with the support and coordination of the National Commission of Supervision and in collaboration with the Guangdong Provincial Commission of Supervision and Commission Against Corruption of Macao, the ICAC was in full swing compiling a guide on doing business with integrity in the GBA, which would serve as a professional corruption prevention guide for cross-boundary enterprises, further solidifying the clean environment of the region.

#### **Corporate Governance**

The ICAC's remarkable achievements were a testament to its good governance and the professionalism of its team. Their ability to work cohesively and adapt flexibly deserved compliments. The ACOC noticed that the ICAC had included national security as an important component in its internal training. It ensured the accurate understanding of its staff on the principles of national security and development strategies through various means such as national studies programmes, thematic seminars, online courses and on-site visits, thereby further reinforcing their sense of responsibility and mission.

<sup>3</sup>包括5個"一帶一路"國家(印尼、哈薩克斯坦、馬爾代夫、沙特阿拉伯、南非)以及毛里求斯。

including five "Belt and Road" countries (Indonesia, Kazakhstan, Maldives, Saudi Arabia, South Africa) and Mauritius.

#### 新聞簡報會

在二零二四年二月二十六日,我聯同其他三 位廉署諮詢委員會主席召開新聞簡報會, 匯報各諮詢委員會在二零二三年的工作,分 享我們對廉署工作的意見,並回答傳媒的 提問。

#### 鳴謝

我已完成六年的主席任期。在此,我衷心感 謝委員會各委員在我任期內所作出的貢獻和 支持。我和各委員亦感謝廉署人員作出的報 告和詳盡回答委員的查詢。委員會特別對廉 署歷任人員一直緊守崗位,承傳反貪使命, 表達由衷的讚許和感謝。委員會深信,廉署 會不斷向前邁進,竭盡所能,維持香港作為 全球公認的廉潔城市典範地位,說好香港故 事;並繼續發揮"背靠祖國、聯通世界"的 獨特優勢,與海外反貪機構攜手邁向"廉潔 世界"的美好目標,在"一帶一路"推動以 誠為本的合作,為國家發展作出義不容辭的 貢獻。 The ACOC will continue to rigorously monitor the ICAC's work, providing timely guidance to ensure its accountability. Last year, the ACOC reviewed the ICAC's estimates of expenditure, annual report and personnel management matters (including disciplinary and conduct issues), all of which were handled properly.

#### **Press Briefing**

On 26 February 2024, together with the Chairmen of the other three ICAC advisory committees, I conducted a briefing session with the media on our work in 2023, where we shared with the media our observations on the work of the ICAC and answered questions from the press.

#### **APPRECIATION**

On completion of my six-year term as Chairman, I wish to take this opportunity to thank members of the ACOC for their contributions and support during my tenure. I, together with other members of the ACOC, would like to place on record our gratitude to the ICAC officials for their reports and briefings and detailed replies to members' enquiries. The ACOC firmly believes that the ICAC will continuously go above and beyond, striving to maintain Hong Kong's status as a global benchmark for integrity and tell the good stories of Hong Kong. It will also give full play to its unique advantage of "having strong support from the Motherland and close connection with the world" by working hand in hand with overseas ACAs towards the goal of a "clean world", fulfilling its obligation to contribute to national development through promoting integrity-driven cooperation under the Belt and Road Initiative.

保えい

貪污問題諮詢委員會主席 廖長江, GBM, GBS, JP

M

Martin LIAO Cheung-kong, GBM, 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

#### 二零二四年十二月三十一日 as at 31 December 2024

- 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。
- 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。

- 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.
- 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.

附錄乙 Annex B

# 貪污問題諮詢委員會 委員名錄 ADVISORY COMMITTEE ON CORRUPTION MEMBERSHIP

二零二四年十二月三十一日 as at 31 December 2024



廖長江議員, GBM, GBS, JP	(主席)
區璟智女士, GBS, JP	
陳勇議員, SBS, 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, GBM, GBS, JP	(Chairman)
Ms AU King-chi, GBS, JP	
The Hon Chan Yung, SBS, 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)





#### 向行政長官提交之 二零二四年工作報告

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。藍凌 志先生和袁淑琴女士均於二零二四年卸任。 區佩兒女士和杜勳明先生則於二零二五年 新獲委任為委員。

#### 委員會的工作

於二零二四年召開的八次會議上,執行處除 向委員會報告了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 保釋六個月以上人士的個案外,亦報告了21 宗已完成調查的重大案件。另外,委員會亦 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。

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1 355 宗性質較 輕並已完成調查的案件及 383 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《二零二三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 2024 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. Mr Richard Kendall LANCASTER and Ms Nicole YUEN Shuk-kam retired from the Committee in 2024, while Ms Teresa AU Pui-yee and Mr Robert David DORFMAN joined the Committee in 2025.

#### WORK OF THE COMMITTEE

During the eight Committee meetings held in 2024, the Committee received reports and updates from the Operations Department on current major investigations, cases prosecuted at court, ICAC investigations spanning over a year, cases involving persons who had been on ICAC bail for over six months, as well as 21 completed major investigations. The Committee also noted that no search warrants had been issued by the Commissioner pursuant to section 17 of the *Prevention of Bribery Ordinance* (Cap 201).

A Subcommittee with three non-official members sitting in rotation convened on eight separate occasions to consider and advise on 1 355 completed minor investigations and 383 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. The Committee also considered the *Annual Report on Corruption and Malpractice in the Government 2023* submitted by the Operations Department which identified areas susceptible to corruption and malpractice 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。廉署在二零二四年共接 獲2058宗貪污投訴(不包括選舉投訴<sup>1</sup>), 當中1636宗為可追查的貪污投訴,兩者 同比分別上升3%和4%。整體涉及私營機 構的投訴佔70%,而涉及政府部門和公共 機構的投訴則分別佔23%及7%,分佈比 例與去年相若。

貪污授受相悅,是一種非常隱蔽的罪行,難 以偵測。隨著科技日新月異及全球一體化, 貪污手法越趨複雜,要將犯案者繩之於法 可謂困難重重。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。廉署在二零二四年共檢控 207人,而涉及的案件共104宗,人數及宗 數與去年相若,同年有119人被定罪,以案 件人數及宗數計算的定罪率分別為76%及 84%,另有18人因干犯輕微罪行而接受 警誡<sup>2</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。

#### 涉及政府決策局/部門的貪污投訴

在二零二四年,涉及政府人員的貪污投訴共 480 宗,其中 342 宗為可追查的投訴,兩者 同比分別上升 6% 和 15%。由政府各部門 轉介的投訴共 109 宗,佔整體投訴 5%。

一直以來,廣大市民對公職人員的誠信及問 責要求極高。委員會欣悉整體公務員隊伍仍 然廉潔守正、誠實可信,而集團式貪污亦未 有死灰復燃的跡象。就個別害群之馬的貪污

#### **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 private enterprises. In 2024, a total of 2 058 corruption complaints (excluding election complaints<sup>1</sup>) were received, 1 636 of which were pursuable reports, representing a year-on-year increase of 3% and 4% respectively. Overall, 70% of the corruption complaints concerned the private sector, 23% involved government departments and 7% public bodies, similar to the proportions last year.

Corruption is a highly insidious crime which is difficult to detect, given that the offeror and acceptor of a bribe are both beneficiaries of the act. With the advancement of information technology and globalisation, the modus operandi of criminals is more sophisticated, posing huge challenges to the mission of bringing the corrupt to justice. 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 2024, 207 persons involved in 104 cases (both figures similar to the previous year's) were prosecuted. In the same year, 119 persons were convicted. The person-based and case-based conviction rates were 76% and 84% respectively, while 18 persons were formally cautioned for minor breaches of offences<sup>2</sup>.

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

### **CORRUPTION IN THE GOVERNMENT SECTOR**

In 2024, a total of 480 corruption complaints concerning staff of government bureaux and departments were received, 342 of which were pursuable reports, representing a year-on-year increase of 6% and 15% respectively. A total of 109 cases were referred to the ICAC for action by various government bureaux and departments, accounting for 5% of the overall complaints.

The citizens of Hong Kong have always held great expectations of the integrity and accountability of the civil service. 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

<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> 有關二零二四年檢控、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 2024 excluded those for election cases.

及不當行為,廉署已及時雷厲打擊。其中一 名社會福利署助理社會工作主任和一名房屋 署房屋事務主任早前分別被控向一名私家安 老院經營者收賄 83,000 元以轉介公立醫院 的出院病人入住對方的安老院;以及使用逾 320 份載有虛假資料的紀錄來誤導房屋署 她曾巡查多個公共租住房屋單位以核實住客 入住情況。該兩名被告於二零二四年先後被 定罪和分別被判入獄八個月和七個月。另一 方面,年內有16名公務員涉及貪污或其他 違法行為而被檢控。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。委員 會認同廉潔文化已植根於公務員隊伍,而年 內有另外兩宗定罪個案正是由拒絕受賄的公 務員主動和及時地舉報貪污,而相關部門在 廉署調查期間均提供全面協助。

#### 轉介部門首長考慮作紀律處分和行政 處理的個案

在二零二四年,委員會詳細審視執行處提交 的調查報告及建議後,同意把 31 宗案件、 共涉及 64 名政府人員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,相關 個案主要涉及值勤 / 逾時工作上舞弊及濫用 職權。

#### 涉及公共機構的貪污投訴

在二零二四年,涉及公共機構的貪污投訴 共140宗,其中109宗為可追查的投訴,兩 者同比分別上升26%和36%。醫院管理局 (25宗)、香港鐵路有限公司(15宗)及香 港賽馬會(12宗),共佔公共機構整體投訴 37%。 corruption. The ICAC has taken prompt and vigorous action against isolated cases of corruption and malpractice. An Assistant Social Work Officer of the Social Welfare Department and a Housing Officer of the Housing Department (HD), separately charged for accepting bribes totalling \$83,000 from an operator of a private residential care home for the elderly (RCHE) for referring discharged patients of a public hospital to the RCHE, and for using over 320 sets of records containing false information to mislead the HD about having conducted flat inspection visits to verify the occupancy status of various flats of a public rental housing estate, were convicted and sentenced to 8 months' and 7 months' imprisonment respectively in 2024. During the year, 16 government servants were prosecuted for corruption or other illicit acts. 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. The Committee recognises the probity culture entrenched in the civil service. As a matter of fact, the corruption reports relating to two other cases resulting in conviction during the year were made proactively and promptly by individual civil servants who refused to accept bribes, and full assistance was rendered to the ICAC by the relevant departments during the investigations.

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

In 2024, upon comprehensive review of the investigation reports and recommendations submitted by the Operations Department, the Committee endorsed the referral of 31 cases involving 64 government servants to the relevant bureaux and departments for consideration of disciplinary and/or administrative action. Such referrals mainly involved malpractice in attendance/overtime work and misuse of authority.

#### **CORRUPTION CONCERNING PUBLIC BODIES**

In 2024, a total of 140 corruption complaints relating to public bodies were received, 109 of which were pursuable reports, representing a year-on-year increase of 26% and 36% respectively. The Hospital Authority, MTR Corporation Limited and Hong Kong Jockey Club (25, 15 and 12 complaints respectively) together accounted for 37% of the total complaints relating to public bodies.

#### 涉及私營機構的貪污投訴

在二零二四年,涉及私營機構的貪污投訴共 1 438 宗,其中 1 185 宗為可追查的投訴, 兩者同比下跌 0.1% 和 0.3%。錄得最多投 訴的三個私營機構界別是樓宇管理業(由 544 宗跌至 509 宗)、建造業(由 131 宗升 至 190 宗)和金融及保險業(由 142 宗跌 至 140 宗)。

委員會留意到雖然二零二四年涉及樓宇管 理業的貪污投訴數字下跌,但仍是錄得最多 投訴的界別。繼二零二三年於「火網」大型 執法行動中取得良好成效,瓦解了業內一個 龐大的貪污集團並且成功檢控了23名相關 人士之後<sup>,</sup> 廉署於二零二四年首次與競爭事 務委員會(競委會)聯合執法,分別在四月 和八月採取代號為「獵槍」的行動,搗破一 個涉嫌透過賄賂和圍標操控樓宇維修工程 之招標程序以及誇大標價的新冒起貪污集 團。廉署在行動中拘捕了25名人士,包括 集團骨幹成員、工程承辦商、工程顧問、業 主立案法團成員及物業管理公司職員。連串 有效的執法行動,除了對業界起了重大的警 惕作用外,也有效加強市民對樓宇管理和維 修的防貪意識。委員會欣悉廉署於同年十二 月,與競委會簽訂合作備忘錄,進一步加強 個案轉介、情報交流、聯合調查、培訓研究 等合作。委員會相信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,更樂見廉署與夥伴監管機構加強合 作,致力打擊業內犯罪分子,決心捍衛香港 廉潔及公平競爭的環境。

此外,廉署於二零二四年十月先後採取兩項 代號分別為「火箭炮」及「烽火台」的執法 行動,拘捕共148名人士,他們涉嫌透過貪 污舞弊及造假手段,以虛假工作證明文件騙 取兩類工程專業資格認證,分別詐騙勞工處 認可的訓練課程營辦機構發出有關挖泥機 操作員的專業證書,以及詐騙機電工程署發 出電業工程人員註冊證明書。有關當局已立 即檢視所有懷疑有問題的專業證書或註冊

#### **CORRUPTION IN THE PRIVATE SECTOR**

In 2024, a total of 1 438 corruption complaints concerning the private sector were received, 1 185 of which were pursuable complaints, representing a year-on-year decrease of 0.1% and 0.3% respectively. The top three subsectors attracting most complaints were building management (down from 544 to 509 complaints), construction industry (up from 131 to 190 complaints) and finance and insurance (down from 142 to 140 complaints).

The Committee notices that despite the drop in figures, Building Management remained the subsector attracting the largest number of corruption complaints in 2024. Following the success of its largescale enforcement operation "Fire Net" mounted in 2023 which led to the neutralisation of a sophisticated corruption syndicate in the industry and the prosecution of 23 syndicate members, the ICAC collaborated with the Competition Commission in enforcement action for the first time in 2024. Joint operations codenamed "Shotgun" were conducted in April and August, resulting in the crackdown of a newlyrising syndicate allegedly engaged in manipulating the tendering exercises of building maintenance projects and exaggerating tender prices through bribery and bid-rigging. In the operations, the ICAC arrested 25 persons, including backbone members of the syndicate, project contractors and consultants, members of owners' corporations and staff of property management companies. The series of effective enforcement operations not only served as a strong deterrent to the industry, but also enhanced public awareness of corruption prevention in building management and maintenance. The Committee is pleased to note that the ICAC signed a Memorandum of Understanding with the Competition Commission in December 2024 to strengthen cooperation in the areas of case referral, intelligence exchange, joint investigation, training and research, etc. The Committee believes that by applying its time-tested investigation strategies and taking early intervention actions, the Operations Department will continue to address people's livelihood issues and concerns effectively. Moreover, the Committee is pleased to see that the ICAC has strengthened its partnership with various regulators to crack down on the corrupt in the industry, demonstrating its determination to safeguard Hong Kong's clean and level-playing field.

Besides, in two law enforcement operations codenamed "Rocket Gun" and "Beacon Tower" mounted in October 2024, the ICAC arrested a total of 148 persons for fraudulently obtaining two types of works-related professional qualifications by corrupt means and with fake employment proof. The qualifications allegedly obtained were professional certificates for excavator operators issued by recognised 申請,以及啟動吊銷相關人士專業資格的程 序。委員會相信廉署會繼續與相關部門密切 留意有關情況並採取適當的措施來杜絕同 類不法行為。

委員會也注意到廉署一直與夥伴金融監管 機構緊密聯繫,合力打擊金融市場的貪污及 違規行為,鞏固香港作為國際金融中心的地 位。廉署於二零二四年四月與保險業監管局 按照雙方早前簽訂的合作諒解備忘錄首次 採取聯合行動,打擊向內地客戶無牌銷售保 單的貪污及違規行為。過程中,廉署拘捕了 一名保險經紀及一名轉介人。其後,廉署更 於二零二四年八月與證券及期貨事務監察委 員會以及澳門司法警察局展開代號為「分界 線」的聯合行動,打擊懷疑跨境企業貪污、 欺詐及失當的行為,當中涉及一間香港上市 公司的高層職員,涉嫌虛構交易及偽造逾億 港元之會計帳目以及挪用公司款項。過程 中,廉署拘捕了一名上市公司主席以及一名 執行董事。是次聯合行動充分展現兩地執法 機構的緊密合作和決心,致力打擊跨境貪污 等罪行,確保廉潔公平的營商環境及金融市 場有效運作。

委員會亦欣悉於二零二四年十二月,法庭經 審訊後裁定一名上市公司時任大股東及該公 司的時任主席罪名成立,在公司集資計劃中 串謀隱瞞秘密「賣殼」協議,詐騙香港聯合 交易所有限公司及該上市公司。該宗案件歷 時多年,案件的結果充份反映出執行處人員 堅持不懈的精神。委員會深信廉署會繼續與 各金融監管機構緊密合作,打擊涉及上市公 司的貪污和相關罪行,維護香港金融市場廉 潔和公平運作,鞏固各持份者對金融體系的 信心。 training course providers of the Labour Department, and Certificates of Registration of Electrical Worker issued by the Electrical and Mechanical Services Department. The two departments promptly examined all professional certificates or registration applications in question, and initiated the procedures to revoke the professional qualifications of those involved in the two cases. The Committee believes that the ICAC will continue to work with the relevant departments to closely monitor the situations and adopt appropriate measures to stamp out similar malpractice.

The Committee also notices that the ICAC has been maintaining close partnership with various financial regulators to jointly combat corruption and irregularities in the financial market, so as to consolidate Hong Kong's status as an international financial centre. In April 2024, the ICAC and the Insurance Authority conducted their first joint operation pursuant to their earlier signed Memorandum of Understanding. This operation targeting corruption and malpractice in the unlicensed sale of insurance policies to mainland customers has led to the ICAC's arrest of an insurance broker and a referrer. In August 2024, the ICAC, the Securities and Futures Commission and the Macao Judiciary Police mounted a joint operation codenamed "Demarcation" in relation to suspected cross-boundary corruption, fraud and misconduct. Senior executives of a listed company in Hong Kong were allegedly involved in fictitious transactions and false accounting amounting to over a hundred million Hong Kong dollars and misappropriation of the company's funds. During the operation, the ICAC arrested the chairman and an executive director of the listed company. The joint operation fully demonstrated the close collaboration and determination of the two cities' law enforcement agencies in tackling cross-boundary corruption and other crimes to maintain a clean and fair business environment and effective operation of the financial market.

The Committee is also pleased to notice that in December 2024, a then substantial shareholder of a listed company and its then chairman were convicted after trial at court of conspiring to defraud the Stock Exchange of Hong Kong Limited and the listed company by concealing a secret "backdoor listing" agreement in a capital raising exercise. The result of this protracted investigation was a resounding manifestation of the perseverance of officers of the Operations Department. The Committee is assured that the ICAC will continue its close collaboration with financial regulators to combat corruption and related crimes involving listed companies, thereby upholding integrity and fair operation of the Hong Kong financial market and fostering stakeholders' confidence in the financial system.

#### 選舉

於二零二四年,廉署接獲95宗選舉投訴,主 要涉及二零二三年一月及十二月舉行的鄉郊 一般選舉(5宗)及區議會一般選舉(85宗)。 期內,有3人因干犯選舉罪行而被定罪。委 員會相信就未來各項選舉,包括2025年立 法會換屆選舉,執行處會一如既往緊守崗位, 雷厲執法,並且與相關決策局和部門緊密聯 繫,確保選舉在公平、公開和誠實的原則下 進行。

#### 反貪培訓及交流

委員會樂見廉署於二零二四年充分發揮了 「一國兩制」下「背靠祖國,聯通世界」的 獨特優勢,向國際社會宣揚香港的反貪經 驗。執行處轄下的香港國際廉政學院於二零 二四年二月成立,不僅積極地舉辦國際專業 課程以匯聚各地人員的反貪經驗,也提供本 地實務課程以強化各界領袖的反貪能力,並 且建立學術研究平台以促進世界專業研究 交流。年內,廉署為世界各地的反貪人員舉 行了23個國際及11個本地通用及專門的 培訓項目,共計約2 600名反貪腐人員參 與其中。委員會期望廉署在未來日子會繼續 與內地相關機構以及國際社會加強合作和 交流,助力國家及世界的反貪發展。

### **ELECTIONS**

In 2024, the ICAC received 95 election complaints mainly related to the 2023 Rural Ordinary Election held in January and December (5 complaints) and the 2023 District Council Ordinary Elections (85 complaints). During the period, 3 persons were convicted for breaches of election offences. The Committee believes that in the upcoming elections including the 2025 Legislative Council General Election, the Operations Department will, as always, remain steadfast and take robust enforcement actions while maintaining close collaboration with relevant government bureaux and departments to ensure that the elections are conducted in a fair, open and honest manner.

#### **ANTI-CORRUPTION TRAINING AND EXCHANGE**

The Committee was pleased to note that in 2024, the ICAC was active in showcasing Hong Kong's anti-corruption experience to the international community, fully leveraging the unique advantage of being "backed by the motherland and connected to the world" under the principle of "One Country, Two Systems". Established under the Operations Department in February 2024, the Hong Kong International Academy Against Corruption (HKIAAC) organises professional training programmes, serving as a hub for exchange of graft-fighting experience for participants worldwide. HKIAAC also offers practical training for leaders from all local sectors to strengthen their anti-corruption capabilities, and constructs an academic research platform to promote exchange among professionals around the world. In 2024, the ICAC organised 23 international and 11 local generic and tailored capacity programmes attended by a total of about 2 600 graft fighters from around the world. The Committee looks forward to the ICAC's enhanced collaboration and exchanges with relevant Mainland authorities and the international community, thereby contributing to the national and global anti-corruption cause.

#### 總結和展望

#### 鳴謝

最後,我衷心感謝各委員盡心竭力履行委員 會的職責,以嚴謹和持平的態度審查每宗個 案,並不吝提供寶貴的意見,委實貢獻良多。 此外,執行處人員以一貫的專業態度,克盡 己任履行肅貪重任,委員會對此予以讚賞。

#### **CONCLUSION AND THE WAY FORWARD**

Established in 1974, the ICAC has been upholding its mission to combat corruption for over half a century. Hong Kong, once plagued by the morass of corruption, has now evolved into one of the cleanest places in the world, earning international acclaim as a city of probity. The Committee is pleased to witness with members of the public the historic 50th anniversary of the ICAC in 2024, taking a stroll down memory lane to look back on the hard-earned achievements of the ICAC over the years in its anti-corruption journey. The Committee is assured that the Operations Department will continue its graft-fighting mission relentlessly without fear or favour to consolidate Hong Kong's rule of law foundation and its reputation as a corruption-free city, and will also promote international anti-graft information exchanges and collaboration through the HKIAAC to contribute to the global anti-corruption cause.

#### **APPRECIATION**

Last but not least, I would like to express my sincere gratitude to all members of the Committee for their dedication and contribution in reviewing each and every case in a stringent and objective manner, with sharing of valuable insights. The Committee also commends the persistent professionalism and unwavering commitment of the Operations Department in fulfilling its anti-corruption mission.

陈增派

審查貪污舉報諮詢委員會主席 陳智思, GBM, GBS, JP

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

#### 二零二四年十二月三十一日 as at 31 December 2024

- 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。
- 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。
- 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。
- 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。
- 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。
- 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。
- 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。
- 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。
- 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

二零二四年十二月三十一日 as at 31 December 2024



陳智思先生, GBM, GBS, JP	(主席)	The Hon Bernard Charnwut CHAN, GBM, GBS, JP	(Chairman)
陳家殷先生, BBS, JP		Mr Samuel CHAN Ka-yan, BBS, JP	
陳婉珊女士, MH, JP		Ms Clara CHAN Yuen-shan, MH, JP	
夏雅朗博士, BBS, JP		Dr Aron Hari HARILELA, BBS, JP	
許樹昌教授, BBS, JP		Prof David HUI Shu-cheong, BBS, JP	
簡慧敏議員, JP		The Hon Carmen KAN Wai-mun, JP	
江智蛟先生		Mr Johnson KONG Chi-how	
藍凌志先生		Mr Richard Kendall LANCASTER	
劉敏儀女士		Ms Vivien LAU Man-yee	
李國興先生		Mr Felix Ll Kwok-hing	
李彭廣教授, BBS, JP		Prof LI Pang-kwong, BBS, JP	
彭韻僖女士, BBS, MH, JP		Ms Melissa Kaye PANG, BBS, MH, JP	
袁淑琴女士		Ms Nicole YUEN Shuk-kam	
律政司司長(或代表)	(當然委員)	Secretary for Justice (or representative)	(ex officio)
警務處處長(或代表)	(當然委員)	Commissioner of Police (or representative)	(ex officio)
行政署長	(當然委員)	Director of Administration	(ex officio)
廉政專員	(當然委員)	Commissioner, Independent Commission Against Corruption	(ex officio)

# 防止負污 諮詢委員會 CORRUPTION PREVENTION ADVISORY COMMITTEE



### 向行政長官提交之 二零二四年工作報告

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,莫仲輝先生接替陳 英凝教授擔任委員會成員。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69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431次\*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1 132次\*,並在兩個 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 929 個公眾查詢。

#### ANNUAL REPORT 2024 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 Rex MOK Chung-fai has succeeded Professor Emily CHAN Ying-yang as member 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 69 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 431 occasions\*, 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 1 132 occasions\*, with each request for services duly responded to within two working days. In addition, the Corruption Prevention Advisory Service handled 929 public enquiries

\* 數字不包括防食講座。 Statistics exclude the numbers of corruption prevention talks conducted. 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 近30000人。

#### 主要工作

年內,政府推出多項新政策和措施,以深化 改革、改善民生及促進社會和經濟發展。委 員會認同廉署繼續採取源頭預防策略,主動 協助有關政府決策局/部門及公共機構,在 新政策/措施的構思或籌備階段及早加入防 貪機制,並跟進其實際推行情況以確保防貪 建議得以落實;重點處理關乎民生、公眾安 全、備受公眾關注,以及涉及大量公帑的範 疇;持續加強與不同界別的合作伙伴攜手推 動業界進一步加強防貪意識和提升管治;及 提倡數碼化增強防貪成效。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,以改 善民生、推動社會及經濟發展,包括通過 《2023年建築物管理(修訂)條例草案》、 加大投放資源推動本地體育發展、頒布更新 版《公務員守則》、興建簡約公屋、推出一系 列創新及科技資助計劃及新資本投資者入 境計劃等。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, 對有關規則和程序進行詳細檢討,以期堵塞 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。 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 and consultants/contractors of public works), reaching an audience totalling nearly 30 000 persons.

#### **HIGHLIGHT OF WORK**

During the year, the Government launched a number of new policies and initiatives to deepen its reforms, improve people's livelihood and promote social and economic development. The Committee supports the ICAC in continually with the strategy of "prevention-at-source" to facilitate relevant B/Ds and PBs to build in corruption prevention systems during the formulation and preparation stages of their new policies/initiatives, and to take follow-up actions to ensure their successful implementation; and that the ICAC continued to attach particular importance to areas concerning people's livelihood and public safety, issues of public concern and areas involving substantial amount of public money. The Committee also supports the ICAC to continually strengthening collaboration with partners from different sectors to facilitate industries to further enhance the corruption prevention awareness and governance; and that the ICAC enhanced the effectiveness of corruption prevention through digitalisation. 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 improve people's livelihood and promote social and economic development. These initiatives included passing of the Building Management (Amendment) Bill 2023, increasing allocation of resources to promote local sports development, promulgating an updated version of the Civil Service Code, building Light Public Housing units, launching a series of innovation and technology funding schemes and the New Capital Investment Entrant Scheme, 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 on relevant rules and procedures, with a view to plugging 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

廉署非常關注有關民生、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。例如廉署就採用 新工程合約的基本工程的管理、填海工程的 質量控制、打擊進口另類吸煙產品的執法行 動、進口食物的樣本抽驗、賓館與酒店的發 牌制度等提供防貪建議。

#### 加強公私營合作、強化業界防貪能力

委員會十分認同廉署繼續配合國家發佈的 《「一帶一路」廉潔建設高級原則》,透過 加強公私營協作,共同預防及打擊貪污,包 括以"集體行動"等方式,與不同界別的監 管機構/團體及商會合力提升行業的誠信 管理及防貪能力。廉署今年在這方面取得了 令人鼓舞的成績。繼去年夥拍香港中華廠商 聯合會推出"誠信營商約章"後<sup>,</sup> 廉署再夥 拍香港中華總商會推廣該約章予工商界企 業,以推廣廉潔營商文化。期後在金管局及 香港銀行公會的全力支持下,亦推出"銀行 業誠信約章",提倡及推動銀行業實施"誠 信管理制度"。此外,廉署亦聯同建造業議 會於"建造業議會傑出承建商大獎 2024" 增設"誠信管理獎" 並攜手參與評審及頒 獎工作,鼓勵建造業持續推行誠信管理,秉 持廉潔文化。

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

The ICAC attaches great 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 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 administration of capital works adopting New Engineering Contract, quality control of reclamation projects, enforcement against import of alternative smoking products, sampling of food at the import level, and licensing of guesthouses and hotels, etc.

# Strengthening of Public-Private Partnership and Enhancing Corruption Prevention Capabilities of Industries

The Committee strongly affirms the ICAC's continued support for the country's High-Level Principles on Belt and Road Integrity Building, among which to prevent and combat corruption through fostering public-private partnerships, including through "collective action" and other approaches, collaboration with regulators / professional bodies of different sectors and chambers of commerce to enhance the integrity management and corruption prevention capabilities of different industries. The ICAC achieved gratifying results in this aspect during the year. Following the launch of the "Business Sector Integrity Charter" in partnership with the Chinese Manufacturers' Association of Hong Kong last year, the ICAC further joined hands with the Chinese General Chamber of Commerce, Hong Kong to further promote the charter to corporations in the business sector to promote a culture of clean business. Later, with the full support of the Hong Kong Monetary Authority and the Hong Kong Association of Banks, the ICAC launched the "Banking Industry Integrity Charter" to advocate and promote the implementation of an "integrity management system" in the banking industry. In addition, the ICAC has joined hands with the Construction Industry Council to introduce the "Integrity Management Award" to the "Construction Industry Council Outstanding Contractor Awards 2024" and take part in its assessment and presentation, so as to encourage the construction industry to implement integrity management continually and uphold a probity culture.

#### 善用科技、提升防貪工作

乘著政府近年大力開展電子政府服務,廉署 亦提倡數碼化為重點防貪策略之一。去年, 廉署於審查過程中就多項公共服務程序,向 政府決策局/部門和公共機構提供逾160 項以數字化提升防貪能力的建議。廉署同時 致力與相關部門及機構探討加強數字防貪 的應用,並與數字政策辦公室就推廣數碼化 防貪展開工作。廉署亦正優化現有的"數字 防貪框架",當中會提供實質建議及方案。 委員會認為這策略符合社會發展及趨勢,定 給予全力支持。

#### 展望未來

委員會支持防貪處沿用行之有效的策略,繼 續協助公私營界別提升防貪能力。防貪處來 年的重點工作包括加強政府部門的防貪工 作,以及為管理公共工程項目的政府部門及 公共機構、樓宇管理持份者和粵港澳大灣區 企業強化防貪機制及內部管治。

國際社會及本地投資者均對私營機構,特別 是上市公司的環境、社會和管治表現日益重 視。誠信管理是企業管治的重要一環。因此, 防貪處會繼續協助上市公司提升防貪能力, 包括向他們推廣使用"誠信合規管理體系"。 委員會亦希望上市公司董事會,支持及鼓勵 員工積極參與廉署所舉辦的防貪培訓以提升 企業管治,共同構建一個廉潔的營商環境。

廉署致力促進國際合作,將於下半年與聯合 國毒品和犯罪問題辦公室(毒罪辦)及國際 反貪局聯合會,在香港合辦以亞洲區青年使 用科技打擊貪污為主題的程式編寫比賽,讓 區內青年就腐敗問題,透過善用創新科技提 出解決方案,進一步推動數碼防貪及推廣年 青人在打擊貪污的角色。此外,廉署會聯同 毒罪辦合作編制《監獄貪污風險管理指南》, 分析世界不同監獄系統的潛在貪污風險,並 提供具體防貪建議及相關管控措施方案。

廉署正與本地及內地學者進行多個與防貪 議題有關的研究項目,期望將研究結果轉化 為有效的反貪策略或模式,以持續推動香港 的廉潔建設工作,並與國際社會分享。

#### Leveraging Technology to Enhance Corruption Prevention Work

Riding on the momentum of the e-Government initiatives launched in recent years, the ICAC has also advocated digitalisation as one of its key corruption prevention strategies. Last year, the ICAC provided over 160 recommendations on improving corruption prevention capabilities through digitalisation for various public service processes during its reviews for B/Ds and PBs. Meanwhile, the ICAC also worked with the relevant departments and organisations to explore the strengthening of the application of digital solutions for corruption prevention, and collaborated with the Digital Policy Office to kick-start digital corruption prevention work. Moreover, the ICAC is optimizing the existing "Digital Corruption Prevention Framework" to provide practical recommendations and solutions. The CPAC considers that this strategy is in line with social development and trends and would certainly offer full support.

#### LOOKING AHEAD

The CPAC supports CPD in continuing with its time-tested strategy to assist the public and private sectors in enhancing their corruption prevention capabilities. In the coming year, CPD's work priorities include stepping up corruption prevention work for government departments, and strengthening corruption prevention systems and enhancing internal governance of government departments and PBs involved in management of public works projects, stakeholders in the building management sector, as well as enterprises in the Guangdong-Hong Kong-Macao Greater Bay Area.

The international community and local investors are attaching increasing importance to the environmental, social and governance (ESG) performance of the private sector, especially listed companies. Given that integrity management is an important part of corporate governance, CPD will continue to assist listed companies in enhancing their corruption prevention capabilities, including promoting their adoption of the "Integrity Compliance Management System". The CPAC also hopes that the boards of directors of listed companies will support and encourage staff's participation in anti-corruption training offered by the ICAC to strengthen corporate governance, with a view to establishing a clean business environment together.

To foster international partnership, the ICAC will partner with the United Nations Office on Drugs and Crimes (UNODC) and the International Association of Anti-Corruption Authorities to coorganise a programming competition in Hong Kong for Asian youth in the second half of this year on the application of technology in fighting corruption. The competition will provide an opportunity for the youth in the region to devise solutions against corruption by

#### 結語

防貪處除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外, 亦致力向國際社會提倡防貪策略。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,說好香港 故事。

#### 鳴謝

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 黃天祐博士, SBS, JP

leveraging innovation and technology, in an effort to further promote digital corruption prevention and the youth's role in the anti-corruption cause. Separately, the ICAC and UNODC will jointly develop a guide on managing corruption risks in prisons to provide an analysis of the potential corruption risks in different prison systems around the world, and put forward concrete corruption prevention advice and related control measures.

The ICAC is currently engaging in numerous research projects with local and Mainland scholars on topics related to corruption prevention. It is anticipated that the research findings can be translated into effective anti-corruption strategies or approaches for maintaining Hong Kong's anti-corruption work and sharing with the international community.

#### CONCLUSION

Apart from continually to play a crucial role in enhancing the integrity governance and internal controls of both public and private organisations in Hong Kong, CPD endeavours to promote corruption prevention strategies to the international community. 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 and tell good stories of Hong Kong.

#### **APPRECIATION**

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.

Dr WONG Tin-yau, Kelvin, SBS, 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

#### 二零二四年十二月三十一日 as at 31 December 2024

- 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。
- 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。
- 監察根據該諮詢委員會的意見而作出的 建議如何實施。
- 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 to advise the Commissioner what areas should be examined and the degree of priority to be accorded to each.
- 2. To consider recommendations arising from such examinations and to advise the Commissioner on further action to be taken.
- 3. To monitor action taken to implement recommendations made on the advice of the Corruption Prevention Advisory Committee.
## 防止貪污諮詢委員會委員名錄 CORRUPTION PREVENTION ADVISORY COMMITTEE MEMBERSHIP

二零二四年十二月三十一日 as at 31 December 2024



黃天祐博士, SBS, JP	(主席)	Dr WONG Tin-yau, Kelvin, SBS, JP	(Chairman)
陳文先生, JP		Mr Stephen CHAN Man, JP	
陳美寳小姐, JP		Miss Mabel CHAN Mei-bo, JP	
杜家駒先生, BBS, JP		Mr William Junior Guilherme DOO, BBS, JP	
霍靜妍女士		Ms Amelia FOK Ching-yin	
江玉歡議員		The Hon Doreen KONG Yuk-foon	
劉家慧女士		Ms Carrie LAU Ka-wai	
李文光先生		Mr Jonathan LEE Man-kwong	
莫仲輝先生, BBS, MH, JP		Mr MOK Chung-fai, Rex, BBS, MH, JP	
冼漢廸先生, MH		Mr Hendrick SIN, MH	
蘇祐安先生, MH, JP		Mr Albert SU Yau-on, MH, JP	
胡立基先生		Mr Winson WOO Lap-kee	
警務處處長或代表	(當然委員)	Commissioner of Police or representative	(ex officio)
行政署長或代表	(當然委員)	Director of Administration or representative	(ex officio)
廉政專員	(當然委員)	Commissioner, Independent Commission Against Corruption	(ex officio)

機構 Client	題目 Subject Area	
I. 政府決策局/部門 Government Bure	aux/Departments	
	優質養魚場計劃的管理 Administration of Accredited Fish Farm Scheme	
Architectural Services Department	採用新工程合約的基本工程的管理 Administration of New Engineering Contract (NEC) Capital Works Contracts	
	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 NEC Target Options	
	建築專業人士及承建商的註冊制度 Registration of Building Professionals and Contractors	
	填海工程的質量控制 Quality Control of Reclamation Works	
	粵劇發展基金的管理 Administration of the Cantonese Opera Development Fund	
	郵包的清關工作 Customs Clearance of Postal Packets	
	情報科的情報處理程序 Handling of Intelligence by Intelligence Bureau	
	打擊進口另類吸煙產品的執法行動 Enforcement against Import of Alternative Smoking Products	
	藥劑製品製造商及藥商的發牌程序 Licensing and Control of Manufacturers and Dealers of Pharmaceutical Products	
Development Bureau	工程及有關顧問遴選委員會顧問公司名單的管理 List Management of Consultants under Purview of Engineering and Associated Consultants Selection Board	
	數碼工程監督系統的實施 Implementation of Digital Works Supervision System	
	語文基金的管理 Administration of Language Fund	
	幼稚園教育計劃的管理 Administration of the Kindergarten Education Scheme	
消防處 Fire Services Department	人事管理 Staff Administration	
	進口食物的樣本抽驗 Sampling of Food at the Import Level	
	以商業方式處置政府物品 Commercial Disposal of Government Stores	

機構 Client	題目 Subject Area
路政署 Highways Department	發光二極管公共照明更換計劃的實施 Implementation of LED Public Lighting Replacement Programme
民政事務總署 Home Affairs Department	賓館與酒店的發牌制度 Licensing of Guesthouses and Hotels
香港金融管理局 Hong Kong Monetary Authority	打擊洗錢及恐怖分子資金籌集的監管工作 Anti-Money Laundering and Counter-Terrorist Financing Supervision over Authorized Institutions
香港郵政 Hongkong Post	出口郵件派遞服務合約的判授及管理 Letting and Administration of Service Contracts for Delivery of Outbound Mails
房屋署 Housing Department	全方位維修計劃的管理 Administration of Total Maintenance Scheme
	物業管理服務公司管理的小型維修工程 Management of Minor Maintenance Works Undertaken by Property Services Agents
入境事務處 Immigration Department	員工輪值表 \ 假期 \ 逾時工作及津貼的管理 Administration of Staff Duty Roster, Leave, Overtime and Allowance
創新科技署 Innovation and Technology Commission	支持研發資助計劃的管理程序 Management of Funding Schemes for Supporting Research and Development
地政總署 Lands Department	徵用土地及清拆安排 Land Acquisition and Clearance
法律援助署 Legal Aid Department	刑事法律援助申請的處理 Processing of Criminal Legal Aid Applications
康樂及文化事務署 Leisure and Cultural Services Department	兼職員工的聘用和員工值勤、逾時工作及假期的監管 Engagement of Part-time Staff and Monitoring of Staff Attendance, Overtime and Leave
	香港藝術節的籌劃及管理 Organisation and Management of the Hong Kong Arts Festival
海事處 Marine Department	污染控制及海上清潔服務合約的判授及管理 Letting and Administration of Pollution Control and Marine Cleansing Services Contracts
香港電台 Radio Television Hong Kong	廣播服務合約的管理 Management of Broadcasting Services Contracts
社會福利署 Social Welfare Department	長者院舍照顧服務券計劃 Residential Care Service Voucher Scheme for the Elderly
水務署 Water Supplies Department	人事管理 Staff Administration
	基本工程合約的工程監督 Works Supervision on Capital Works Contracts

機構 Client

題目 Subject Area

## II. 公共機構 Public Bodies

香港機場管理局	香港國際機場零售牌照
Airport Authority Hong Kong	Retail Licensing at the Hong Kong International Airport
中華電力有限公司 CLP Power Hong Kong Limited	清潔及保安合約的判授及管理 Letting and Administration of Cleaning and Security Services Contracts
競爭事務委員會	貨品及服務的採購
Competition Commission	Procurement of Goods and Services
建造業	工程項目誠信管理框架的研究
Construction Industry	Research on Project Integrity Management Framework
建造業議會	適任技術人員的註冊
Construction Industry Council	Registration of Technically Competent Persons
平等機會委員會	反歧視條例的執行工作
Equal Opportunities Commission	Enforcement of Anti-Discrimination Ordinances
香港中華煤氣有限公司 Hong Kong and China Gas Company Limited	配氣及輸氣工程合約的判授及管理 Letting and Administration of Distribution and Transmission Works Contracts
香港考試及評核局 Hong Kong Examinations and Assessment Authority	考試相關服務的管理 Management of Examination-related Services
香港交易及結算所有限公司	香港交易所慈善基金的管理
Hong Kong Exchanges & Clearing Limited	Administration of HKEX Foundation
香港房屋協會	新建房屋工程項目的管理
Hong Kong Housing Society	Administration of New Housing Projects
香港都會大學	學生取錄制度
Hong Kong Metropolitan University	Admission of Students
香港科技園公司 Hong Kong Science and Technology Parks Corporation	商業發展計劃的管理 Administration of Business Development Programmes
香港貿易發展局	人力資源管理
Hong Kong Trade Development Council	Human Resources Governance
保險業監管局	獲授權保險人的授權
Insurance Authority	Authorisation of Authorized Insurers
九龍巴士 ( 一九三三 ) 有限公司	車長及車務外勤員工的管理
Kowloon Motor Bus Company (1933) Limited	Administration of Bus Captains and Operational Staff
強制性公積金計劃管理局	強積金基金的批核及監管
Mandatory Provident Fund Schemes Authority	Approval and Monitoring of MPF Funds

機構 Client	題目 Subject Area
香港鐵路有限公司	清潔合約的判授及管理
MTR Corporation Limited	Letting and Administration of Cleaning Contracts
海洋公園公司	物品及服務的採購
Ocean Park Corporation	Procurement of Goods and Services
個人資料私隱專員公署 Office of the Privacy Commissioner for Personal Data	「起底」罪行的執法工作 Enforcement against Doxxing Offences
大專院校 Tertiary Education Institutions	大專院校取錄學生的防貪工作 Corruption Prevention Work for Tertiary Education Institutions on Admission of Students
香港中文大學	私家診症服務的管理
The Chinese University of Hong Kong	Administration of Private Clinical Practice
香港電燈有限公司	基本工程合約的管理
The Hongkong Electric Company Limited	Administration of Capital Works Contracts
香港科技大學 The Hong Kong University of Science and Technology	香港科技大學創業基金的管理 Administration of HKUST Entrepreneurship Fund
醫院管理局	簽發死亡證明文件及殮房運作的程序
The Hospital Authority	Death Documentation Procedures and Operation of Mortuaries
香港大學	工程顧問合約的判授及管理
The University of Hong Kong	Letting and Administration of Works Consultancy Contracts
職業訓練局 The Vocational Training Council	新型工業化及科技培訓計劃的管理 Administration of New Industrialisation and Technology Training Programme
旅遊業監管局	旅遊業的發牌制度
Travel Industry Authority	Licensing System of the Travel Industry
市區重建局 Urban Renewal Authority	樓宇復修公司登記計劃的管理 Administration of Building Rehabilitation Company Registration Scheme
西九文化區管理局	售票及收費程序
West Kowloon Cultural District Authority	Ticketing and Revenue Collection Procedures
III. 其他 Others	

#### III. 其他 Others

銀行業 Banking Sector

上市公司 Listed Companies 銀行業的防貪工作及倡議 Corruption Prevention Work and Initiatives for the Banking Sector

企業誠信合規管理體系的研究 Research on Integrity Compliance Management System for Corporations

機構 Client	題目 Subject Area
體育總會 National Sports Association	體育總會誠信防貪指南 Best Practice Reference for Governance of National Sports Associations
私營界別 Private Sector	企業偵察及舉報貪污機制的研究 Research on Corruption Detection and Reporting Mechanism for Corporations
	企業誠信政策及行為守則的研究 Research on Integrity Policy and Code of Conduct for Corporations
中國香港足球總會有限公司 The Football Association of Hong Kong, China Limited	足球會和球賽人員的註冊 Registration of Football Clubs and Match Personnel

# 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 二零二四年工作報告

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。於二零二四年 年底,陳浩庭先生、吳錦華先生、彭穎生先 生、董一岳博士及黃偉傑先生在服務委員會 六載後卸任。羅正杰先生、李漢祥先生、麥 詩敏女士、譚鎮國先生和詹嘉莉女士於二零 二五年新獲委任為委員。

# 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 二四/二五年度的倡廉工作策略、迎接另一 個五十年的反貪宣傳新路向,以及"加強青 年參與反貪腐倡議"培訓課程。

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 了四次會議,聚焦討論《廉政行動 2024》初 步報告、廉政劇集前瞻,以及廉署周年民意 調查在二零二三年的結果和在二零二四年的 問卷內容。

## ANNUAL REPORT 2024 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 2024, Mr Mac CHAN Ho-ting, Mr Webster NG Kam-wah, Mr Victor PANG Wing-seng, Dr Rocky TUNG Yat-ngok and Mr WONG Wai-kit retired from the Committee after six years of service, whilst Mr Bosco LAW Ching-kit, Mr Armstrong LEE Hon-cheung, Ms Gloria MAK Szeman, Mr Kazaf TAM Chun-kwok and Ms Kelly TSIM Ka-lee joined the Committee as new members in 2025.

## 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 the ICAC's education and publicity strategies in 2024/25, the fresh approach to publicity towards the next 50 years, as well as the capacity building programme on *Meaningful Youth Engagement in Anti-Corruption Work*.

The CACCR had 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 four meetings and focused the discussion on the progress report for *ICAC Investigators 2024* and the future development of the television drama series, as well as the results and questionnaire contents of the 2023 and 2024 ICAC Annual Surveys respectively.

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。小組委員會重點討論了廉署 凝聚地區力量以推廣廉潔文化的工作策略、 新來港人士的防貪及宣傳策略,以及向旅遊 業推廣誠信的計劃。

#### 二零二四年倡廉工作回顧

二零二四年是廉署成立五十周年的重要時 刻。半個世紀以來,廉署一直努力不懈、持 之以恆地推行倡廉教育,廉潔文化已深深植 根於香港。儘管如此,廉署未顯絲毫懈怠, 反而更加力求卓越、創新突破,於年內全面 檢視及革新了倡廉教育及宣傳的工作方針。 委員會欣悉廉署透過新穎且具有創意的宣 傳策略,更有效地向社會各界廣泛傳播廉潔 信息,進一步鞏固並提升香港作為廉潔之都 的國際形象。我謹代表委員會重點匯報廉署 於年內的倡廉工作成果。

#### 廉署金禧 再創高峰

委員會全力支持廉署鼓勵公眾參與,以行動 支持肅貪倡廉工作的策略。為慶祝成立五十 周年,廉署精心策劃一連串以"反貪.不停 步"為主題的紀念活動,包括舉辦"傳誠跑"、 廉署五十周年慶祝酒會暨香港國際廉政學 院成立典禮、廉署開放日和推出旗艦劇集 《廉政行動 2024》等,成功吸引社會各界 參與,同時刷新多項廉署紀錄。

其中,二零二四年八月舉行的廉署開放日加 入了歷來最豐富多元的活動和展品,並首度 開放香港國際廉政學院及其培訓設施,讓 市民親身了解香港過去半世紀的反貪歷程 及廉署的最新發展。委員會欣悉申請是次開 放日入場券的人數為歷來最高,兩條介紹開 放日的宣傳短片更在社交媒體錄得總瀏覽 量超過 200 萬次,一度創下廉署貼文的瀏 覽次數最高紀錄,反映公眾對認識廉署工作 的興趣非常濃厚。 The PEPESC also held three meetings in the year to advise on the ICAC's preventive education services for different segments of the community. The Subcommittee specifically discussed the ICAC's strategy for leveraging community support to promote integrity culture, corruption prevention and promotion strategies targeted at new arrivals, and the Integrity Promotion Campaign for the Tourism Industry.

## **REVIEW OF EDUCATION AND PUBLICITY WORK** IN 2024

The year 2024 marked a significant milestone as the ICAC celebrated its golden jubilee. Over the past half-century, the culture of integrity has taken strong root in Hong Kong, thanks to the ICAC's unwavering commitment and ongoing efforts in integrity education and promotion. Nevertheless, the ICAC has not rested on its laurels but continued to strive for excellence and pursue breakthroughs by comprehensively reviewing and reforming its education and publicity strategies throughout the year. The Committee was pleased to learn that the ICAC successfully disseminated probity messages to diverse segments of the community, reinforcing Hong Kong's international reputation as a city of integrity through its innovative and creative publicity initiatives. On behalf of the Committee, I would like to report on the achievements of the ICAC during the year.

#### Reaching New Heights at the ICAC's Golden Jubilee

The Committee firmly supported the ICAC's strategy to promote public engagement in its anti-corruption cause. In celebration of its 50th anniversary, the ICAC organised a series of commemorative events under the theme "Fighting Corruption: The Mission Continues". Highlights included the Running Gala, the ICAC 50th Anniversary Reception and Establishment of Hong Kong International Academy Against Corruption (HKIAAC), the ICAC Open Day and the premiere of the signature television drama series *ICAC Investigators 2024*. Together, these initiatives successfully engaged various sectors of the community and set multiple records for the ICAC.

In August 2024, the ICAC Open Day showcased the most diverse array of activities and exhibits to date. For the first time, the HKIAAC and its training facilities were opened to the public, providing visitors with a unique opportunity to gain first-hand insight into the Hong Kong's anti-corruption journey over the past fifty years and the latest developments of the ICAC. The Committee was delighted to learn that the number of applicants for this Open Day reached a record high. Additionally, the two promotional videos generated significant publicity, accumulating over 2 million views and once setting a record for the highest viewership of an ICAC social media post. This demonstrated the strong public interest in learning more about the work of the ICAC. 另外,廉署金禧反貪電視劇集《廉政行動 2024》亦於年內推出,劇集改編自廉署近年 的調查個案,兼備娛樂性、真實感及教育意 義,廉政專員及處長級人員亦有在劇集中粉 墨登場,為觀眾帶來驚喜。劇集於本地電視 台及內地網上串流平台同步首播,共錄得過 千萬人次觀看,同樣打破了歷年紀錄。

委員會對一連串五十周年公眾參與活動的空 前成功表示高度讚賞。廉署不僅向社會各界 展示過去半世紀得來不易的反貪成果,更有 效向全港市民展現廉署堅守反貪使命永不停 步、持續前行的堅定決心。

#### 全面革新宣傳教育策略

委員會亦高度評價廉署於本年度對宣傳教 育策略的全面檢視與革新<sup>,</sup>使之更貼近社會 脈搏<sup>,</sup>更精準地傳遞反貪信息<sup>。</sup>

廉署於二零二四年十一月在總部大樓的地下 大堂設立"一九七四"咖啡廳,開放予市民 及遊客參觀。這個嶄新的項目結合了教育、 宣傳及"廉署咖啡"概念,讓香港、內地和世 界各地的朋友品嚐香港獨有的"廉署咖啡" 之餘,也可以近距離了解廉署的工作,感受 廉署鍥而不捨的反貪決心與毅力。 委員會欣 悉"一九七四"咖啡廳開幕不足兩星期,已 接待過萬名訪客。由廉署宣傳創作組一手包 辦的"一九七四"咖啡廳宣傳短片系列,更 在社交媒體錄得總瀏覽量超過600萬次, 創下廉署歷史性新高。委員會高度讚揚這個 史無前例的公眾參與項目<sup>,</sup>它不但意味着反 貪教育與社會更融合<sup>,</sup>同時能響應政府"無 處不旅遊"的政策,也勢將成為國際社會研 究參考的廉政教育個案。

年內,廉署亦大膽突破以往較嚴肅的製作風 格,推出一系列創意短片,以輕鬆幽默的方 式推廣廉潔信息,為市民帶來耳目一新的感 覺。其中,一連三集的《廉政行動 有志者前 傳》系列尤為引人注目,該系列以生活化視 角記錄大學生在廉署的暑期實習歷程,發布 後迅速獲得媒體與網民的關注,當中一集更 Furthermore, the ICAC premiered its golden jubilee anti-corruption television drama series *ICAC Investigators 2024* during the year. This series, inspired by recent real ICAC cases, combines elements of entertainment, authenticity and education. Viewers were pleasantly surprised by cameo appearances by the Commissioner and the ICAC directorate officers. Broadcasting on a local television channel, as well as on local and Mainland online platforms, the drama series captivated over ten million viewers, setting a record high for its reach.

The Committee highly appreciated the unprecedented success of the series of public engagement events celebrating the ICAC's 50th Anniversary. The ICAC not only showcased the hard-earned achievements in anti-corruption over the past half-century to various sectors of the society but also effectively demonstrated its steadfast commitment to the anti-corruption mission to all citizens of Hong Kong.

#### **Reformed Education and Publicity Strategies**

The Committee also highly commended the ICAC for the comprehensive reform of its education and publicity strategies. This strategic reform enables the Commission to stay attuned to the pulse of the community and convey anti-corruption messages to the public more precisely.

In November 2024, Café "1974" was established at the ground floor lobby of the ICAC Building, welcoming citizens and tourists to this new spot. This ground-breaking initiative combines education, publicity and the concept of "ICAC coffee". Visitors from Hong Kong, the Mainland and abroad can savour the signature "ICAC coffee" of Hong Kong while exploring the ICAC's work up close and witnessing the ICAC's unwavering commitment and efforts in the fight against corruption. The Committee was pleased to note that Café "1974" had received over ten thousand visitors in less than two weeks since its opening. The promotional video series for Café "1974", produced entirely by the ICAC's Mass Communication Office, had garnered over six million views on social media, setting a historic high for the ICAC. The Committee highly commended this pioneering public engagement project which not only symbolised a deeper integration of anti-corruption education with the community, but also aligned with the government's "tourism is everywhere in Hong Kong" policy and would likely serve as a model of community integrity education in international studies.

In the year, the ICAC made a significant transition from its solemn production style to a more light-hearted and engaging approach to promote integrity messages. A series of creative short videos was launched to bring a new experience to the public. As part of 錄得超過 50 萬人次觀看。同時,廉署亦不 斷擴展社交媒體的覆蓋範圍,並新增小紅 書官方帳號,將廉政與反貪信息傳遞至更廣 泛的受眾群體,讓更多人了解並支持廉署的 工作。

委員會樂見革新後的宣傳策略為廉署注入 全新氣象<sup>,</sup>並將反貪教育的覆蓋範圍在線上 及線下同步擴展。

#### 加強青年參與反貪腐倡議

培育青年成為誠信、守法的新一代,一直是 廉署工作的重中之重。年內,廉署繼續為處 於不同成長階段的學生籌辦多元化而深受 師生歡迎的倡廉教育活動,向同學們灌輸 廉潔、守法等核心價值。委員欣悉廉署繼續 透過"廉政公署菁英誠信領袖計劃"重點栽 培具反貪熱誠及領導潛能的高中及大專生, 為他們舉行多元化的活動,包括內地及澳門 交流團、參與廉署第八屆國際會議,並安排 他們與來自東南亞、中東、非洲等地區的反 貪機構人員交流<sup>,</sup>有效強化他們對國家反 腐工作的認識,同時拓展他們的全球反貪 視野。其中兩位曾出席委員會會議與委員真 情對話,我從他們由衷分享的美好體驗及深 刻感受,更肯定廉署在青年德育工作上的成 效。

廉署於年內的另一項突破,是在廉署與聯合 國毒品和犯罪問題辦公室及國際反貪局聯 合會共同編製的《加強青年參與反貪腐倡 議全球政策指南》的基礎上,推出了一套國 際性的培訓課程,以廉署多年來推動青年品 德教育的經驗,向全球反貪機構人員介紹如 this initiative, the ICAC produced a popular three-episode video series that portrayed the summer internship experience of university students at the ICAC in a relatable manner, with one episode alone amassing over 500 000 views. The series, along with other promotional videos, quickly gained media and online attention. Furthermore, the ICAC continued to expand its social media coverage and launch an official Xiaohongshu account to disseminate integrity and anti-corruption messages to a broader audience and garner support for the ICAC work.

The Committee acknowledged that the reformed publicity strategy had injected new vigour into the ICAC and expanded the reach of anti-corruption education across both online and offline platforms.

#### **Meaningful Youth Engagement**

It is always the top priority of the ICAC to nurture the core values of integrity and law-abidingness in the younger generation. In the year, the ICAC continued to organise a variety of popular programmes for students at different developmental stages. These programmes aimed at instilling core values of integrity and law-abidingness among youngsters. The Committee was delighted to learn that the ICAC continued to implement the ICAC ELITE Youth Leadership Programme (iELITE) to nurture tertiary and senior secondary school students who had a passion for fighting corruption and demonstrated leadership potential. Throughout the year, a variety of activities were organised, including exchange tours to the Mainland and Macao, participation in the ICAC's 8th Symposium, and meeting with anticorruption personnel from the Southeast Asia, the Middle East and Africa. These activities provided valuable opportunities for the iELITE Youth Leaders to gain a better understanding of the motherland's graft-fighting initiatives and the global trend of anti-corruption work. In particular, two iELITE Youth Leaders once engaged in a heartfelt dialogue with the CACCR members at a meeting. From the youngster's candid sharing of their rewarding experience, I can confidently affirm the effectiveness of the ICAC's endeavours in moral education.

Another ICAC's significant milestone this year was the launch of an international training module based on the *Policy Guide for National Anti-Corruption Authorities on Meaningful Youth Engagement in Anti-Corruption Work*, which was co-developed by the ICAC, the United Nations Office on Drugs and Crime (UNODC) and the International Association of Anti-Corruption Authorities. Drawing from ICAC's years of experience in promoting moral education among the youth, the module aims to introduce to the anti-corruption personnel worldwide on how to encourage youth participation in the anti-corruption cause. The Committee was pleased to note that the HKIAAC had piloted

何鼓勵青年積極參與反腐倡廉的工作。委員 會欣聞廉署香港國際廉政學院在二零二四 年七月首次在一個線上國際研討會試用該 套新課程,協助反貪機構吸納青年參與反貪 工作,獲得海外反貪機構參與者的正面評價, 並吸引更多海外反貪機構命香港國際廉政 學院提出培訓服務申請。廉署亦派員於二零 二五年一月到訪文萊,夥同當地反貪機構舉 辦首個面授培訓課程,並邀請聯合國毒品和 犯罪問題辦公室代表及廉署的菁英誠信領 袖作分享及交流,協助當地反貪機構推動青 年參與倡廉工作。

#### 向輸入勞工及入境人才廣傳廉潔信息

委員會欣悉廉署迅速部署配合政府的新政 策,向不同行業的輸入勞工及入境人才提供 適時的防貪教育和宣傳服務。年內,廉署為 所有工人於抵港八週內舉辦防貪講座及派 發資訊包,亦派員前往外勞的工作地點和宿 舍解答疑難,幫助他們及早了解香港的反貪 法例。廉署亦善用多個網上網下平台,呼籲 工人切勿啞忍貪污,萬一被索賄以獲聘用, 應即時拒絕並向廉署舉報。同時,廉署主動 接觸香港人才服務辦公室及有關協會建立 合作關係,在網上分享專題文章和參與分享 會,參與大型的博覽會,並透過微信發布《秒 懂廉政》速學視頻,向有意來港人才宣傳香 港的廉潔優勢及在港生活的防貪須知。

委員會樂見廉署迅速並主動向輸入勞工及 入境人才提供防貪教育,積極擴大與他們的 接觸面,確保每位來港的人才都能安心在廉 潔公平的環境謀發展。 this new module in an online international seminar in July 2024 to assist anti-corruption agencies (ACAs) from various jurisdictions in engaging more young people in the fight against corruption. This initiative received favourable feedback from overseas participants and attracted additional training service requests from overseas ACAs. In January 2025, an ICAC delegation visited Brunei and cohosted the first-ever capacity building programme on meaningful youth engagement in anti-corruption work in partnership with the local counterpart. The programme featured a sharing session by the representatives from the UNODC and an exchange session with the iELITE Youth Leaders to support the local anti-corruption agency in engaging young people in promoting integrity.

#### **Reaching out to Imported Workers and Incoming Talents**

The Committee was pleased to learn that the ICAC had swiftly responded to the Government's new policies by providing timely anti-corruption education and publicity services for imported workers and incoming talents. In the year, the ICAC delivered anti-corruption talks and distributed information packs to imported workers within eight weeks of their arrival in Hong Kong. Furthermore, ICAC officers were deployed to the workplaces and dormitories of the imported workers to address enquiries in order to help them understand Hong Kong's anti-corruption laws early on. The ICAC also made use of multiple online and offline platforms to remind workers to stand firm against corruption, firmly reject any solicitation of bribes in exchange for employment and report corruption to the ICAC without hesitation. In parallel, the ICAC proactively reached out to the Hong Kong Talent Engage (HKTE) and service organisations concerned to collaborate on promoting Hong Kong's commitment to integrity and providing anti-corruption tips for talents interested in living in the city. Examples include sharing feature articles, participating in sharing sessions, staging publicity booths at large-scale expos and sharing quick-learning videos themed "Understanding Integrity in Seconds" on WeChat.

The Committee appreciated the ICAC for its prompt and proactive efforts in delivering anti-corruption education and expanding its reach to imported workers and incoming talents, ensuring that everyone arriving in Hong Kong could settle and thrive in a clean and fair environment. 社區關係市民諮詢委員會 CITIZENS ADVISORY COMMITTEE ON COMMUNITY RELATIONS

#### 深化公私營界別的誠信文化

委員會欣悉廉署年內繼續為各行各業提供誠 信資源和防貪服務,並積極與專業團體合作, 為治理專業人員安排研討會,強調他們在實 踐誠信管治的把關角色。另外,委員會十分 支持廉署繼續與公務員事務局合作推展"誠 信領導計劃",向各政府決策局及部門提供 防貪教育資訊及資源,並與公務員事務局合 辦專題工作坊,提醒政府人員的督導責任, 深化公務員隊伍誠信文化。年內,廉署更為 全港18區新一屆區議會主席及議員舉辦交 流活動,向他們介紹反貪法例及公職人員的 防貪角色,並邀請他們到訪廉署總部與廉署 人員作深度交流,深化彼此合作,於社區攜 手推廣廉潔。

#### 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定支持, 廣大市 民普遍認為保持社會廉潔對香港整體發展 至關重要, 並對貪污行為繼續抱持零容忍的 態度。委員會高度讚賞廉署的反貪教育工作 不僅在傳承中發展, 更在創新中突破, 將廉 潔文化的種子播撒得更廣、更深。在廉署踏 入下一個五十年之際, 我期望委員會與廉署 和社會各界繼續緊密合作, 並肩守護香港的 廉潔誠信核心價值, 讓"不想腐"的態度薪 火相傳, 同時向國際社會廣傳香港的廉政 故事。

#### Fostering Probity Culture in Public and Private Sectors

The Committee recognised the ICAC's efforts in continuing to provide integrity promotion resources and anti-corruption services across various industries, and collaborating actively with professional bodies to arrange seminars for governance professionals to remind them of their roles as gatekeepers in integrity governance implementation. The Committee was in full support of the ICAC's continued commitment in partnering with the Civil Service Bureau (CSB) to implement the Ethical Leadership Programme. The ICAC offered preventive education resources to government bureaux/ departments and organised thematic workshops with CSB to remind civil servants of their supervisory role to fortify the clean civil service culture. Furthermore, in the year, the ICAC conducted briefings for Chairpersons and members of the new-term District Councils across the 18 districts, introducing to them the anti-corruption laws and the role of public officers in preventing corruption. The ICAC also invited them to visit the ICAC Building for in-depth exchanges with ICAC officers, enhancing relationships and fostering a collaborative effort to promote integrity in the community.

#### 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 highly commended the ICAC not only for enhancing its existing anti-corruption initiatives but also for pioneering innovative and creative approaches in anti-corruption education and publicity. The ICAC is dedicated to fostering a deeprooted culture of integrity across various sectors. Looking ahead to the next 50 years, the Committee will continue to collaborate closely with the ICAC and the society to uphold Hong Kong's core value of integrity which should be passed down through generations, and tell the city's stories of integrity to the global community.



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,委員會亦欣賞廉署人員在過去五十 年與全體市民攜手肅貪倡廉,並時刻抱持 "反貪,不停步"的態度,在不同項目中注 入既專業又創新的思維,繼續盡心竭力地維 護香港公平公正、安定繁榮。

### **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 Committee would also like to extend our regards to all ICAC officers for their collaborative efforts with the general public over the past five decades. We appreciate their unwavering commitment to the spirit of "Fighting Corruption: The Mission Continues". We also recognise their professionalism and creativity demonstrated through various projects and their dedication to upholding the values of integrity and fairness for the prosperity of Hong Kong.

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社區關係市民諮詢委員會主席 何順文

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



- 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。
- 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。
- 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

二零二四年十二月三十一日 as at 31 December 2024



何順文教授	(主席)	Prof Simon HO Shun-man	(Chairman)
陳浩庭先生		Mr Mac CHAN Ho-ting	
陳念慈女士, BBS, JP		Ms Amy CHAN Lim-chee, BBS, JP	
陳淑薇女士, GBS, JP		Ms May CHAN Suk-mei, GBS, JP	
周偉立博士		Dr Albert CHAU Wai-lap	
鄺美雲女士, JP		Ms Cally KWONG Mei-wan, JP	
劉碧堯女士		Ms Pinky LAU Pik-yiu	
廖錦興博士, MH		Dr Bobby LIU Kam-hing, MH	
莫家豪教授		Prof Joshua MOK Ka-ho	
吳錦華先生, JP		Mr Webster NG Kam-wah, JP	
彭穎生先生, MH		Mr Victor PANG Wing-seng, MH	
董一岳博士		Dr Rocky TUNG Yat-ngok	
溫家傑先生		Mr Andy WAN Ka-kit	
黃江天博士, BBS, JP		Dr James WONG Kong-tin, BBS, JP	
黃偉傑先生, MH		Mr WONG Wai-kit, MH	
容靜怡女士		Ms Jenny YUNG Ching-yi	
廉政專員	(當然委員)	Commissioner, Independent Commission Against Corruption	(ex officio)

