

Your Ref : CB2/PL/SE  
Our Ref : CAC/C/22/84/1 Pt 3  
Tel : 2826 3118

11 April 2005

Mrs Sharon TONG  
Clerk to Panel  
Legislative Council  
Legislative Council Building  
8 Jackson Road  
Central  
Hong Kong

Dear Mrs TONG,

Thank you for your letter of 23 March 2005 relaying the information sought by the Hon James TO. Our response to the issues raised is given in the following paragraphs –

- (a) With over 98% of the staff in the ICAC employed on agreement terms, the turnover of staff in the Commission is more susceptible to changes in the labour market than government departments whose majority of staff are pensionable. For this reason, the wastage rate of ICAC staff has always been higher than that of the civil service, and the average ICAC staff wastage rate for the past five years is around 6%.

ICAC staff meeting the relevant appointment criteria are free to apply for jobs in other government departments as and when they are advertised. While it is understandable that some ICAC staff especially those in the junior ranks holding good qualifications might be interested in applying for jobs in other disciplined services which offer higher salaries, we believe that the number of such officers should not be as large as that reported in the press.

As staff are our valuable assets, any significant rise in staff wastage would certainly be of concern to both staff and management. The Commission is keeping a close watch over our staffing situation. Meanwhile, we will continue to recruit and promote deserving officers to fill vacancies and provide officers with professional and management training to maintain their overall effectiveness.

- (b) The following table provides a breakdown of the number of ICAC officers by rank who did not renew employment agreement on their own initiative in the past three years –

Rank	Year			Total
	2002	2003	2004	
Directorate	1	0	0	1
SCACO	1	0	1	2
CACO(U)	3	2	3	8
CACO(M/L)	4	11	16	31
ACACO	17	19	18	54
CACI Grade	0	3	1	4
General Grades	7	5	4	16
Total	33	40	43	116

Legend

SCACO - Senior Commission Against Corruption Officer

CACO(U) - Commission Against Corruption Officer (Upper)

CACO(M/L) - Commission Against Corruption Officer (Middle/Lower)

ACACO - Assistant Commission Against Corruption Officer

CACI - Commission Against Corruption Investigator

Based on the information provided by the officers concerned before their departure, 12 were known to have joined other government departments, 20 joined organisations in the private sector and public bodies, and 80 left for personal reasons such as emigration and further studies.

Yours sincerely,

( Mrs Betty CHU )  
for Commissioner  
Independent Commission Against Corruption