

香港特別行政區

廉政公署 2015 年報

Annual Report 2015

Independent Commission Against Corruption

Hong Kong Special Administrative Region

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Do you see it?



睇到貪污
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Report Corruption when you see it

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廉政公署使命宣言及專業守則

Independent Commission Against Corruption Mission Statement and Code of Ethics

廉政公署致力維護本港公平正義，安定繁榮，務必與全體市民齊心協力，堅定不移，以執法、教育、預防三管齊下，肅貪倡廉。

廉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。

With the community, the ICAC is committed to fighting corruption through effective law enforcement, education and prevention to help keep Hong Kong fair, just, stable and prosperous.

Officers of the ICAC 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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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，廉政公署亦於同日正式成立。

在此以前，偵查貪污的工作是由香港警務處轄下之反貪污部負責。及至一個調查委員會就香港的貪污及其他相關問題發表調查報告後，當時的總督決定成立一個獨立機構打擊貪污。

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

Before then, the detection and investigation of corruption was the responsibility of the Anti-Corruption Office of the Hong Kong Police Force. The decision to set up an independent organisation to tackle corruption was made by the then Governor following a Commission of Inquiry into the problem of corruption in Hong Kong and other related matters.

體制

廉政公署依據《廉政公署條例》成立，並獲得所賦權力。廉政公署的獨立性受《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，廉政公署在執行職務上乃一獨立機構。

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.

組織

廉署的組織包括廉政專員辦公室及三個專責部門，即執行處、防止貪污處及社區關係處，署內的行政工作則由行政總部負責。廉署的組織詳見附錄一。

ORGANISATION

The ICAC comprises the office of the Commissioner and three functional departments - Operations, Corruption Prevention and Community Relations - serviced by the Administration Branch. Its organisation is shown in the chart at Appendix 1.

諮詢委員會

行政長官委任各界賢達，組成獨立的諮詢委員會，專責審查廉政公署的工作。貪污問題諮詢委員會、審查貪污舉報諮詢委員會、防止貪污諮詢委員會、以及社區關係市民諮詢委員會的工作報告詳載於另一刊物。這四個委員會的委員名錄見附錄二。

ADVISORY COMMITTEES

The work of the ICAC comes under the scrutiny of independent committees comprising responsible citizens drawn from different sectors of the community and appointed by the Chief Executive. Reports on the work of the Advisory Committee on Corruption, the Operations Review Committee, the Corruption Prevention Advisory Committee and the Citizens Advisory Committee on Community Relations are contained in a separate publication. Membership lists of the four advisory committees are at Appendix 2.

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；
 - (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》（第201章）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》（第554章）所訂的罪行；及
 - (vii) 任何涉嫌或被指稱是（由2人或更多於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；

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) 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 (Cap 201);
 - (vi) any alleged or suspected conspiracy to commit an offence under the Elections (Corrupt and Illegal Conduct) Ordinance (Cap 554); 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;

- (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；及
 - (h) 爭取和促進公眾支持打擊貪污。
- (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 combating corruption.

一年的回顧 Commissioner's Review



香港特別行政區廉政專員
白韞六
Simon YL PEH
Commissioner of the
Independent Commission Against Corruption
Hong Kong Special Administrative Region

二零一五年，廉政公署（廉署）全體人員殫謀戮力，積極以“全方位”策略肅貪倡廉，不但致力執法打貪，同時建立規章消滅貪污機會，更深入社群，教育市民貪污的禍害，爭取他們成為廉潔社會的支持者。

過去一年，廉署共接獲2 798宗與選舉無關的貪污舉報，當中涉及私營機構、政府部門及公共機構的投訴分別佔65%、28%和7%。雖然二零一五年的貪污舉報量較前一年增加了18%，但是由獨立研究機構進行的《2015年廉政公署周年民意調查》顯示貪污並無惡化跡象。根據該調查，只有1.3%的受訪者表示曾在過去十二個月遭遇過貪污情況，比前一年的調查結果低0.2個百分點，顯示貪污在香港社會並不普遍。此外，二零一五年有213人在99宗與選舉無關的貪污個案中被裁定貪污罪成，被裁定罪成的人數較前一年增加近24%，以個案量計算則上升了2%。綜合言之，我們不應從負面角度詮釋投訴數字上升的原因，投訴增

The work of the Commission in 2015 is marked by the profundity of its holistic approach to fighting corruption combining enforcement, prevention and education. Alongside vigorous enforcement efforts, we also put in place systems and rules to eliminate corruption opportunities as well as reaching out to the community to educate the public on the evils of corruption and to enlist their support for a clean society.

In 2015, the Commission received a total of 2 798 corruption complaints (excluding election-related complaints), of which 65 per cent were targeted at the private sector, 28 per cent related to government departments and 7 per cent involved public bodies. Despite the 18 per cent rise in corruption complaints compared to 2014, our 2015 ICAC Annual Survey conducted by an independent research institute indicated no sign of deterioration in the corruption scene. According to the survey, only 1.3 per cent of respondents had come across corruption in the past 12 months, 0.2 percentage point lower than the previous year, giving an indication of the very low level of corruption in our community. Moreover, 213 persons in 99 cases were convicted for various non-election related offences in 2015, representing an almost 24 per cent increase in terms of

多可能是反映廉署過去一年加強反貪宣傳工作、鼓勵舉報貪污及市民對廉署信任上升的成效。事實上，過去一年有71%的投訴人以具名方式舉報貪污，較前一年增加兩個百分點，顯示廉署爭取市民支持的措施十分奏效；加上定罪率高企，及法庭對貪污罪行施以重罰，貪污在香港是極高風險的罪行，執法工作震懾力巨大。

此外，就一月舉行的鄉郊代表選舉及十一月舉行的區議會選舉，廉署分別接獲154宗及399宗可追查貪污投訴，當中涉及二零一五年區議會選舉懷疑“種票”的投訴數量，較上一個區議會選舉明顯減少。

年內公眾最為關注的，相信是一名香港特別行政區前行政長官被廉署落案起訴公職人員行為失當罪名的案件。廉署在處理這項調查以及早前另一宗涉及一名前政務司司長的案件，表現

number of persons and a 2 per cent increase in terms of number of cases compared to the respective figures in 2014. The increase in complaints therefore should not be viewed from a negative perspective. It is probably attributable to our intensified anti-corruption publicity campaigns to encourage the public to report corruption over the past year and the increase of trust in the Commission. In fact, our efforts to enlist public support in the anti-graft campaign proved to be very effective, with 71 per cent of the complainants identifying themselves when reporting corruption, 2 percentage points higher than the previous year. The high conviction rate coupled with the heavy penalty imposed by courts on corruption-related offences have rendered corruption a high-risk crime in Hong Kong. The vigorous law enforcement action of the ICAC has substantial deterrent effect.

The Commission received 154 pursuable complaints relating to the Rural Representative Election and 399 to the District Council Election held respectively in January and November. The number of vote rigging allegations in the 2015 District Council Election dropped significantly compared to the previous one.



► 廉政專員向傳統基金會闡釋香港的廉潔近況

The Commissioner giving the Heritage Foundation an update on the probity situation of Hong Kong

◀ 廉政專員在國際會議上分享香港的反貪經驗

The Commissioner sharing Hong Kong's anti-corruption experience in international conference



出高度專業，正好說明香港反貪制度高效和重要，廉署打擊貪污的決心堅定不移，四十一年來始終如一。

上述案件只屬個別事件。香港社會依舊高度廉潔，但廉署明白到當偵破的貪污案件涉及社會知名人士，公眾或會因此認為社會廉潔情況惡化。香港作為一個國際城市，必須維持擁有廉潔政府和公平營商環境的良好聲譽。因此，年內我出席了數個國際會議，以及到訪了數個國際評級機構，向它們介紹香港的廉潔情況，就一些基於觀感而對香港貪污情況產生的誤解作出澄清和解釋。游說及解釋工作並沒有白費，多項國際評級評價香港為廉潔之都，香港在這些評級的得分及排名明顯改善。¹

廉署留意到過去一年公眾甚為關注“圍標”問題，因此成立專案小組，調查若干互相關聯的投訴，並且揭發一名工程公司前東主貪污，串謀他人提供共約四千五百多萬元賄款，以圍標方式取得兩個大型私人屋苑的顧問及翻新工程合約。該名人士已在區域法院承認控罪。廉署會繼續主動出擊，並集中調查活躍於業內但名聲不佳的公司和人士，以遏止有關問題。對於一些在投標過程中涉及有組織犯罪集團的案件，廉署可能會及早採取執法行動，以堵截在投標階段任何不法的“圍標”活動。

其實，有關樓宇管理的貪污投訴，近年來一直在涉及私營機構的貪污舉報中佔最大份額，廉署對這類貪污投訴時刻保持警覺，主動偵查及遏止有關問題之餘，亦積極為業主

The prosecution of a former Chief Executive of the Hong Kong Special Administrative Region with the offence of misconduct in public office earlier in the year has aroused wide public concern, both locally and overseas. During the investigation of this case and the other one involving a former Chief Secretary, the Commission displayed a high level of professionalism which well demonstrated the effectiveness of Hong Kong's robust anti-corruption regime and our determination to combat corruption in the past 41 years.

The above-mentioned cases are isolated incidents and Hong Kong remains highly corruption-free. We understood that some successful corruption investigations involving well-known public figures might have generated a negative perception among the public on our corruption scene. It is important for Hong Kong as an international city to uphold the good reputation of preserving a clean government and a level playing field for business. In this connection, I updated international communities on the probity situation of Hong Kong and clarified certain misunderstanding caused by these distorted perceptions of our corruption scene at international conferences and in visits to international rating organisations during the year. Our efforts did yield positive results. Hong Kong was rated in several international surveys as one of the cleanest cities in the world, with marked improvement in both score and ranking this year.¹

As tender rigging activities remained a public concern in 2015, the ICAC set up a special task force to investigate several inter-related complaints. Investigations discovered that a former proprietor

¹ 在菲沙研究所發表的《二零一五年世界經濟自由度報告》和世界經濟論壇的《二零一五至二零一六年全球競爭力報告》中，香港的清廉指數得分及國際排名均勝於二零一四年。香港獲前者評為全球最自由經濟體，而在世界經濟論壇的全球經濟體競爭力排名位列第七。

The corruption indicator scores of Hong Kong improved over the previous year in both the Fraser Institute 2015 Economic Freedom of the World and the World Economic Forum 2015-2016 Global Competitiveness Report, which ranked Hong Kong the freest economy and the 7th most competitive economy respectively.



廉政專員接受廉政大使及媒體訪問，闡釋香港的廉政建设工作

The Commissioner being interviewed by ICAC Ambassador and media to explain ICAC's integrity building initiatives

及業主立案法團講解防貪法規，提供防貪諮詢服務，以協助他們提高防範，免受不法份子剝削。廉署亦推出“誠信優質樓宇管理”專題網頁，解釋與樓宇管理相關的防貪法規，指出容易出現貪污的情況，及提供相關的防貪及誠信管理措施、廉署服務和宣傳教育品等。此外，廉署更進一步委託香港大學房地產及建設系，透過對400多個“樓宇更新大行動”大廈維修資助項目進行分析，研發供市民網上使用的樓宇維修費用估算器，該網上估算器已於三月推出。

二零一五年是新一輪選舉周期的開始。因此，廉署在繼續慣常的制度防貪工作，及透過大眾傳媒、社交媒體和度身訂造的計劃推動“全民誠信”教育外，加強了維護立法會功能界別選民登記制度的廉潔，推出一項為期三年的“維護廉潔選舉”教育和宣傳計劃，以及加強向社會各界闡釋防貪法規和灌輸堅拒貪污的價值觀。此外，廉署在提升社會福利界非政府機構的防貪意識、商界與公職人員往來所需的誠信防貪認知，協助私人機構改善內部防貪制度，以及在促進廉署

of an engineering company had conspired with others to offer about \$45 million in bribes to secure consultancy and renovation contracts of two large private residential estates through tender rigging. The former proprietor subsequently pleaded guilty at the District Court. The ICAC will continue to adopt a proactive approach to contain the problem by focusing on investigations involving notorious companies and personnel active in the industry. For those cases where sophisticated syndicates are involved in the tendering process, early enforcement action may be taken to curb any unlawful tender rigging activities at the tendering stage.

In fact, building management (BM) has accounted for the largest proportion of complaints concerning the private sector in recent years. The ICAC will continue to keep a close watch on the complaints in this sub-sector. Combining our proactive approach to detect and tackle the problem, more efforts will be made to explain the relevant anti-corruption laws and provide corruption prevention advisory service to property owners and owners' corporations to help them guard against exploitation. The launch of the Integrity and Quality Building Management Website also helps the public better understand BM-related anti-corruption laws and identify corruption-prone areas. The website also provides information on relevant preventive and integrity management measures, ICAC's services, promotional and educational materials. The ICAC had earlier commissioned

與商界在推廣商業道德方面的長遠伙伴关系等範疇上，亦做了大量工作。

隨着全球一體化，在制訂有效的反貪策略時，建立地區及國際間夥伴關係均十分重要。五月時，公署舉辦了“廉政公署第六屆國際會議”和“經濟罪行調查機構網絡第三次年會”，這兩個會議獲各界一致好評。廉署透過這兩個會議，成功加強了全球反貪機構的聯繫、合作和專業交流，並且確立了廉署在全球反貪工作的超前地位，廉署的調查、預防和教育三管齊下反貪策略，已成為多國的參考模式。

the Department of Real Estate and Construction of the University of Hong Kong to analyse over 400 subsidised building maintenance projects under the Operation Building Bright scheme in developing an online Building Maintenance Cost Estimator, which was launched in March 2015, for public use.

A new election cycle began in 2015. Apart from our ongoing systemic prevention work and “Ethics for All” education through mass media, social media and tailor-made education programmes, we enhanced the integrity of voter registration for the Legislative Council Functional Constituencies and put in place a three-year “Support Clean Elections” education and publicity programme, and spared no efforts in explaining the anti-corruption laws to different strata of society and instilling amongst members of the public a notion that corruption is totally unacceptable. We also endeavoured to promote corruption prevention awareness to non-governmental organisations in the welfare sector, raised the business sector’s understanding of the probity requirements in dealing with public servants, and assisted private organisations in enhancing their internal corruption safeguards. Besides, a long-term partnership with the business sector has been fostered in promoting business ethics.



廉政專員與年輕人對談，分享成功人生的要訣及對青年人的期望

In a face-to-face dialogue with the Commissioner, youngsters learn about his tips for a successful life and his expectations of young people





廉政專員與呂麗紅校長表達對廉潔社會的期望

The Commissioner and Principal Lillian LUI Lai-hung express their aspirations for a corruption-free society

在廉署人員的艱辛努力及市民的畢力支持下，廉署二零一五年的成果豐碩，香港的貪污情況長期處於非常低的水平，公務員隊伍清廉守正，營商環境公平便利，廉潔文化植根香港成為核心價值。周年民意調查顯示，公眾對貪污極不容忍，以0至10分衡量，受訪者平均分是0.6分，這是自統計這指標以來錄得最低的容忍度。此外，大部分受訪者（97%）表示支持廉署，幾乎所有受訪者（99%）都認為保持社會廉潔對香港整體發展重要，反映出社會整體對貪污維持相當高的厭惡性。

As a result of globalisation, partnerships at both regional and international levels are crucial for the formulation of effective graft-fighting strategies. The 6th ICAC Symposium and the 3rd Annual Meeting of Economic Crime Agencies Network hosted by the ICAC in May this year with popular acclaim have not only enabled us to strengthen liaison, cooperation and professional exchanges with our counterparts around the world, but also reaffirmed the ICAC's status as one of the global leaders in anti-corruption work. Our three-pronged holistic strategy of law enforcement, corruption prevention and community education has become a model adopted by some countries.

The hard work of ICAC staff together with staunch public support were instrumental in making Year 2015 successful and fruitful. Hong Kong's corruption situation is kept consistently at a very low level, characterised by a clean

今時今日，社會、經濟及政治環境不斷變遷，貪污活動日趨隱蔽，犯案手段日益複雜、迂迴及多變，為反貪工作帶來新挑戰。儘管面前考驗重重，但廉署四十一年反貪經驗告訴我們，只要廉署不斷自我優化，政府有決心長期支持肅貪倡廉的政策，以及得到公眾廣泛信任，加上優良的法律制度和法治環境，便能夠伙同市民，為自己、為下一代共建廉潔將來。



廉政專員

civil service, a level playing business environment and probity elected as one of the core values of Hong Kong people. The ICAC Annual Survey showed that the public remained highly intolerant to corruption. On a scale of 0-10, the mean score of respondents was 0.6, the lowest tolerance level ever recorded. Besides, a large majority of the respondents (97%) considered the ICAC deserving their support, and almost all respondents (99%) agreed that keeping Hong Kong free of corruption was important to the territory's overall development, reflecting a high level of public rejection to corruption.

Nowadays, our graft-fighting work faces new challenges with the ever-changing social, economic and political landscape, corrupt practices becoming more secretive, and modus operandi of the corrupt turning more sophisticated. Despite the enormous difficulties ahead, we can tell from our 41 years of anti-graft experience that, with the ICAC's continuous efforts in refining our strategies and implementation methods, the Government's determination to support the anti-corruption policy on a continuous basis, full trust of the public, a sound legal framework and rule of law, we can jointly with Hong Kong people create a clean future for ourselves and for our next generation.

(Simon Y L PEH)
Commissioner

Independent Commission Against Corruption

行政總部 Administration Branch

法定職責

行政總部協助廉政專員履行《廉政公署條例》（第204章）所訂明的職責，負責廉署的一般行政，包括：

- 修訂及執行《廉政公署常規》；
- 財政管理；
- 人力資源管理；
- 職員關係與福利；及
- 編制《廉政公署年報》。

此外，行政總部亦負責如下工作：

- 傳訊及傳媒事務；
- 物料供應及採購；
- 辦公室策劃及管理；
- 翻譯服務；
- 檔案管理；
- 環境管理；及
- 廉政建設研究。

策略

行政總部支援執行處、防止貪污處和社區關係處的工作，同時肩負把關任務，確保他們嚴格遵守政府的管理及行政規例和程序。

組織

行政總部由一名助理處長執掌，設有如下單位：

- 管理及行政組；
- 傳訊及傳媒事務組；及
- 廉政建設研究中心。

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。

STATUTORY DUTIES

The Administration Branch assists the Commissioner in exercising his statutory powers under the Independent Commission Against Corruption Ordinance (Cap 204), including matters relating to:

- Commission Standing Orders;
- Finance and estimates of expenditure;
- Human resource management;
- Staff welfare; and
- ICAC Annual Report.

Other administrative matters include:

- Communications and media relations;
- Procurement and supplies of goods and services;
- Office accommodation management;
- Translation;
- Records management;
- Green management; and
- Anti-corruption studies.

STRATEGIES

The Branch serves the three functional departments, and oversees their consistency and compliance with government rules and regulations in processing administrative matters.

STRUCTURE

An Assistant Director delivers the services through:

- Management and Administration Group;
- Communications & Media Relations Office; and
- Centre of Anti-Corruption Studies.

FINANCE MATTERS

The Commission 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 ICAC Ordinance. The Commission'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

在二零一五年年底，廉署的編制有1 443個職位，在職人數共1 351人，當中包括在執行處工作的986人，在防止貪污處的62人，在社區關係處的163人，在行政總部的138人及在專責調查小組的二人。年內，共有56位部門職系及37位一般及支援職系人員離職，總流失率為6.8%。

廉署所有人員皆按照《廉政公署條例》（第204章）所訂定的服務條件，並通常以合約方式聘用，合約期滿後可獲約滿酬金。廉署人員當中，約75%屬廉署特有職系，按廉署人員薪級表支薪，他們的薪酬及服務條件都是根據紀律人員薪俸及服務條件常務委員會所提供的意見而訂定；其餘的人員則屬一般及支援職系，他們的薪酬與同等職級的公務員相同。

職業培訓及發展

人力資源發展小組負責為社區關係處、防止貪污處、行政總部及署內所

HUMAN RESOURCE MANAGEMENT

As at the end of 2015, the Commission had, against an establishment of 1 443, a staff strength of 1 351, including 986 in the Operations Department, 62 in the Corruption Prevention Department, 163 in the Community Relations Department, 138 in the Administration Branch and two in the Special Investigation Unit. During the year, 56 departmental grades officers and 37 general and support grades officers ceased service with the Commission, resulting in an overall wastage rate of 6.8 per cent.

Officers of the Commission are subject to the conditions of service set out in accordance with the Independent Commission Against Corruption Ordinance (Cap 204) and are normally appointed on gratuity-bearing agreements. Some 75 per cent of the staff are employed in grades special to the Commission and are remunerated on the ICAC Pay Scale. Their pay and conditions of service are subject to the advice of the Standing Committee on Disciplined Services Salaries and Conditions of Service. The remaining staff members belong to general and support grades and are paid the same salaries as their counterparts in the Civil Service.

TRAINING & DEVELOPMENT

The Human Resource Development Section is responsible for the training and development of officers from the Community Relations Department, Corruption Prevention Department, Administration Branch and the General and Support Grades. The Section also manages the training



逾六百名市民參加廉政公署職業講座
ICAC Career Talk attracted over 600 participants



有一般及支援職系人員提供職業培訓及發展課程，並且負責管理各項培訓設施，包括學習資源中心、訓練營、多用途訓練館、健身室及網上學習中心。

在二零一五年，小組舉辦了多個專業培訓課程，協助同事了解其專業領域內最新的發展，及提升其專業技能，以便更有效處理日常工作。這些課程涵蓋建築合約/項目管理、最新法例要求、資訊科技應用等方面的專業知識和技巧。小組同時為新入職同事，安排了一個詳盡的迎新課程，內容包括法律知識、面談技巧、項目計劃管理和署內的相關資訊。

小組亦為37位一般及支援職系人員，設計了包含各項工作知識和技巧的嶄新迎新課程，以幫助同事盡快適應署內的工作環境，並達致專業表現的要求。

年內小組推出了一系列廉署專用的顧客服務訓練課程，旨在加強署內以客為本的文化。為使廉署人員能嚴格遵從政府守則及指引，小組舉辦了三個行政事務座談會，共162名廉署人員參加，內容涵蓋財務及採購事宜、檔案

facilities of the Commission, including the Learning Resources Centre, ICAC Training Camp, Multi-purpose Hall, Gymnasium and Cyber Learning Centre.

In 2015, various professional development programmes were organised to help officers of respective departments and grades to keep abreast of the latest trend in their related fields and further enhance their professional knowledge and skills. The programmes covered construction contract/ project management, new legislative requirements, and specialised IT skills. For the newly recruited officers of the two departments, an intensive Induction Course was arranged to equip them with legal knowledge, interviewing skills, event management skills, and organisational knowledge.

For the General and Support Grades, the Section developed a comprehensive General Induction Course, covering both the job-specific knowledge and soft skills, for 37 new recruits to help them settle in and perform professionally.

A new series of tailor-made customer service training was launched to strengthen the service oriented culture of the Commission. To ensure officers comply with the rules and guidelines of the government when handling administrative duties, three briefings on different topics, namely finance and procurement matters and records management attended by a total of 162 officers were conducted. In support of the Commission-wide computer



廉署人員接受管理工作技巧培訓

Officers in Supervisory Management Skills Training Workshop

管理等。此外，小組亦配合廉署電腦軟件提升計劃，向944名同事提供了多個操作課程。

廉署亦派員參加公務員培訓處、其他政府部門/公共機關及外間培訓機構所舉辦的課程。年內，共有1 011名人員參加了上述課程。此外，有61名同事參加了境外的行政人員管理課程或國情班。

職員關係與福利

廉署設有職員協商委員會，職員透過各委員會的定期會議，可就有關服務條件、福利及共同關注的事宜，直接向廉政專員、部門首長或職系首長表達意見。在二零一五年委員會共舉行了九次會議。

職員關係小組與廉政公署職員康樂會不時合辦康體及福利活動和興趣班，以提高廉署人員對建立健康生活模式的關注，並加強同事之間和與家人的關係。年內，小組及康樂會共舉辦了47項活動。

upgrading exercise, software applications training was arranged for 944 officers to ensure operational efficiency.

In addition to in-house courses, 1 011 officers were placed on courses organised by the Civil Service Training and Development Institute, other government departments/ public bodies and external training providers, while 61 officers attended management development and national studies courses outside Hong Kong in the year.

STAFF RELATIONS & WELFARE

The Commission maintains an efficient and effective staff consultative committee system. During the year, a total of nine staff consultative committee meetings were held. Through regular meetings, staff may directly express their views on matters relating to conditions of service, welfare and issues of common concern to the Commissioner, their respective Head of Department or Head of Grade.

The Staff Relations Section, supporting the ICAC Staff Club, continued to organise sporting, recreational and social activities and interest classes to promote a healthy life style and work-life balance among staff. A total of 47 activities were organised in the year.



廉政專員帶領高層管理人員在周年晚宴上高歌，為晚宴揭開序幕

The Commissioner together with directorate officers kicked off the Annual Dinner, performing a popular Cantonese song



廉署人員參加慈善活動及為該活動提供義務支援服務

Officers participating in and providing voluntary services for a charity activity



廉署人員積極參與其他團體舉辦的運動比賽及慈善活動，例如組隊參加“樂施毅行者”、為該活動參賽隊伍提供義務支援服務，以及向各項捐助活動慷慨解囊等。廉署在關懷社群、關心員工及愛護環境方面的工作，深獲社會認同及嘉許，自二零零九至一零年度起，獲香港社會服務聯會頒發“同心展關懷”標誌，並自二零一三至一四年度起，進一步獲頒“5年Plus同心展關懷”標誌。此外，廉署在二零一五年獲公益金頒發“公益金2014便服日的政府部門第二最高籌款獎”和“商業及僱員募捐計劃2014-15銅獎”，以嘉許廉署人員積極捐助善款。

廉政公署儲蓄互助社根據《儲蓄互助社條例》（第119章）鼓勵社員儲蓄，

ICAC officers actively participated in external sporting competitions and charitable activities, such as fielding teams and providing support services for the Oxfam Trailwalker, and contributing to various donation drives. The Commission has been awarded the “Caring Organisation Logo” by the Hong Kong Council of Social Service since 2009-10 and has received the “5 Years Plus Caring Organisation Logo” since 2013-14 in recognition of its commitment in caring for the community, employees and environment, and with continuous devotion. Moreover, the Commission was granted in 2015 the “Second Top Fund-raiser Award under the Civil Service category of the Dress Casual Day 2014” and the “Bronze Award under the Corporate & Employee Contribution Programme 2014-15” by the Community Chest in recognition of ICAC officers’ active participation:

The ICAC Credit Union promotes thrift and provides credit facilities to its members in accordance with the Credit Unions Ordinance (Cap 119). At the end of 2015, the

並為社員提供貸款服務。在二零一五年年底，互助社共有788名社員，儲蓄總額約1億976萬元。

職業安全健康

廉署致力為員工提供安全健康的的工作間，署內有 89 名職安健主任，負責在其所屬部門內，支援各項有關職安健的計劃和措施，包括顯示屏幕設備評估和工作間安全檢查計劃。

年內，廉署為 511 名人員提供了各類職安健培訓課程、壓力管理工作坊、與工作相關的安全課程，以及涵蓋情緒、社交、身體健康的全新身心樂健講座系列。此外，為使員工增進對職安健的認識，廉署推出了一個網上推廣活動，並且通過內聯網定期發放辦公室職安健資訊。

環境管理

廉署致力確保運作合乎環保原則。由助理處長／行政領導的環境管理工作委員會在部門環保經理的協助下，專責檢討和監察廉署推行環保工作的進展。委員會負責收集有關環境管理工作的意見和建議外，並且積極研究各項新的環保措施。

Credit Union had 788 members with a total savings of \$109.76 million.

OCCUPATIONAL SAFETY & HEALTH

The Commission is committed to providing and maintaining a safe and healthy work environment for all staff in the organisation. A total of 89 officers are now serving as occupational safety and health (OSH) managers in different units to assist in the implementation of various OSH initiatives and measures, such as Display Screen Equipment Assessment and Office Safety Inspection.

During the year, 511 officers were provided with various OSH training, stress management workshops, work related safety courses and a new series of OSH seminars covering topics of mental, social and physical health. To promote the awareness of OSH, the Commission launched an on-line quiz campaign and continued to disseminate OSH information through the ICAC intranet.



廉署人員參與職安健培訓課程

Officers participating in occupational safety and health seminar



廉署人員及家人體驗有機耕種

Officers together with family members experiencing organic farming

在二零一五年，委員會繼續向職員推廣環保及綠色生活意識，包括提倡資源減省、再用和循環再造，以及在工作間推行環保措施，例如採用節能措施及購買環保裝置等。廉署職員餐廳亦繼續參與註冊慈善團體所舉辦的食物捐贈計劃，將職員活動可供安全食用的剩餘食物捐贈有需要人士。在五月，委員會舉辦有機耕種講座及有機耕種體驗日，藉此鼓勵職員培養健康又環保的生活方式和習慣。

傳訊及傳媒事務

傳訊及傳媒事務組為執行處、防止貪污處及社區關係處三個部門提供傳媒支援服務。透過與傳媒保持良好溝通，讓市民了解廉署的工作概況及進展，提升廉署透明度。

年內，傳訊及傳媒事務組先後舉行共30次新聞簡報會及媒體訪問，由廉署人員介紹各方面的廉政工作，包括廉政公署第六屆國際會議、青少年倡廉誠信計劃，以及為飲食業界和非政府機構製作的防貪指引。

GREEN MANAGEMENT

The ICAC is committed to promoting an environmentally friendly culture and exploring opportunities to integrate green measures into our office operation and environment. A dedicated Environmental Management Committee, headed by Assistant Director / Administration and assisted by a team of Departmental Green Managers is tasked to review and monitor the Commission's environmental performance. The Committee also analyses feedback and suggestions on green management and actively identifies new green initiatives.

In 2015, the ICAC continued to promote green awareness and living amongst staff by fostering the reduction, re-use and recycling of resources, implementation of energy saving measures, and procurement of environmentally friendly equipment in the workplace in a drive to support environmental protection. The ICAC Staff Mess continued to join a food donation programme run by a registered charitable organisation for donating safe-to-eat surplus food of staff functions to people in need. An environmental seminar on organic farming and a visit to organic farm were organised in May to promote healthy and environmentally friendly lifestyle and habits.

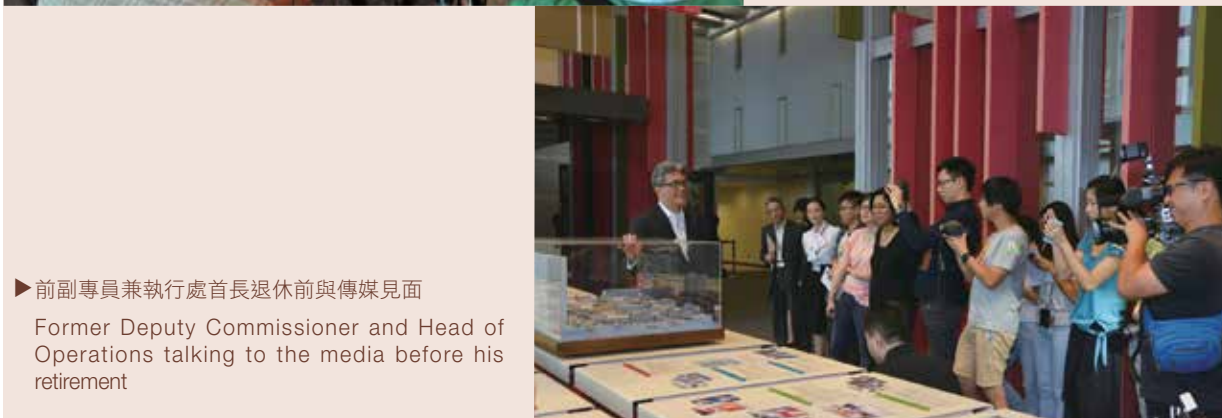
COMMUNICATIONS AND MEDIA RELATIONS

The Communications and Media Relations Office provides corporate media supporting service to Operations Department, Corruption Prevention Department and



◀ 專員在廉政公署第六屆國際會議上與傳媒見面

The Commissioner meeting the press at the Sixth ICAC Symposium



▶ 前副專員兼執行處首長退休前與傳媒見面

Former Deputy Commissioner and Head of Operations talking to the media before his retirement

此外，該組與本地報刊和網上媒體合作，為廉署多個倡廉教育和宣傳活動刊載專題文章，包括推廣廉潔區議會選舉。

為提升廉署工作透明度，傳訊及傳媒事務組共發出約140份新聞稿，向市民大眾公布廉署的主要動向、執法行動、法庭案件和防貪教育活動等，並就公眾關注的議題作出適時回應。除了與傳媒的日常聯繫外，該組年內共處理逾230項傳媒查詢。

此外，為加強與傳媒的聯繫，廉政專員和處長級人員於二零一五年初舉行傳媒茶敘，與約50名新聞界代表見面。

Community Relations Department of the Commission. Through maintaining effective communications with the media, the Office strives to keep the public abreast of ICAC's work and enhance its transparency.

During the year, ICAC officers from different departments gave a total of 30 press briefings and interviews on various anti-corruption initiatives such as the 6th ICAC Symposium, youth integrity programmes, and corruption prevention guides for catering and related industries as well as non-governmental organisations.

In addition, the Office collaborated with local newspapers and web media to run feature articles on various education and publicity programmes including the Support Clean District Council Election.

As part of its effort to augment transparency, the Office also disseminated a total of about 140 press releases on ICAC's major activities, operations, court cases



四位諮詢委員會主席向新聞界講述 2015 年工作概況

Chairpersons of the four advisory committees briefed the media about their work in 2015

年內，該組又協助廉署四個諮詢委員會的主席舉行新聞簡報會，向傳媒闡釋委員會監督廉署各方面工作的情况。

政建設研究中心

廉政建設研究中心於二零零九年成立，致力推動本地、區域及國際反貪發展策略研究，是廉署與學術機構交流合作的重要平台。

中心提供多元資源支援反貪研究，例如中心的圖書館藏書豐富，包括各類與廉政建設有關的學術和法律書籍及期刊，並且配備互聯網設施，供海內外學者及反貪專家使用。在二零一五年，中心接待了來自16個海外及內地反貪組織的322名訪客，以及來自六個本地機構的59名訪客。

年內，中心完成多項反貪研究，例如分析海內外五個國家及地區處理公職人員利益衝突的制度安排；探討私營機構對貪污的態度，以及對廉署防貪諮詢服務的需求及看法。

中心設有專題網站 (www.cacs.icac.hk)，轉載世界各地涉及貪污、商業道德和企業管治的最新要聞。

and preventive education initiatives, and issued timely responses to address issues of major public concern. Apart from regular day-to-day liaison, the Office handled over 230 enquiries from the press during the year.

To foster rapport with members of the press, the Commissioner and senior management hosted a reception in early 2015 for about 50 journalists.

During the year, the Communications and Media Relations Office also arranged for the chairmen of ICAC's four advisory committees to co-host a press briefing whereby a review of their work in monitoring different aspects of the ICAC's work in the past year was conducted.

CENTRE OF ANTI-CORRUPTION STUDIES

The Centre of Anti-Corruption Studies established in 2009 is a platform for experience sharing and facilitating studies on issues pertaining to the development of anti-corruption initiatives locally, regionally and internationally.

It provides resources for anti-corruption studies which include a library equipped with internet facilities, a handsome collection of books, journals, literature and legal publications for the use of local and overseas academia and practitioners. In 2015, a total of 322 people from 16 overseas and Mainland China anti-corruption organisations and academic institutions visited the Centre. Locally, there were 59 visitors from six institutions.



中國社科院公共管理碩士學生（上）、哈薩克國立公共行政學院代表團（中）及香港大學法律學院學生（下）到訪廉政建設研究中心

Visits to the Centre of Anti-Corruption Studies (top to bottom): MPA students of the Chinese Academy of Social Science; delegates of the National Academy of Public Administration, Republic of Kazakhstan; and students of Law Faculty at the University of Hong Kong



獎章和嘉許狀

二零一五年，廉署有三名人員獲頒授香港廉政公署榮譽獎章，一名人員獲頒授行政長官公共服務獎狀，七名人員獲頒授廉政專員嘉許狀，以及32名人員和兩個小組獲頒授處長嘉許狀。

In the year, the Centre studied, inter alia, the systems in five countries for public officials to declare and handle conflict of interest. In collaboration with a consultant, a study of Hong Kong private sector's awareness and recognition of the Commission's effort in assisting them to prevent corruption in their business operations was completed.

The Centre's thematic website (www.cacs.icac.hk) provides daily feed on the latest world news on corruption, business ethics and corporate governance.

境外訪客

作為國際社會中領導反貪工作的機構之一，廉署經常與各國機構分享打擊貪污的經驗。年內，廉署接待了來自11個國際及區域組織、53個國家及地區共4 210名訪客，詳細數字見附錄三。

AWARDS AND COMMENDATIONS

In 2015, three officers were awarded the Hong Kong ICAC Medal for Meritorious Service, and one awarded the Chief Executive's Commendation for Government/Public Service. Seven officers received ICAC Commissioner's Commendation while 32 officers and two Sections received ICAC Directorate Commendations.



廉政專員與獲頒廉政專員嘉許狀的人員合照

The Commissioner with Commissioner's Commendation awardees

NON-LOCAL VISITORS

As one of the leading anti-corruption agencies in the world, the Commission regularly shares its experience in fighting and preventing corruption with organisations from all over the world. In the year, 4 210 persons from 11 international and regional organisations, and 53 countries and territories visited the Commission. A summary of it is at Appendix 3.

第四章

執行處

Chapter 4
Operations
Department

法定職責

- 接受及考慮涉嫌貪污指控；
- 調查任何被指觸犯《廉政公署條例》（第204章）、《防止賄賂條例》（第201章）及《選舉（舞弊及非法行為）條例》（第554章）的涉嫌或懷疑指控；
- 調查任何訂明人員被指透過濫用職權而觸犯勒索罪的指控；以及
- 調查任何與貪污有關連或會助長貪污的訂明人員行為，並向行政長官提交報告。

組織

執行處負責調查工作，是廉署最大的部門。

執行處首長兼任副廉政專員，轄下有兩名執行處處長，分別負責公營部門和私營機構的貪污調查工作。執行處共設有四個調查科。

權力

調查人員如懷疑某人觸犯上述三條反貪污法例所訂罪行，或在調查過程中揭發與貪污有關連或因其引致的罪行，可在無需手令的情況下將疑犯逮捕。如調查人員需要進入指明處所，搜尋有關罪行的證據，一般要向法庭申請搜查令。

審查貪污舉報諮詢委員會

廉署的調查工作由審查貪污舉報諮詢委員會負責監察。委員會定期舉行會議，審議由執行處擬備的報告。這些報告包括：

- 當前的重大調查案件及其最新情況；
- 廉署調查為時超過十二個月的個案；

STATUTORY DUTIES

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

STRUCTURE

The Operations Department is the investigative arm and the largest department of the Commission.

The Head of Operations, who is also the Deputy Commissioner, is assisted by two Directors of Investigation, one responsible for the public sector and the other for the private sector. The Department is organised into four investigation branches.

POWER

Investigating officers are empowered to arrest without warrant any person for offences stipulated in the above three anti-corruption ordinances and for offences connected with or facilitated by corruption that are disclosed in the course of investigation. The powers to enter and search premises for evidence of these offences are normally granted by the court under judicial warrants.

OPERATIONS REVIEW COMMITTEE

The investigative work of the ICAC is overseen by the Operations Review Committee. The Committee meets regularly to review reports prepared by the Operations Department. These reports include:

- current major investigations and their updates;

- 廉署准予保釋六個月以上人士的報告；
- 檢控結果的報告；以及
- 已完成調查個案的報告。

廉署所有調查個案，均須呈交委員會審查。未經委員會批註，廉署不會結束任何調查。

提出檢控

凡屬《防止賄賂條例》第II部所列罪行，須經律政司司長同意方能提出檢控。事實上，廉署就任何罪行提出檢控前，都會先徵詢律政司的意見。

貪污案件的來源

貪污投訴

廉署鼓勵市民親身到執行處的舉報中心或七間廉署分區辦事處舉報貪污或懷疑貪污事件。市民亦可致電廉署投訴熱線（2526 6366），或投函香港郵政總局郵箱 1000 號作出投訴。執行處首長級人員每天審閱接獲的所有投訴，然後決定是否進行調查，或於適當時將個案轉交其他政府部門或公共機構處理。

- cases investigated by the ICAC for over 12 months;
- reports on persons on ICAC bail for over six months;
- reports on results of prosecutions; and
- reports on completed investigations.

All ICAC cases must be submitted to the Committee for scrutiny. Without the Committee's endorsement, the ICAC will not conclude any investigation.

PROSECUTION OF CASES

The consent of the Secretary for Justice is required for the prosecution of any of the offences listed in Part II of POBO. In practice, the ICAC seeks the advice of the Department of Justice before commencing any prosecution.

SOURCES OF CORRUPTION CASES

Corruption Complaints

Members of the public are encouraged to report corruption or suspected corruption in person to the Operations Department Report Centre or any of the seven Regional Offices. Alternatively, a complainant may contact the ICAC using the Complaint Hotline (2526 6366) or by letter (GPO Box 1000). Directorate officers of the Department consider all complaints on a daily basis to decide whether to investigate, or where appropriate to refer them to other government departments or public bodies.



首長級人員每天審閱接獲的所有投訴
Directorate officers attending a daily meeting to consider all complaints

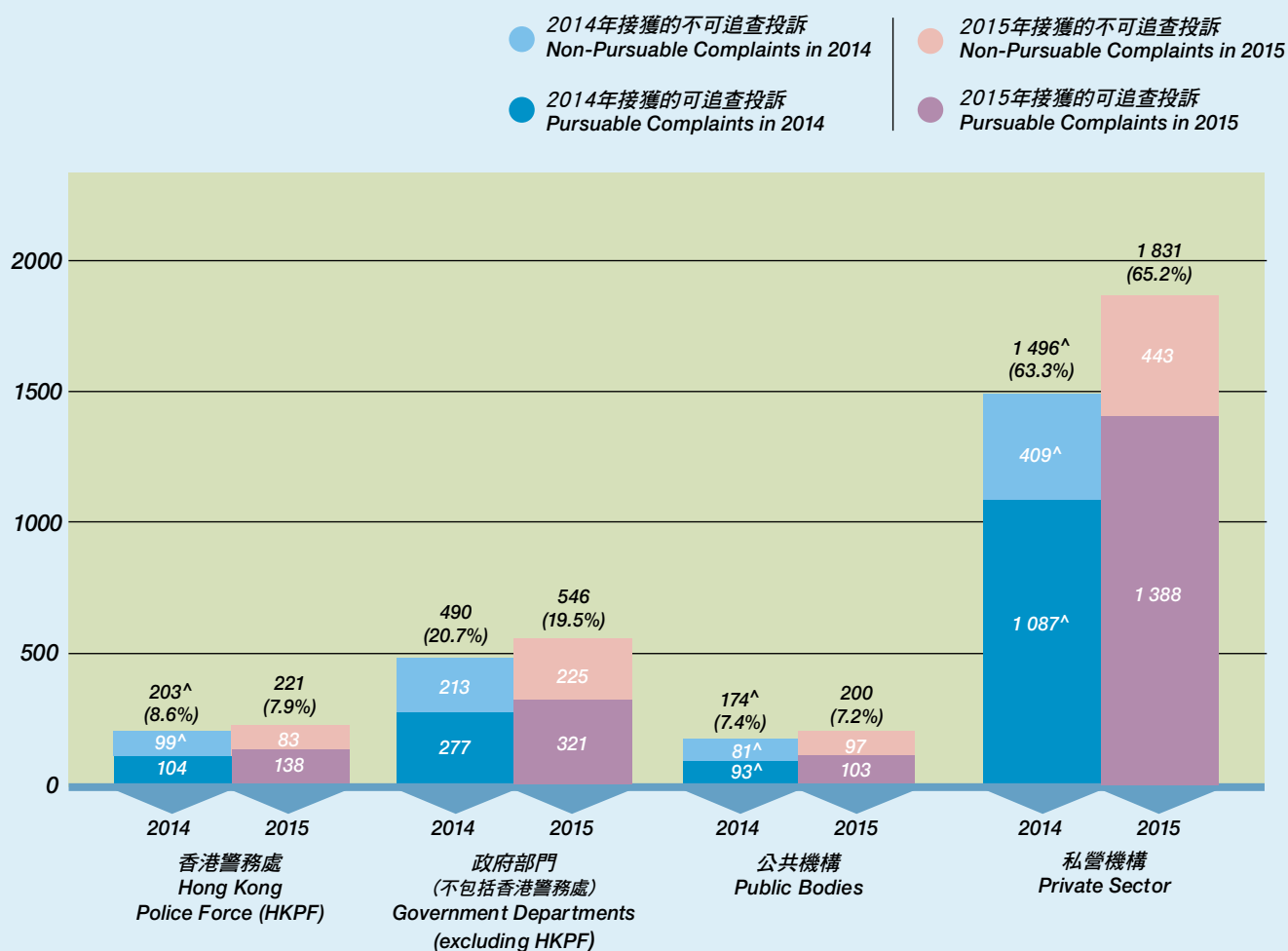
主動出擊調查策略

執行處採取主動出擊調查策略，旨在揭發未經舉報的貪污活動，並找出可能出現貪污的範疇。這策略正彰顯廉署剷除貪污的決心，事實亦證明非常有效，讓廉署揭發了不少嚴重貪污案件，否則這些貪污活動會繼續存在，危害公眾利益。

Proactive Approach

The Department adopts a proactive strategy in the detection of unreported corruption and the identification of potential areas for corrupt practices. This approach demonstrates the determination of the Commission to seek out and eradicate corruption wherever it may be, and is proven effective in uncovering serious cases of corruption which might otherwise have remained unreported.

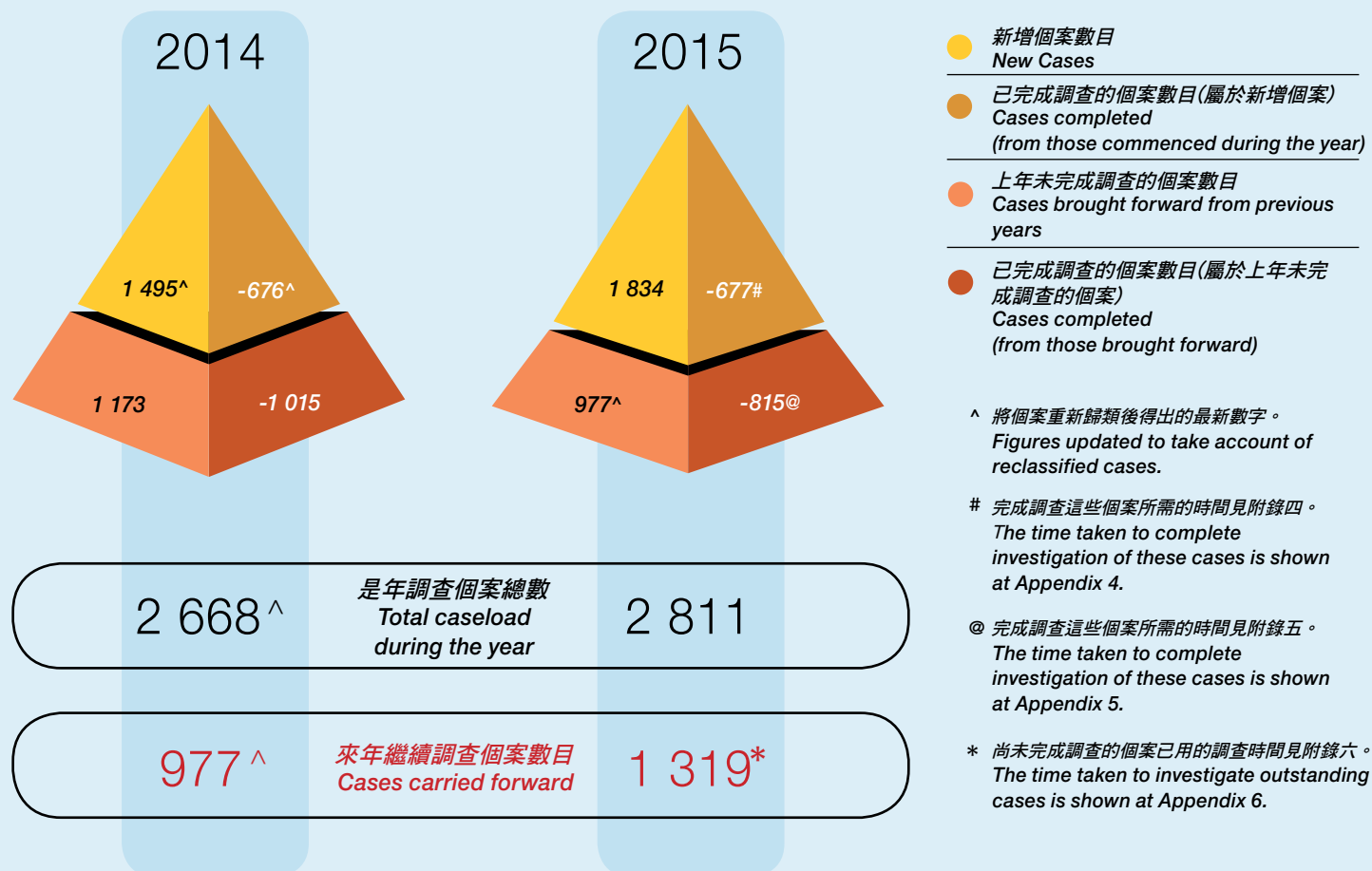
圖表4-1：二零一四年及二零一五年貪污投訴依機構分類（不包括與選舉有關的投訴）
Figure 4-1: Corruption Complaints (Excluding Election-related Complaints)
Recorded by Sectors in 2014 and 2015



[^] 個案重新歸類後得出的最新數字

Figures updated to take account of reclassified cases

圖表4-2：二零一四年及二零一五年的調查個案總數（不包括與選舉有關的案件）
Figure 4-2: Statistics on Caseload in 2014 and 2015 (Excluding Election-related Cases)



貪污投訴的統計數字

執行處在二零一五年共接獲2 798宗貪污投訴（不包括與選舉有關的投訴），較二零一四年增加18%。可追查的貪污投訴有1 950宗，佔整體貪污投訴70%，較上年的1 561[^]宗上升25%。有關二零一四年及二零一五年接獲的貪污投訴依機構分類，分項數字詳見圖表4-1。

至於與選舉有關的投訴，執行處在二零一五年共接獲619宗（566宗屬可追查的投訴），當中134宗涉及賄選，其餘投訴則主要涉及非法行為，例如發布關於候選人的虛假或具誤導性的資料及有關選舉申報書的違規行為。這

STATISTICS ON CORRUPTION COMPLAINTS

Excluding election-related complaints, the Department received a total of 2 798 corruption complaints in 2015, representing an increase of 18 per cent from that in 2014. The number of pursuable complaints was 1 950, or 70 per cent of the total, an increase of 25 per cent when compared with 1 561[^] complaints recorded in 2014. A breakdown of the corruption complaints received in 2014 and 2015 by sectors is shown in Figure 4-1.

As regards election-related complaints, 619 complaints (566 pursuable) were received in 2015. Of these, 134 involved bribery while the remaining mainly concerned

[^] 個案重新歸類後得出的最新數字
Figures updated to take account of reclassified cases.

些投訴中，426宗涉及二零一五年區議會選舉；170宗涉及二零一五年鄉郊代表選舉；八宗涉及二零一五年鄉事委員會選舉；七宗涉及二零一五年區議會補選，四宗涉及二零一一年區議會選舉，三宗涉及二零一四年區議會補選及一宗涉及二零一一年鄉事委員會選舉。

調查及檢控

調查

執行處在二零一五年共處理1 834宗新增個案（不包括與選舉有關的個案），較二零一四年的1 495[^]宗（不包括與選舉有關的個案）增加23%。截至二零一五年年底，已完成調查的個案共1 492宗，有待律政司給予法

illegal conduct, such as publishing false or misleading information about a candidate and breaches of election returns. Among the complaints, 426 related to the 2015 District Council Election, 170 related to the 2015 Rural Representative Election, eight to the 2015 Rural Committee Election, seven to the 2015 District Council By-election, four to the 2011 District Council Election, three to the 2014 District Council By-election and one to the 2011 Rural Committee Election.

INVESTIGATIONS AND PROSECUTIONS

Investigations

In 2015, the Department handled 1 834 new cases (excluding election-related cases), an increase of 23 per cent as compared to 1 495[^] cases (excluding election-related cases) in 2014. At year end, 1 492 cases were completed and 71 were pending legal advice. A comparison of the number of cases carried forward and



▲ 廉署成功瓦解兩個損害運輸署車輛檢驗制度可信性的犯罪集團，並將一名服務經理及二十名車輛測試員繩之於法。該等人士被裁定偽造文書罪名成立

Two syndicates which undermined the integrity of the vehicle roadworthiness examination system of the Transport Department were neutralised. A service manager and 20 car testers were convicted of forgery offences

▼ 一名中醫向十四名當時任職衛生署或香港賽馬會的人士簽發超過六百張虛假病假證明書，以詐騙疾病津貼及／或酌情發放花紅，被判入獄八個月

A Chinese medical practitioner was sentenced to 8 months' imprisonment for issuing over 600 false sick leave certificates to 14 then staff members of the Department of Health or the Hong Kong Jockey Club for obtaining sickness allowance and/or discretionary bonuses



律意見的有71宗。二零一四年及二零一五年未完成及已完成調查的個案數目比較，詳見圖表4-2。完成調查個案所需時間的分項數字，載於附錄四至六。此外，執行處在二零一五年共處理566宗與選舉有關的新增個案。

檢控及警誡

犯罪者並非全部都會被檢控。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，廉署可對當事人施行警誡。二零一五年，共有213人被廉署檢控，35人被警誡。自一九七四年以來被廉署檢控或警誡的人數詳見附錄七。

被檢控人士當中，有16名政府人員（包括三名警務人員及13名其他政府部門人員）；三名公共機構僱員；182名私營機構人員；其餘12名個別人士因與政府或公職人員進行事務往來時涉及貪污及相關罪行而被檢控。二零一五年因貪污及相關罪行而被檢控的政府部門、公共機構和私營機構人員數目詳見附錄八。

被檢控的私營機構人員和個別人士合共194人，其中41人因涉及《防止賄賂條例》第9條所指的貪污交易而被檢控；三人因向政府人員提供利益而被控觸犯上述條例第4(1)條；一人被控披露受調查人士身分，違反上述條例第30(1)條；六人因觸犯《選舉（舞弊及非法行為）條例》所訂罪行而被檢控；另外143人則因觸犯貪污相關罪行而被檢控。

二零一五年被檢控人士所犯的貪污及相關罪行分類，詳列於附錄九。至於觸犯貪污相關罪行而被檢控者，罪行分類見附錄十。

completed in 2014 and 2015 is set out in Figure 4-2. Detailed breakdowns of the time taken to complete investigation of cases are shown at Appendices 4 to 6. Separately, the Department handled 566 new election-related cases in 2015.

Prosecutions and Cautions

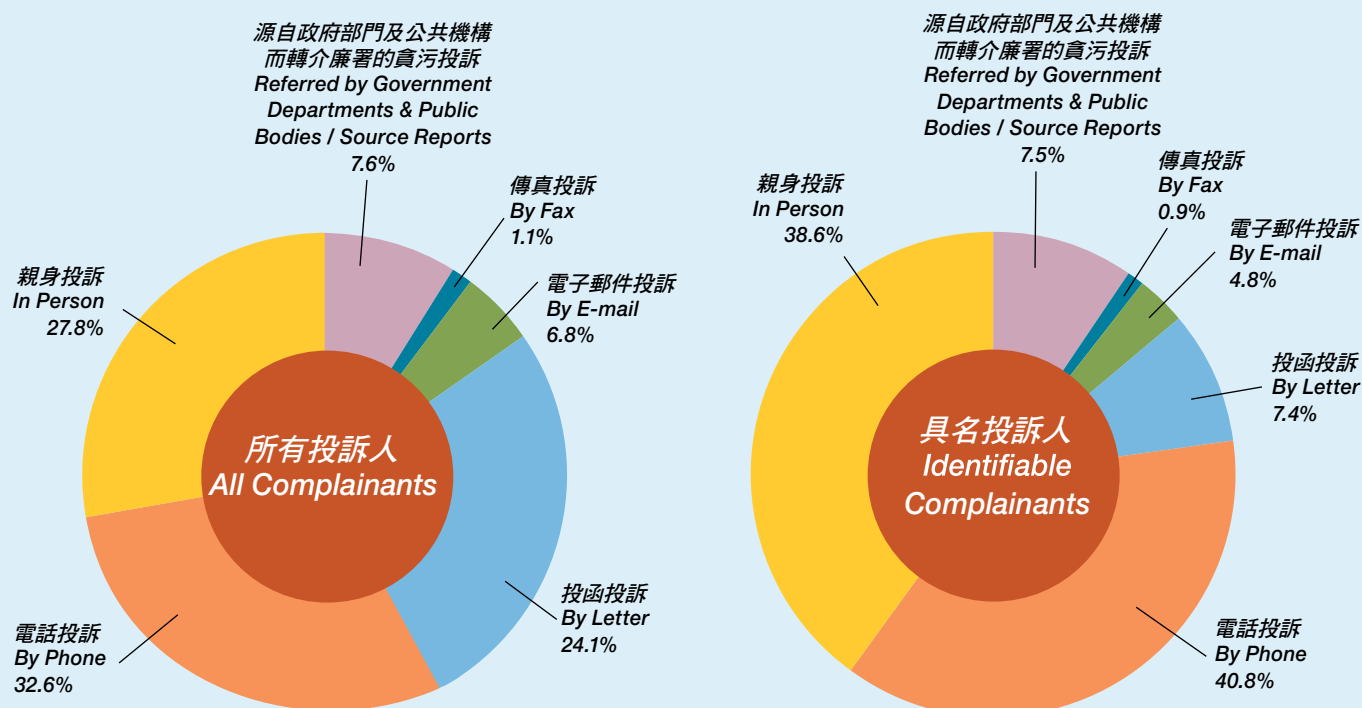
Not all offenders are prosecuted. The guidelines issued by the Department of Justice provide that a caution may be administered for minor offences when it is considered not in the public interest to prosecute. In 2015, 213 persons were prosecuted and 35 formally cautioned. A breakdown of the number of persons prosecuted or cautioned since 1974 is shown at Appendix 7.

Of those prosecuted, 16 were government servants comprising three from the Hong Kong Police Force (HKPF) and 13 from other government departments, three from public bodies and 182 from the private sector. The remaining 12 private individuals prosecuted were involved in corruption and related offences during the course of their dealings with government or public servants. Appendix 8 shows the number of persons from various government departments, public bodies and the private sector prosecuted in 2015 for corruption and related offences.

Among the 194 private individuals prosecuted, 41 persons were charged for their involvement in corrupt transactions in the private sector contrary to section 9 of POBO, three persons for offering advantages to a government servant contrary to section 4(1) of POBO, one person for disclosing the identities of subjects of investigation contrary to section 30(1) of POBO, six persons with offences under ECICO, and 143 persons with related offences.

Appendix 9 shows the types of corruption and related offences prosecuted in 2015. A breakdown of the number of persons prosecuted for these related offences is shown at Appendix 10.

圖表4-3：二零一五年接獲的貪污舉報依投訴形式分類（不包括與選舉有關的舉報）
Figure 4-3: Mode of Reporting Corruption (Excluding Election-related Reports) – 2015



轉介

廉署在年內將306宗屬非貪污性質的個案，轉交有關的政府部門及公共機構處理，詳情見附錄十一。

對政府人員所作的紀律處分或行政上的跟進

二零一五年，共有涉及90名政府人員被指行為不當的調查報告，經審查貪污舉報諮詢委員會建議，送交公務員事務局局長及有關部門首長考慮作紀律處分或行政上的跟進，人數較二零一四年的48名為多。其中涉及10名人員的個案在年底時已有決定，有八人受到紀律處分。另外，在二零一五年以前尚未解決的個案已於年內完結，涉及的46名政府人員中，34人受到紀律處分。

Referrals

During the year, 306 referrals of a non-corruption nature were made to relevant government departments and public bodies, details of which are provided in Appendix 11.

DISCIPLINARY OR ADMINISTRATIVE ACTION AGAINST GOVERNMENT SERVANTS

On the recommendation of the Operations Review Committee, reports on alleged misconduct of 90 government servants, compared to 48 in 2014, were forwarded to the Secretary for the Civil Service and the heads of government departments concerned for consideration of disciplinary and/or administrative action in 2015. Cases involving 10 officers were resolved by the end of the year, resulting in disciplinary action taken against eight of them. Cases involving 46 officers carried forward from preceding years were completed in the year, resulting in disciplinary action taken against 34 officers.

舉報中心及扣留中心

舉報中心

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。二零一五年，共有71%的投訴人在舉報貪污時願意表明自己的身分。

扣留中心

執行處為被廉署扣留的人士提供周全的扣留設施。根據《廉政公署條例》第10A(2)條，廉署有權扣留被捕人士。《廉政公署（被扣留者的處理）令》（第204(A)章）列明被扣留人士所享有的權利。被扣留者會收到一份中英對照的“致被扣押人士的通告”，列明該法令的詳細內容。這份通告亦會張貼在各個扣留室、會面室和扣留中心的當眼處。

執行處在二零一五年共逮捕545人，包括36名政府人員。相對二零一四年則共有560人被逮捕，包括33名政府人員。

年內，太平紳士曾到廉署的扣留中心巡視25次，目的是確保扣留設施妥善，並聽取被扣留者的訴求或投訴。廉署會就太平紳士每次的巡視，向行政署長提交報告，確保廉署的扣留設施受到外界監察。

快速反應隊

快速反應隊專責處理較簡單的案件，讓執行處各調查科可專注調查重大和複雜的案件。雖然這些案件性質較為簡單，有關案件仍須提交審查貪污舉報諮詢委員會審查。快速反應隊在二零一五年共處理417宗性質較輕微的貪污案件，佔執行處全年接獲可追查案

REPORT CENTRE AND DETENTION CENTRE

Report Centre

The Report Centre operates on a 24-hour basis to receive reports and enquiries from the public. Reports and enquiries made to the ICAC's Regional Offices are also referred to the Report Centre. In 2015, 71 per cent of complainants identified themselves when reporting corruption.

Detention Centre

The Department provides comprehensive detention facilities for persons detained under ICAC's custody. The power to detain arrested persons is provided for in section 10A(2) of the ICACO. The ICAC (Treatment of Detained Persons) Order (Cap 204(A)) sets out the rights and entitlements of persons detained. Persons under detention receive a "Notice to Persons Detained" in both Chinese and English containing details of the Order. This Notice is also displayed in cells, interview rooms and various conspicuous places in the Detention Centre.

In 2015, the Department arrested 545 persons, 36 of whom were government servants, as compared to 560 arrested (33 government servants) in 2014.

During the year, Justices of the Peace visited the Detention Centre on 25 occasions. The purpose of these visits is to ensure that the detention facilities are properly maintained and that any requests or complaints that detainees may wish to make are recorded. Every visit is reported to the Director of Administration, thus facilitating external monitoring of ICAC's detention facilities.

QUICK RESPONSE TEAM

The Quick Response Team (QRT) deals with minor cases, thus enabling the Department's investigation branches to focus on cases of substance and complexity. Notwithstanding their minor nature, the cases will also be submitted to the Operations Review Committee for scrutiny. During 2015, 417 minor corruption cases were handled by QRT, representing 23 per cent of the pursuable cases received (excluding election-related



◀ 廉署偵破一宗以圍標方式取得兩個屋苑的顧問及翻新工程合約的案件

A case involving the offer of about \$45 million in bribes to secure consultancy and renovation contracts of two private residential estates through tender rigging was cracked

▶ 一名石油公司前顧問，在處理公司業務時收受賄款，在區域法院被判入獄並需歸還六十萬元作為賠償

A former consultant of a petroleum company was sentenced to imprisonment and was ordered to pay \$600,000 as restitution at the District Court for accepting bribes in relation to the company's business



件總數（不包括與選舉有關的案件）的23%，而二零一四年的數字則分別為324宗及22%。

cases), as compared to 324 cases or 22 per cent in 2014.

法證會計

法證會計組於二零一一年成立，成員為法證會計師職系人員，各人均具備專業資格及豐富的法證會計經驗。針對犯罪手法日趨複雜的案件，該組以財務角度為前線調查人員提供有效支援，包括就財務會計事宜提供專家意見，以及在搜查行動中提供協助。法

FORENSIC ACCOUNTING

Established in 2011, the Forensic Accounting (FA) Group comprises dedicated Forensic Accountant Grade officers with professional qualifications and extensive forensic accounting experience. It provides support to frontline investigators in dealing with cases involving increasingly sophisticated modus operandi from a financial perspective. The support includes the provision of expert opinion in relation to financial and accounting matters as well as the provision of assistance in search operations.

證會計組人員亦為前線調查人員舉辦培訓課程，加強他們的財務調查技巧及知識。二零一五年，法證會計組就91宗案件進行調查，當中涉及249個目標人物和公司，而交易總額約達65億元。

犯罪得益

廉署為加強能力以褫奪罪犯從貪污及相關罪行所得收益，於二零一零年成立犯罪得益小組，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。二零一五年，透過一份限制令，以及對兩份限制令作出三次更改以涵蓋額外資產，使總值1,965萬元的資產受到限制。另外，法庭正在處理涉及五宗個案有關褫奪總值2.309億元可變現資產的申請。

證人保護

證人是否能夠及願意在刑事法律程序中為控方作證，往往是刑事調查和檢控工作成敗的關鍵。有見及此，廉署根據《證人保護條例》（第564章）設立和實施保護證人計劃，保護及協助因擔任廉署證人而人身安全或福祉受到威脅的人士。廉署設有一個專責小組，由受過專門訓練的成員執行保護證人的任務。

行動聯繫

二零一五年，執行處與其他本地紀律部隊的高層人員舉行共六次聯絡會議；而執行處、防止貪污處及社區關係處三名首長級人員則出席了四次警隊誠信管理委員會會議，與香港警務處的高層管理人員商討貪污趨勢及各項反貪策略。年內亦舉辦了一次執行處與懲教署人員的研討會，以及

Training sessions are also provided by FA Group officers to frontline investigators to enhance their skills and knowledge in financial investigation. During 2015, the FA Group conducted examination of 91 cases concerning 249 target individuals and companies in connection with transactions of an aggregate sum of approximately \$6.5 billion.

PROCEEDS OF CRIME

To enhance the capability of the Commission to deprive criminals of their corrupt and illicit crime proceeds, the Proceeds of Crime Section was established in 2010 to deal with restraint, disclosure and confiscation of assets under the Organised and Serious Crimes Ordinance (Cap 455). In 2015, assets amounting to \$19.65 million were restrained following the making of a Restraint Order and three variations to two Restraint Orders that brought additional assets within the ambit of the Restraint Orders. In addition, applications for confiscating \$230.9 million worth of realisable assets, in relation to five cases, were being dealt with by the courts.

WITNESS PROTECTION

Success in criminal investigation and prosecution depends largely on the ability and willingness of witnesses to testify for the prosecution in criminal proceedings. In this regard, witness protection programmes are established and maintained in accordance with the Witness Protection Ordinance (Cap 564) to provide protection and other assistance to witnesses whose personal safety or well-being may be at risk as a result of being witnesses for the ICAC. The Commission has a dedicated section and specially trained officers to deal with matters concerning witness protection.

OPERATIONAL LIAISON

In 2015, senior officers of the Department held six operational liaison meetings with their local disciplined services counterparts. Besides, three directorate officers, one each from the Operations Department, the Corruption Prevention Department and the

與不同懲教單位的保安主任進行四次會議。

國際及內地聯絡與協查

國際及內地（行動）聯絡小組於年內安排廉署人員前往內地21次，會見35名證人。在該小組協助下，內地多個檢察院亦派員來港26次，會見18名在“個案協查計劃”下願意以證人身分被接見的香港居民。另外，有四名證人從內地來港，為三宗廉署個案出庭作證。

自二零零五年起，香港、澳門及廣東省的反貪人員每年均會透過“個案協查座談會”，討論“個案協查計劃”推行期間遇到的問題，並尋求解決方案。二零一五年舉辦的第11次座談會由澳門廉政公署主辦，廉署、廣東省人民檢察院及廣東省三個市檢察院均有派代表出席。

根據《刑事事宜相互法律協助條例》（第525章）及《聯合國反腐敗公約》，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，就貪污相關事宜作出調查。二零一五年，廉署共處理32次有關要求（包括於二零一五年接獲的十一次要求）。廉署同樣亦可要求海外相關機構協助在當地進行調查。年內，日本、韓國、新西蘭、新加坡、瑞士及美國相關機構，就廉署根據《刑事事宜相互法律協助條例》提出的要求給予調查協助共九次（包括於二零一五年提出的五次要求）。

在二零一四年，廉署根據《逃犯條例》（第503章）向美國提出移交逃犯要求；年內，該名逃犯回港受審，他最終承認控罪，被判處監禁。

Community Relations Department, discussed anti-corruption strategies and corruption trend with the senior management of the HKPF at four meetings of the Force Committee on Integrity Management. One seminar for officers of the Operations Department and the Correctional Services Department was conducted and four meetings with Security Officers of different penal units were held.

INTERNATIONAL AND MAINLAND LIAISON AND MUTUAL ASSISTANCE

During the year, the International and Mainland (Operational) Liaison Section of the Department arranged ICAC officers to visit the Mainland on 21 occasions, and interviewed 35 witnesses in the Mainland. The Section also offered assistance on 26 occasions to officials from various Mainland procuratorate offices who visited Hong Kong and interviewed 18 Hong Kong residents as their witnesses under the Mutual Case Assistance Scheme. Four witnesses travelled to Hong Kong from the Mainland to testify in courts in three ICAC cases.

Since 2005, the Mutual Case Assistance Workshop for graft fighting officers from Hong Kong, Macao and Guangdong Province has been held annually to discuss and seek solutions to problems encountered in the course of implementing the Mutual Case Assistance Scheme. The 11th workshop, held in 2015, was hosted by the Commission Against Corruption of Macao and attended by representatives from the Commission, the People's Procuratorate of Guangdong Province and three municipal procuratorate offices within Guangdong.

Pursuant to the Mutual Legal Assistance in Criminal Matters Ordinance (MLAO) (Cap 525) and the United Nations Convention Against Corruption, authorised ICAC investigators may conduct enquiries into corruption-related matters in response to requests from overseas law enforcement agencies and judicial authorities. In 2015, the Commission handled 32 requests (including eleven requests received in 2015). In return, the ICAC may also secure assistance from its overseas counterparts in conducting enquiries in their jurisdictions. During the year,

聯絡會議及探訪

為加強與海外執法機關的合作，執行處首長級人員曾先後與澳洲聯邦警察、毛里裘斯廉政公署、新加坡總檢察署、貪污調查局、警察部隊和內政群英學院、倫敦市警隊、英國國家打擊犯罪調查局，以及美國司法部舉行會議。此外，廉署人員亦參與由澳洲、加拿大、法國、德國、印度、印尼、日本、韓國、英國及美國駐港領事館及法律參事舉辦的聯絡會議和活動共74次。

資訊科技

資訊科技管理組專責為廉署就資訊科技事宜提供意見和支援，包括制訂資訊科技策略及資訊保安政策。該組維持安全、可靠和穩定的資訊科技設施，以配合廉署日常運作，並一直研發及提升應用系統，務求精簡廉署的行政和調查程序，滿足不斷演變的資訊科技及運作需要。

不論是個人日常生活、公營部門或私營機構的日常運作，資訊科技已成為不可或缺的一環；犯罪分子亦迅速利用資訊科技進行非法活動。電腦鑑證小組在檢索、取得及分析電子數據方面為前線人員提供支援，務求確認調查所需的重要資料及提交可獲法庭接納的證據。該小組在二零一五年曾參與163項行動，並處理檢獲電子裝置所儲存的307兆位元組數據。該小組亦與其他本地及海外執法機關及資訊科技界保持緊密聯繫，以掌握資訊科技的最新趨勢與發展。

職員紀律

內部調查及監察

廉署的內部調查及監察組（L組）專責

our counterparts in Japan, the Republic of Korea, New Zealand, Singapore, Switzerland and the United States of America handled nine ICAC requests (including five requests made in 2015) under the MLAO for investigative assistance.

During the year, one fugitive returned to Hong Kong pursuant to a request made in 2014 to the United States of America under the Fugitives Offenders Ordinance (Cap 503). He was sentenced to imprisonment after pleading guilty.

LIAISON MEETINGS AND VISITS

To further enhance co-operation, directorate officers of the Operations Department held meetings with the Australian Federal Police, the Independent Commission Against Corruption of Mauritius, the Attorney General's Chambers of Singapore, the Corrupt Practices Investigation Bureau and the Police Force of Singapore, the Singapore Home Team Academy, the City of London Police, the National Crime Agency of the United Kingdom and the Department of Justice of the United States of America. Furthermore, ICAC officers attended 74 liaison functions and meetings organised by the Consulate Generals and their legal attachés in Hong Kong including Australia, Canada, France, Germany, India, Indonesia, Japan, the Republic of Korea, the United Kingdom and the United States of America.

INFORMATION TECHNOLOGY

The Information Technology Management Unit provides information technology (IT) advice and support including the formulation of IT strategy and information security policy for the Commission. It maintains a secure, reliable and stable IT infrastructure to facilitate the Commission's daily operation. The Unit has been developing and enhancing application systems with a view to streamlining the Commission's administrative and investigative processes and meeting the evolving IT and operational needs.

With IT being an integral part of the daily life of private individuals as well as public and private organisations,

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。執行處處長（私營機構）直接管轄L組，亦直接向廉政專員匯報有關職員紀律的內部調查結果。

廉署會就每宗廉署人員被指涉及貪污及相關刑事罪行的個案徵詢律政司司長的意見，並向審查貪污舉報諮詢委員會匯報已完成調查的個案。至於不涉及貪污的刑事投訴會轉交適當的機關，通常為香港警務處，進行調查。

廉政公署事宜投訴委員會是一個獨立運作的委員會，監察廉署處理涉及廉署或其職員的非刑事投訴，並在適當時進行檢討，以及找出廉署工作程序中導致或可能導致投訴的漏洞。

涉及廉署職員的貪污指控

二零一五年，L組調查一宗廉署職員懷疑涉及貪污的個案。該宗屬二零一四年未完成的個案，經調查後並無發現貪污或其他罪行的證據。

涉及廉署或其職員的非刑事投訴

廉署於年內共處理26宗涉及廉署或其職員的非刑事投訴。當中兩宗投訴在二零一三年接獲，五宗在二零一四年接獲，餘下19宗在二零一五年接獲。

該兩宗在二零一三年接獲的投訴在年底時仍在調查。二零一四年接獲的五宗投訴當中，兩宗有實據支持，另外三宗並無事實根據。首宗有實據支持的個案涉及一名廉署人員未有適當處理某政府部門轉介廉署的貪污個案，而第二宗有實據支持的個案則涉及一名廉署人員收到投訴人的文件後，沒有向她發出收據。該兩名人員已分別因此接受上司勸誡。上述第二宗個案同時發現另一名廉署人員未有在接獲投訴人舉報後48小

criminals are quick to exploit IT to facilitate their illicit activities. The Computer Forensics Section provides support to frontline investigators in retrieving, securing and analysing electronic data for identifying valuable information for investigation and producing admissible evidence in court. In 2015, the Section took part in 163 operations and processed 307 terabytes of data contained in the digital devices seized. The Section also maintains close liaison with other local and overseas law enforcement agencies and the IT industry to keep abreast of the latest trend and development in this area.

STAFF DISCIPLINE

Internal Investigation and Monitoring

The ICAC's internal investigation and monitoring group (L Group) is responsible for investigating breaches of staff discipline, allegations of corruption against ICAC staff and non-criminal complaints against the ICAC or its staff. It is under the direct command of Director of Investigation (Private Sector), who reports the results of internal investigations relating to staff discipline directly to the Commissioner.

All investigations into allegations of corruption and related criminal offences against ICAC staff are referred to the Secretary for Justice for advice and all completed investigations are reported to the Operations Review Committee. Criminal complaints not relating to corruption are referred to the appropriate authority, usually the HKPF, for investigation.

An independent ICAC Complaints Committee monitors and where appropriate reviews the handling by the ICAC of non-criminal complaints against the ICAC or its staff, and identifies any faults in ICAC procedures which lead or might lead to complaints.

Allegations of Corruption Against ICAC Staff

In 2015, L Group investigated one case of suspected corruption against an ICAC officer. The case was brought forward from 2014 and investigation revealed no evidence of corruption or other offences.

► 總調查主任參與“總調查主任指揮課程”

Chief Investigators in the Chief Investigators' Command Course



◀ 廉署配槍人員定期接受槍械使用訓練

Regular training in the use of firearms is provided to ICAC arms issued officers

時內接觸投訴人安排會見，另有廉署人員在電話與投訴人對話時，在投訴人要求下仍拒絕披露全名，對投訴人不禮貌。由於前者在投訴調查期間已退休，而後者亦已辭職離開廉署，因此廉署並沒有對該兩名人員採取任何行動。

二零一五年接獲的19宗投訴中，一宗有實據支持，一宗部分有實據支持，另外12宗並無事實根據，餘下五宗在年底時仍在調查。該宗有實據支持的個案涉及一名廉署人員因疏忽而沒有迅速處理法律代表的探訪。至於部分有實據支持的個案則涉及一名廉署人員未有盡早通知一名證人她需要在三

Non-Criminal Complaints Against ICAC or its Staff

During the year, 26 non-criminal complaints made against the ICAC or its staff were processed. Two of the complaints were received in 2013, five in 2014 and the remaining 19 in 2015.

The two complaints received in 2013 were still under investigation by the end of the year. Of the five complaints received in 2014, two were found substantiated and three unsubstantiated. In the first substantiated complaint, one officer had not handled a corruption report referred to the ICAC by a government department in a proper manner. In the second substantiated complaint, one officer had failed to issue an acknowledgement receipt to a complainant upon receiving her documents. The two officers were each given advice by a senior officer. It was also revealed

個分開進行的審訊中擔任證人。該兩名人員已分別因此接受上司勸誡。

在其餘12宗並無事實根據的投訴中，一宗個案的投訴人對一名廉署人員作出的指控雖然並無事實根據，但該廉署人員仍被上司勸誡，處理市民查詢時須改善溝通技巧。

培訓及發展

訓練及發展組負責：

- 招聘部門職系人員；
- 為部門職系人員提供調查及法律訓練、專業培訓及對抗管理等訓練；以及
- 為廉署人員的事業發展制訂政策，並管理執行處為年資少於五年的助理調查主任及調查主任而設的“師友計劃”。

廉署於二零一五年二月及三月分別完成為助理調查主任及調查主任安排的入職課程訓練。另外，助理調查主任的招聘程序已完成，受聘人員於同年十月開始接受相關的入職課程訓練。

根據為部門職系人員培訓需要而進行的檢討結果，廉署已加強調查人員的培訓，為廉署人員的事業發展訂下清晰的藍圖。

為新入職助理調查主任提供的培訓為期兩年半，分為三個合共21周的入職課程，與在職培訓配合進行。調查主任會先接受為期16周的入職培訓，內容涵蓋領導及管理課題。接受12個月的在職培訓後，他們須參加另一個為期三周的入職課程以鞏固經驗，再於第二年服務後參加為期三周的指揮課程。期間署方為學員安排多元化的密集培訓，內容涵蓋法律條文、證據規

in the second substantiated complaint that another officer had failed to contact the complainant for interview within 48 hours upon receipt of her corruption report and one other officer was impolite to her by not disclosing his full name upon request during a telephone conversation. Since the former officer had retired and the latter officer had resigned and left the ICAC during the investigation of the complaint, no action was taken against them.

Of the 19 complaints received in 2015, one was found substantiated, one partially substantiated, 12 unsubstantiated and the remaining five were still under investigation by the end of the year. In the substantiated complaint, an officer had failed to promptly handle a legal visit due to oversight. In the partially substantiated complaint, an officer had failed to inform a witness at the earliest opportunity that she had to stand as a witness in three separate trials. The two officers were each given advice by a senior officer.

Amongst the 12 unsubstantiated complaints, an officer in one of the complaints was given advice by a senior officer to improve his communication skills when handling telephone enquiries from members of the public, although the allegations against him were found not substantiated.

TRAINING AND DEVELOPMENT

The Training and Development (T&D) Group is responsible for:

- recruitment of departmental grade staff;
- provision of investigation and legal training, professional development and confrontation management skills for departmental grades officers; and
- formulation of policies on career development and administration of a Mentoring Programme in the Operations Department for Assistant Investigators and Investigators who are within their first five years of service.

In 2015, one Induction Course for Investigators and another for Assistant Investigators concluded in February and March respectively. A recruitment exercise for

則、調查技巧、電腦鑑證、財務調查及認知訊問技巧等。由於所有前線調查人員均需接受對抗管理複修訓練，年內共安排16次培訓班，為213名廉署人員提供是項訓練。此外，廉署亦就最新的專業技能和知識為廉署人員安排複修訓練。

二零一五年，廉署共舉辦53個內部課程及研討會，累積參加人數為1 047人，並就不同主題舉辦多個專業知識工作坊。年內共有35名執行處人員在公私營機構修讀本地外間課程。另外，46名執行處人員獲派參加由海外著名學府和執法機關舉辦的培訓。

為提升調查人員的領導及專業才能，訓練及發展組在年內共舉辦兩個指揮課程，分別為“調查主任指揮課程”及“總調查主任指揮課程”。

“總調查主任指揮課程”是廉署特別為執法機關內具備晉升潛質的中層管理人員而設的國際高級指揮課程，本地及海外多間執法機關每年均有派員參與。是項課程亦體現廉署切合《聯合國反腐敗公約》的要求，致力透過培訓提升廉署人員的專業才能。二零一五年的課程共提供21個培訓名額予非廉署人員，這些學員分別來自香港、內地、澳門、澳洲、不丹、加拿大、印尼、馬來西亞、新加坡及美國的反貪及執法機構。課程更安排學員前往福建省進行政府比較研究，讓學員認識內地的反貪工作及法律制度。

Assistant Investigators was also concluded and the successful recruits commenced their induction course in October.

As a result of a comprehensive review of the training needs of departmental grade officers, training for investigating officers was strengthened so that there is a clear blueprint for the development of the officers throughout their career.

Training for newly recruited Assistant Investigators covers a two-and-a-half year period and is split into three induction courses totalling 21 weeks interspersed with on-the-job training. Investigators receive 16-week induction training that includes leadership and management elements. After 12-month on-the-job training, they will attend another three-week induction course to build on their experience, followed by a three-week command course after their second year of service. Officers undergo intensive training on a wide range of subjects, including law, rules of evidence, investigative skills, computer forensics, financial investigation, cognitive interview techniques, etc. All frontline investigating officers are also provided with confrontation management refresher training, with 213 officers attending 16 training sessions held throughout the year. Refresher training is provided to update officers on professional skills and knowledge.

In 2015, 53 in-house courses and seminars with an accumulated attendance of 1 047 officers were conducted. Professional knowledge workshops on a diverse array of subjects were also conducted. 35 officers from the Operations Department benefited from local external courses in both the public and private sectors. Separately, 46 officers participated in overseas training provided by reputable institutions and law enforcement agencies.

The T&D Group also organises command courses to enhance officers' leadership and professional capabilities. Two command courses were organised in 2015, namely the Investigators' Command Course and Chief Investigators' Command Course (CICC).

培訓設施

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

The CICC is an international senior command course designed for middle managers in a law enforcement environment who have the potential for further advancement within their respective agencies. It is attended by both local and overseas law enforcement agencies and is part of the Commission's commitment to training and capacity building under the United Nations Convention Against Corruption. The 2015 course offered places to 21 non-ICAC participants coming from anti-corruption agencies and law enforcement bodies in Hong Kong, the Mainland, Macao, Australia, Bhutan, Canada, Indonesia, Malaysia, Singapore and the United States of America. A comparative government study visit to Fujian Province was also arranged as an integral part of the course to allow participants to gain an understanding of the anti-corruption work and legal systems in the Mainland.

Training Facilities

The ICAC Building is equipped with modern training facilities, including a shooting range complex, a multi-purpose training hall, a gymnasium, computer training rooms, a mock court and video interview training rooms. The ICAC Training Camp in Tuen Mun has full classroom facilities, mock rooms for operational skills training such as arrest and search scenarios and an outdoor high event challenge course.

防止貪污處 Corruption Prevention Department

法定職責

- 審視政府部門和公共機構的工作常規與程序，修訂存在貪污風險的工作方式或程序。
- 因應私營機構和個別人士的要求，提供防貪顧問服務。

防貪策略

- 採取主動策略，積極與政府部門和公共機構建立伙伴關係，確定及審視容易出現貪污問題的工作範圍。
- 主要根據貪污風險和有關機構的要求訂定審查研究範圍，並優先跟進公眾關注和涉及公眾安全、大量公帑，以及與貪污投訴有關的範疇。
- 與相關政府部門和機構緊密合作，確保所有防貪建議得以落實執行。

組織

防止貪污處（防貪處）轄下設有六個審查工作組和一個管理組。

審查工作組

每個審查工作組均負責多個政府部門和公共機構的防貪工作，專責審查包括採購、公共工程、執法工作，以及公務員誠信等職能範疇。

防貪諮詢服務

屬其中一個審查工作組，前稱私營機構顧問組，專責因應私營機構的要求，提供免費的防貪諮詢服務。

管理組

為防貪處提供行政支援服務。

員工專才

防貪處的團隊擁有各類專才，包括專業會計師、工程師、測量師、資訊科技專業人員，以及具備廣泛公共行政經驗的前任公務員等。

STATUTORY DUTIES

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

STRATEGIES

- Adopt a proactive approach by partnering with government departments and public bodies to identify corruption prone areas for review.
- Prioritise study areas primarily based on the level of corruption risks and requests from the organisations concerned, with higher priority accorded to those of public concern and public safety, those involving substantial amounts of public money, and those arising from corruption complaints.
- Work closely with the government departments and organisations concerned until all the corruption prevention recommendations have been implemented.

STRUCTURE

The Department is organised into six Assignment Groups and a Management Group.

Assignment Groups

Each is responsible for the corruption prevention work for a number of government departments and public bodies, specialising in such functional areas as procurement, public works, law enforcement, and civil service integrity.

Corruption Prevention Advisory Service

It is one of the Assignment Groups, previously known as the Advisory Services Group, dedicated for handling requests for corruption prevention service from private organisations, free of charge.

Management Group

It provides administrative support to the Department.

工作回顧

二零一五年完成的工作項目

- 完成69項審查工作報告，當中43項關乎政府決策局和部門的工作，20項關乎公共機構及非政府機構，其餘6項則與其他機構運作有關。審查範圍包括執法、公私營機構的採購制度、外判服務、公共工程項目、政府資助計劃和規管制度（例如發牌）。
- 共627次向政府部門和公共機構提供適時的防貪建議，確保能在草擬新法例、政策或程序時及早加入防貪機制。
- 共644次向私營機構提供防貪建議，並按照服務承諾，在兩個工作天內回應所有服務要求。
- 分別為私營機構和零售業編製一套防貪指南和防貪培訓教材。



防貪處人員（左）向醫療輔助隊志願隊員詢問有關他們在香港馬拉松活動中提供急救服務時的值勤安排

A Corruption Prevention Officer (left) discussing with a volunteer member of the Auxiliary Medical Service about their duty allocation procedures for providing first-aid coverage for the Hong Kong Marathon

Staffing

Professionals of the Department include accountants, engineers, surveyors, information technology specialists, former civil servants with extensive public administration experience, etc.

REVIEW OF WORK

Deliverables in 2015

- Sixty-nine assignment reports were completed, 43 of which for government departments, 20 for public bodies and non-governmental organisations (NGOs), and six other organisations. Areas of studies included law enforcement, public and private procurement, outsourcing of services, public works projects, funding schemes and regulatory systems such as licensing.
- Timely advice was provided on 627 occasions to government departments and public bodies during the formulation of new legislations, policies and procedures, etc. to ensure that corruption prevention safeguards were built in as early as possible.
- Corruption prevention advice was given to private organisations on 644 occasions, responding to all requests for advice within two working days.
- One corruption prevention guide was developed for organisations in the private sector, and one training package for the retail industry.

Highlight of Accomplishments

During the year, the Department continued to focus on areas of public concern and public safety, such as the integrity of membership administration systems of the Specified Bodies under the various Functional Constituencies of the Legislative Council, and the development of best practices for the Designated Car Testing Centres.

CORPORATE GOVERNANCE AND INTERNAL CONTROL OF THE PUBLIC SECTOR

Issue of Occupation Permits

The obtaining of Occupation Permit (OP) from the Buildings Department (BD) is one of the pre-requisites for



防貪處於年內推出了行為守則範本及防貪指引，並為行業編製培訓教材

Samples of codes of conduct, corruption prevention guides, and industry-specific training packages

工作成果重點

年內，防貪處的工作繼續集中在公眾關注和涉及公眾安全的範疇，例如廉潔公正的立法會功能界別指定團體會員管理制度、為指定車輛測試中心編製防貪錦囊。

公營機構的管治與內部監控

佔用許可證的簽發

私人樓宇建築工程竣工後要獲得證明，必先向屋宇署申請簽發佔用許可證。《建築物條例》訂明，在未獲簽發佔用許可證下佔用樓宇即屬違法，因此業主、獲聘專業人士及承判商都希望盡快取得由屋宇署簽發的佔用許可證，以便從有關物業發展賺取利潤。由於佔用許可證用途甚為重要及申請程序存有潛在貪污風險，防貪處審視屋宇署的處理程序並作出建議，包括發出供視察樓宇用的標準核對清單、定期檢視獲聘專業人士必須提交的文件及建築物料，以及訂立機制識別過早證明樓宇竣工的情況，藉此減

certifying building completion in private building projects. As it is illegal under the Buildings Ordinance to occupy a building without an OP, the building owners, professionals appointed, and contractors are keen to secure OP from BD as early as possible with a view to realising their profits generated from the building development. In view of the significance of OP and inherent corruption risks in the application procedures, the Department reviewed BD's handling procedures and made recommendations, including the issue of standard checklists for use in building inspections, regular review on the necessary documents and building materials to be submitted by the professionals appointed, and setting up of a mechanism to identify pre-mature certification of building completion, to reduce the corruption opportunities in and enhance the integrity of the procedures.

Letting and Administration of Design-Build-Operate Contracts

Since 2008, the Drainage Services Department (DSD) has adopted a new procurement model of using "design-build-operate" contracts to upgrade its sewerage infrastructure and dispose of its dewatered sludge, amounting to over \$8.7 billion. As there were inherent discretion and hence corruption risks in the letting of contracts, supervision of contractors' performance, and monitoring of effluent qualities, the Department reviewed the related procedures and practices of DSD. Recommendations including the monitoring of contractor's performance through a supervision plan and instilling independence on the audit tests of sewage qualities served as good practices for adoption in future similar projects.

Medico-Legal Claims in Hospital Authority

From time to time, the Hospital Authority (HA) receives complaints from patients or their relatives, alleging negligence or wrong-doings of HA's medical staff in providing services and claiming for compensations. Each year, HA pays out a substantial amount of money on such compensations. As it is inevitable for HA staff and other parties concerned to exercise discretion in processing the medico-legal claims which may give rise to



防貪處人員（右）向香港演藝學院職員了解演藝場地的租用程序

A Corruption Prevention Officer (right) discussing with an officer of The Hong Kong Academy for Performing Arts on the rental procedures for performing arts venues



香港警務處防貪小組開會檢討部門的防貪策略及防貪工作方案

The Hong Kong Police Force Corruption Prevention Group meets to review the department's corruption prevention strategy and work programme

少程序中的貪污漏洞，並加強其公正性。

設計、建造及營運合約的判授與管理

渠務署自二零零八年起開始採用新的採購模式，以“設計、建造及營運”合約方式改善污水處理基本建設及棄置已脫水污泥，涉及款項逾87億元。對於在判授合約、監管承辦商工作表現及監察污水水質方面行使的固有酌情權和存在的貪污風險，防貪處就相關程序及工作守則進行審查並向渠務署作出多項建議，包括在營運期內推行監管計劃，以監察承辦商的工作表現、逐步推行獨立的污水水質測試。有關建議亦可用於日後同類的工程作為良好工作常規。

醫院管理局醫療法律索償事宜

醫院管理局（醫管局）不時收到病人或其家屬投訴，指有醫管局職員提供服務時疏忽或失誤，更因此索取賠償。每年醫管局就有關索償支付巨額

risks of corruption and abuse, the Department examined HA's related procedures and practices, including the receipt and settlement of claims, the appointments, probity requirements and performance monitoring for professional service providers (e.g. lawyer, mediator and loss adjustor), etc., and made a host of recommendations to put in place necessary safeguards.

ISSUES OF PUBLIC CONCERN

Operation of the new Designated Car Testing Centres

Under the Road Traffic Ordinance, any private car over six years and light goods vehicle (up to 1.9 tonnes) over one year is required to undergo a roadworthiness examination in one of the Designated Car Testing Centres (DCTCs). In early 2015, there were 22 DCTCs approved by the Transport Department (TD). In view of the corruption opportunities inherent in the examination process, the Department developed a Best Practice Checklist (BPC) for use by DCTC operators to reduce their exposure to risks of fraud and other corrupt practice. In addition, the Department also offered to provide individual operators with tailor-made corruption prevention advice and help them adopt the recommended measures having regard to their settings.

賠償。由於在處理醫療法律索償過程中，醫管局職員及其他有關人士難免需行使酌情權，過程中或容易出現貪污及濫權問題。防貪處已檢視醫管局的相關程序和做法，包括接受申索及達成和解，以及專業服務提供者（例如律師、調解員和公證行）的委任、誠信要求和表現監察等，並就落實必要的防貪措施提供一系列建議。

公眾關注的問題

新指定車輛測試中心的營運

根據《道路交通條例》，凡車齡超過六年的私家車及車齡超過一年的輕型貨車（1.9公噸或以下），須於其中一間指定車輛測試中心（測試中心）進行檢驗，以確定車輛適宜在道路上行駛。二零一五年初，全港有22間運輸署認可的測試中心。由於驗車過程存在貪污風險，防貪處已為測試中心經營者編製《防貪錦囊》，避免他們因欺詐及其他貪污舞弊行為而墮入法

To meet the high demand for vehicle examination, TD openly invited application for new DCTCs in May 2015. The Department provided TD with corruption prevention advice on the relevant application guidelines and assessment procedures to minimise the risk of favouritism. In 2016, the Department will further liaise with TD for provision of necessary corruption prevention advice to the new DCTCs.

Corruption Prevention in Public Elections

The Department partnered with the Constitutional and Mainland Affairs Bureau (CMAB) and the Registration and Electoral Office (REO) to launch a three-year programme starting mid 2013 to provide corruption prevention services for the 229 Specified Bodies (SBs) under the various Functional Constituencies of the Legislative Council (LegCo), the members of which were eligible for registration as voters. Noting the deficiencies in membership administration during the visits to SBs, the Department developed in October 2015 a Checklist of best practices on membership administration to assist SBs in enhancing the integrity of their membership administration systems. The Department will also re-visit the high priority SBs and any SBs that REO may consider as having a vulnerable membership system in early 2016, as well as assist other SBs to adopt the Checklist. Regarding the election laws and procedures, the Department advised CMAB and REO on a number of occasions, including the review of Elections (Corrupt and Illegal Conduct) Ordinance, Electoral Legislation



▲ 防貪處人員為香港電台“社區參與廣播服務試驗計劃”參加者舉辦的誠信管理工作坊進行講解

A Corruption Prevention Officer speaking at an integrity management workshop for participants of the Pilot Project for Community Involvement Broadcasting Service of Radio Television Hong Kong



◀ 防貪處人員（左）就探訪在囚人士的程序進行審查工作

A Corruption Prevention Officer (left) conducting a review of the procedures for visits to persons in custody

網。此外，防貪處亦向個別經營者提供適切的防貪建議，協助他們因應營運情況，採納適當的防貪措施。

由於車輛檢驗需求殷切，運輸署於二零一五年五月就申請經營新的測試中心發出公開邀請。防貪處已就相關的申請指引和評估程序向運輸署提供防貪建議，避免有徇私舞弊情況出現。二零一六年，防貪處將與運輸署再度聯繫，向新的測試中心提供所需的防貪建議。

公共選舉的防貪工作

防貪處與政制及內地事務局和選舉事務處合作，於二零一三年中展開一個三年期的推廣計劃，向229個成員可於所屬功能界別登記成為立法會功能界別選民的指定團體提供防貪服務，藉此提升其內部監控水平和會員管理制度的透明度。針對在探訪指定團體時觀察到會員管理制度方面的不足之處，防貪處於二零一五年十月推出《會籍管理防貪指引》，以協助這些團體加強其會員管理制度的廉潔公正。二零一六年初，防貪處將再次探訪需要多加留意，以及任何選舉事務處會認為其會員管理制度容易出現問題的指定團體。為了維護廉潔選舉，防貪處亦協助其他指定團體採用上述指引。至於選舉法例與程序方面，防貪處多次向政制及內地事務局和選舉事務處提供意見，包括對《選舉（舞弊及非法行為）條例》、《2015年選舉法例（雜項修訂）條例草案》、二零一六年立法會選舉、二零一六年立法會補選、二零一五年區議會選舉、二零一五年鄉郊代表選舉和二零一五年鄉郊代表補選進行審視。

(Miscellaneous Amendments) Bills 2015, LegCo Election 2016, LegCo By-Election 2016, District Council Election 2015, Rural Representative Election 2015 and Rural Representative By-Election 2015.

The phasing out of the pre-Euro IV diesel commercial vehicles

To improve roadside air quality, the Government launched the \$11.4 billion Ex-gratia Payment Scheme to phase out, in four phases, about 82 000 pre-Euro IV Diesel Commercial Vehicles (DCVs) by 2019. Depending on the class and age of a DCV, the ex-gratia payment ranges from \$59,700 to \$892,100. The Environmental Protection Department (EPD), being the policy owner of the Scheme, publicised the application requirements including scrapping of the vehicle by and submission of a scrapping certificate from a vehicle scrapping company registered with EPD. The Transport Department processes the actual applications and refers any exceptional cases to EPD for ruling. In view of the substantial amount of public funds involved, further to the corruption prevention advice offered to EPD during the formative stage of the Scheme, the Department conducted a detailed review of the actual processing procedures. Recommendations made include enhancing transparency of the application requirements and strengthening departmental monitoring over the issue of scrapping certificates by registered scrapping companies.

Land Acquisition and Clearance Procedures

The Lands Department (LandsD) is responsible for resuming and clearing private and Government lands for housing and public works projects. As such exercises may affect the livelihood of people living or operating businesses in the areas concerned, the Government pays various types of ex-gratia allowances (EGAs) to the affected occupiers and rehouses eligible residents to public housing on compassionate grounds. In view of the corruption risks in the assessment and approval process for EGAs and rehousing, the Department reviewed the related procedures and practices, and made recommendations for LandsD to enhance the integrity of the whole system, including controls over the confidential



就“淘汰歐盟四期以前柴油商業車輛特惠資助計劃”，防貪處人員（中）向環境保護署職員詢問有關巡查登記拆車商的程序

A Corruption Prevention Officer (centre) checking with the Environmental Protection Department officers on the site inspection procedures in respect of vehicle scrapping companies registered under the Ex-gratia Payment Scheme to Phase Out Pre-Euro IV Diesel Commercial Vehicles

淘汰歐盟四期以前柴油商業車輛

為改善路邊空氣質素，政府已推出一項114億元的特惠資助計劃，於二零一九年年底分四個階段淘汰約82 000輛歐盟四期以前柴油商業車輛。視乎車輛的種類和車齡，特惠資助金額由59,700元至892,100元不等。作為計劃的政策擁有人，環境保護署（環保署）已就申領資格進行宣傳，包括申請人必須安排環保署的登記拆車商拆毀其車輛，以及遞交由環保署登記拆車商發出的車輛拆毀證明書。運輸署負責處理有關申請，當中的特殊個案會轉介環保署判定。由於計劃涉及大量公帑，防貪處早於計劃籌劃階段已向環保署提供防貪意見，及後更詳細檢視計劃的實質處理程序。防貪處建議的防貪措施包括提高申領資格的透明度，並在登記拆車商發出車輛拆毀證明書方面加強部門監察。

徵用及清理土地程序

地政總署負責收回和清理私人及政府土地，為房屋及公共工程項目提供土

information about acquisition projects, the freezing surveys conducted to register the affected occupiers, and the assessments made for offering EGAs and rehousing.

Corruption Prevention in the Construction Industry - Use of New Engineering Contract in Public Works

In 2013, the Development Bureau (DevB) decided to extend the scope of the trial of New Engineering Contract (NEC) to all public works projects for tenders called in 2015 and 2016. NEC is a non-conventional contracting arrangement with special features such as sharing of pain/gain of a project between the contractors and the Government under a collaborative contractual partnering approach, and the contractors being reimbursed for the cost in executing the works and paid a fee for managing the contract under a Target Cost Contract. The Department has been providing synchronic corruption prevention advice to DevB and Works Departments since 2009 while the NEC tender documents and relevant procedures were being developed.

Two assignment studies separately on the letting and administration of NEC Target Cost Contract in 2009 and the payment system of such contracts in 2014 were conducted. The studies revealed a number of inherent corruption risks and deficiencies particularly

► 防貪處人員（右）檢視屯門望后石污水處理廠的建造及營運程序

A corruption prevention officer (right) reviewing the construction and operation procedures of the Pillar Point Sewage Treatment Works in Tuen Mun



◀ 防貪處人員（左）觀察路政署職員檢視挖掘工程完成後的修復路面

A Corruption Prevention Officer (left) observing the inspection by a Highways Department officer of a reinstated road surface after completion of excavation works

地，其間或會影響有關範圍內居民的民生或商戶的營運，政府因此會向受影響居民提供各類特惠津貼，並向合資格入住公共房屋的居民作出體恤安置。鑑於特惠津貼和安置的評估及審批過程存在貪污風險，防貪處檢視有關程序及做法後，為提升整套制度的廉潔水平，向地政總署提供一系列防貪措施，包括涉及收地項目機密資料的監管措施、為受影響住戶進行凍結登記，以及為提供特惠津貼和重置安排而進行評估等。

建造業的防貪工作 - 公務工程項目採用“新工程合約”模式

二零一三年，發展局決定將“新工程合約”的試用範圍擴大至所有二零一五及一六年招標的公務工程項目。

“新工程合約”是一項非傳統的合約模式，讓承建商和政府以協作夥伴方式簽訂合約，共同分擔超支／攤分節省工程費用，而承建商其後可獲發還施工成本及獲取根據目標成本合約條款執行合約的費用。自二零零九年開

在的 reimbursement methods for the different types of expenses incurred in the execution of works, including sub-contract works which could be exploited by compromised Project Managers in favour of colluded contractors. For example, with the connivance of compromised project team staff, an unscrupulous main contractor could collude with suppliers when procuring equipment, plant and materials with a view to inflating the reimbursement amounts from the Government.

The Department has been working closely with the DevB and Works Departments for providing sufficient corruption resistant safeguards in the adoption of NEC in public works projects. Meanwhile, the Department rendered assistance to the DevB in its promulgation of Practice Notes to all Works Departments. Aside from delivering integrity management training to project staff of NEC contracts, the Department will continue to send representatives to sit on different committees and working groups of the DevB and Works Departments as observers to provide timely corruption prevention advice, where necessary.

始，防貪處在“新工程合約”的招標文件和相關程序的制訂階段時，已同步向發展局和各工務工程部門提供防貪建議。

防貪處先後於二零零九年就判授和管理新工程合約中的目標價合約形式，以及於二零一四年就合約的付款機制進行防貪審查研究。研究初步發現制度存有不止潛在風險和不足之處，尤以各類施工開支的發還方法為甚，其中包括項目經理串通承建商在判授工程時濫權作出優待。舉例來說，受賄工程職員縱容不法總承建商與供應商串通，向政府誇大採購設備、裝置和材料所需發還的款項。

防貪處正密切與發展局和工務工程部門合作，在公務工程項目採用“新工程合約”時加入足夠的防貪措施。此外，防貪處亦正協助發展局向所有的工務工程部門推行作業指引。除了為“新工程合約”的工程人員提供誠信管理培訓外，防貪處也繼續派代表以觀察員身分加入發展局和工務工程部門轄下的各委員會和工作小組，並會按需要提供適時的防貪意見。

私營機構防貪諮詢服務

宣傳及加強防貪諮詢服務

私營機構顧問組於一九八五年成立，因應私營機構的要求提供免費而保密的防貪諮詢服務。該組至今已向超過7 000間機構或人士提供防貪建議。適逢成立三十周年，該組重新命名為“防貪諮詢服務”，並進一步優化其服務，以及加強向私營機構推廣其服務：

- **更改名稱及重新定位** — 由二零一五年九月十四日起，私營機構顧問組已重新命名為“防貪諮詢服務”，並使用全新的標誌，更清晰

CORRUPTION PREVENTION ADVISORY SERVICE FOR THE PRIVATE SECTOR

Publicity and Enhancement of Corruption Prevention Advisory Service

The Advisory Services Group (ASG) was set up in 1985 to provide free and confidential corruption prevention advice to individual business entities on request. Since then, ASG had offered corruption prevention services to over 7 000 organizations or individuals. With 2015 marking its 30th anniversary, the Department carried out a rebranding campaign to enhance its publicity and services:

- *Rebranding and Repositioning* – With effect from 14 September 2015, the ASG was rebranded as **Corruption Prevention Advisory Service (CPAS)** with a new logo, to more clearly identify and highlight the nature and professionalism of its service.
- *Publicity* – A series of media publicity activities was carried out including a press briefing, a feature interview with two local newspapers, and a feature interview with a local business magazine.
- *CPAS Web Portal* – The Department commenced a project to develop a dedicated web portal to provide corruption prevention knowledge and resources to the business sector and the public.



防貪諮詢服務推出《餐飲業防貪培訓教材》，並聯同五大餐飲業協會舉行研討會推廣該套教材

The Corruption Prevention Advisory Service launching the *Training Package on Corruption Prevention in Management of Catering Operations* at a seminar co-organised with five major catering associations



地說明及凸顯其服務性質和專業水平。

- 宣傳 — 展開一系列媒體宣傳活動以推廣防貪諮詢服務的工作，包括新聞發布會、兩份本地報章和一份本地雜誌的專訪。
- 防貪諮詢服務網站 — 防貪處已展開防貪諮詢服務網站開發計劃，旨在向私營機構和市民大眾提供防貪知識和參考資源。
- 調查 — 防貪處委託進行市場研究，以了解私營機構的防貪意識及對廉署提供防貪服務的認識，作為日後制訂策略的參考之用。

《與公職人員往來的誠信防貪指南》

公職人員在接受利益、款待及處理利益衝突等事宜上，受到嚴格的法律條文、行政規則及規例所規管。然而，營商者或其僱員可能未完全了解詳細限制，或會向與他們有業務往來或私人關係的公職人員提供禮物或招待；在某些情況下，這種做法可能使他們及有關公職人員觸犯反貪污及相關法例。有見及此，防貪處制訂《與公職人員往來的誠信防貪指南》，旨在向私營機構的人士提供指引，闡釋有關法律規定並建議他們與公職人員接觸時應秉持的誠信操守。

- Survey – The Department commissioned a marketing research on the private sector's corruption prevention awareness and awareness of ICAC's services for the private sector, with a view to helping the formulation of future strategies.

Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants

Public servants are governed by legal provisions, rules and regulations on acceptance of advantages and entertainment, conflict of interest situations, etc. However, business operators and their employees may not be fully aware of the detailed restrictions, and might offer gifts or hospitality to public servants with whom they have business dealings or personal relationships, which under certain circumstances might expose themselves and the public servants concerned to risks of breaching the anti-bribery and related laws. In view of this, the Department produced an *Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants* to provide guidance on the legal requirements and advice on the proper behavior in dealing with public servants.

Corruption Prevention Training Resources for the Retail Industry (Partnership with the Qualifications Framework Secretariat and the Trade)

To enhance the private sector's corruption prevention knowledge and capabilities, the Department embarked on a new initiative to inject corruption prevention training into the Qualifications Framework (QF). This was first implemented as a pilot project for the retail industry, which included the development of a Level 3 Unit of Competency (UoC) on corruption prevention and integrity management for supervisory staff, and a Level 1 UoC integrity and anti-bribery law for frontline staff. To support training providers in applying the UoCs and training delivery, the Department produced a training video *Integrity + Quality: Shopper's Paradise*, a quick-reference guide, and a set of guidance notes for trainers. The Department will continue to collaborate with the QF

零售業防貪培訓資源（與資歷架構秘書處及業界合作）

為增強私營機構的防貪知識和能力，防貪處開展一項將防貪培訓納入資歷架構的新計劃，並率先為零售業推出先導計劃，包括分別為督導人員編製第三級別的防貪及誠信管理能力單元，以及為前線人員編製第一級別的誠信及反貪法例能力單元。防貪處又製作《誠信優質 購物天堂》培訓短片、快速導覽手冊和培訓指引供導師使用，以支援培訓機構應用能力單元的內容及進行實際培訓工作。防貪處會繼續與資歷架構秘書合作，將該計劃進一步擴展至資歷架構下的其他行業。

社福界非政府機構的紀律守則範本

非政府機構接受巨額公帑為市民提供社會福利，獲得政府相當的信任。二零一五至一六年度，共有170個非政府機構獲社會福利署撥款合共120億元。至於其他未獲政府撥款，但獲市民捐助及贊助的非政府機構，須各自向所屬贊助團體或公眾交代。二零一五年，防貪處與香港社會服務聯會（社聯）合作，協助社福界的非政府機構提升企業管治和內部監控。防貪處透過社聯的協助，為董事會成員及職員編製行為守則範本。而範本備有簡略版，以照顧不同規模的非政府機構的不同需要。防貪處於二零一五年十月向500間非政府機構公布該守則範本，並陸續協助個別非政府機構採用守則範本，或將相關條文納入現行守則。

Secretariat to promote the initiative to other industries under the QF.

Sample Codes of Conduct for Non-governmental Organisations in Social Welfare Sector

NGOs which receive substantial public funds for providing social welfare services are placed in a position of trust by the Government. In 2015-16, 170 NGOs received subventions amounting to \$12 billion from the Social Welfare Department. Other NGOs which do not receive government subventions but public donations and sponsorship are accountable to their sponsoring bodies or the public. In 2015, the Department collaborated with the Hong Kong Council of Social Service (HKCSS) to help NGOs in the welfare sector enhance their corporate governance and internal controls. Through the assistance of HKCSS, the Department compiled sample codes of conduct for board members and staff, with an abridged version to cater for NGOs of different sizes and needs. The sample codes were promulgated to 500 NGOs in October 2015. Since then, the Department has been offering assistance to individual NGOs to adopt the sample codes or assimilate relevant provisions into their existing ones.



防貪處人員在“誠·心·同行”——非政府機構管治研討會上，介紹為非政府機構編製的行為守則範本

A Corruption Prevention Officer introducing the sample codes of conduct compiled for NGOs at a seminar

社區關係處 Community Relations Department

法定職責

- 教育公眾認識貪污的禍害；及
- 爭取公眾支持肅貪倡廉的工作。

倡廉策略

- 採用“全民誠信”策略，為不同服務對象提供適切的倡廉教育項目；
- 善用伙伴關係的方式與相關合作者籌劃、推行和評估各項倡廉活動；
- 增加使用新媒體；及
- 加強結合媒體宣傳與“面對面”接觸的活動。

組織

社區關係處（社關處）由一名處長執掌，轄下設有兩個科。

社區關係科（一）

- 透過大眾傳媒和新媒體宣揚肅貪倡廉的信息；及
- 制訂商業道德推廣策略，以及與內地反貪機關和國際機構保持聯繫。

社區關係科（二）

- 直接與市民“面對面”接觸，推展倡廉教育；及
- 深入社群，爭取各階層的市民支持廉署的工作。

社關處的七個分區辦事處亦負責接受貪污舉報及處理有關貪污問題的查詢。在二零一五年，分區辦事處共接獲578宗貪污舉報（不包括與選舉有關的舉報），約佔整體舉報的22%，所處理的查詢則逾3 360宗。各分區辦事處的詳細資料見附錄十二。

STATUTORY DUTIES

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

STRATEGIES

- Adopt an “Ethics for All” approach to tailor preventive education programmes for different target groups;
- Leverage a partnership approach involving strategic partners in planning, implementing and evaluating the programmes;
- Increase use of the new media; and
- Enhance integration of media publicity and face-to-face contact.

STRUCTURE

The Department is headed by a Director and operates through two divisions.

Division 1

- Publicise anti-corruption messages through the mass and new media; and
- Map out strategies on business ethics promotion and liaison with the Mainland China counterparts and international organisations.

Division 2

- Provide face-to-face preventive education to the public; and
- Reach out to different levels of the local communities to enlist support for ICAC’s work.

The Department has seven Regional Offices (ROs) which serve as focal points for receiving corruption reports and handling enquiries about corruption. In 2015, about 22 per cent of the corruption reports (election excluded) lodged with the Commission were received by ROs, i.e. 578 in number. ROs also handled over 3 360 enquiries during the year. The detailed information of ROs are at Appendix 12.

公營機構

為建立和鞏固公營界別的誠信文化，社關處繼續為公務員和公共機構職員提供防貪培訓，包括：

- 為74個決策局及部門約共23 000名公務員舉辦660多次研討會；及
- 為公共運輸機構、公用事業機構、大專院校、公立醫院等公共機構的8 140名職員舉辦210次研討會。

為加強政府的誠信領導，社關處：

- 為政治委任官員舉辦簡介會，介紹反貪法例及討論誠信議題；及
- 繼續與公務員事務局合作，向各決策局／部門所委任的誠信事務主任提供支援，並於年內為他們舉辦兩次以管理職員操守及相關事項為課題的工作坊，內容為審慎理財和採購工作的最佳常規。

社關處又與公務員事務局合作，為公務員製作有關防貪和相關誠信議題的

PUBLIC SECTOR

To foster and entrench a probity culture in the public sector, the Department continued to provide corruption prevention training for civil servants and staff of public bodies including:

- over 660 seminars for about 23 000 civil servants from 74 bureaux / departments (B/Ds); and
- 210 seminars for 8 140 staff members of public bodies including public transport companies, public utilities companies, tertiary education institutions and public hospitals.

To strengthen ethical leadership of the government, the Department:

- organised a briefing on anti-corruption law and integrity-related issues for officials appointed under the Political Appointment System; and
- continued to partner with the Civil Service Bureau (CSB) to provide support to Ethics Officers appointed by B/Ds. Two workshops on managing staff integrity and related issues focusing on prudent financial management and best practices of procurement were organised in 2015.

▼ 網上學習平台向公務員提供方便實用的誠信管理資訊

The Web Learning Portal provides handy and practical information to civil servants on integrity management



▲ 誠信事務主任及專責職員操守管理的管理人員參加由廉署和公務員事務局合辦的“誠信領導計劃”工作坊

Ethics Officers and managers responsible for staff integrity management attend workshops jointly organised by the ICAC and CSB under the Ethical Leadership Programme



▲ 廉政專員與香港商業道德發展諮詢委員會十個成員商會的代表為重新命名的香港商業道德發展中心主持牌匾揭幕儀式

ICAC Commissioner and representatives of ten Hong Kong Business Ethics Development Advisory Committee member chambers unveiling the plaque of the newly rebranded Hong Kong Business Ethics Development Centre

► 中心與一酒店業商會合辦研討會，提升業內人士管理職員操守的技巧

A seminar jointly organised by the HKBEDC and an industry association for hotel industry practitioners to enhance their skills in managing staff integrity



▲ 香港商業道德發展諮詢委員會委員負責督導中心的道德推廣工作

Members of Hong Kong Business Ethics Development Advisory Committee steer the ethics promotion work of the HKBEDC

網上學習課程，在公務員易學網推出“公務員誠信管理”網上學習平台，提供《提防貪污陷阱》及《管理職員操守》兩套以短片為主的課程，以供公務員自學使用。此外，社關處向各決策局／部門的管理層推廣該網上學習平台，並爭取他們支持使用該課程，以輔助“面對面”誠信培訓和作為補充教材。

私營機構

為了在香港持續推廣商業及專業道德，社關處於一九九五年成立香港道德發展中心。中心於二零一五年五月重新命名為香港商業道德發展中心（中心），以更能體現其使命。中心的工作由香港商業道德發展諮詢委員會（委員會）負責督導，而委員會的成員商會現已擴大至全港十個主要商會。為配合中心成立二十周年，中心

The Department also joined hands with the CSB to develop a web learning package on corruption prevention and related integrity issues for self-learning by civil servants. The Web Learning Portal on Integrity Management, containing two video-based courses *Beware of Corruption Pitfalls* and *Managing Staff Integrity*, was launched in the Cyber Learning Centre Plus website for access by all civil servants. The Department promulgated the portal to the management of B/Ds and enlisted their support to make use of it to complement and supplement face-to-face staff training.

PRIVATE SECTOR

To promote business and professional ethics in Hong Kong on a long-term basis, the Department set up the Hong Kong Ethics Development Centre in 1995. The Centre was rebranded as Hong Kong Business Ethics Development Centre (HKBEDC) in May 2015 to better reflect its mission. Its work was steered by the Hong Kong Business Ethics Development Advisory Committee, which has now expanded its membership to include ten



新版《董事誠信實務指南》是協助公司董事提高企業管治水平的實用工具

The new *Toolkit on Directors' Ethics* serving as a practical tool for company directors to enhance corporate governance

特別籌辦了一系列教育及宣傳活動，藉此推廣中心的服務並加強與商界的伙伴關係。

中心自成立以來，已與超過12 000位海外和內地訪客分享廉署的反貪經驗。中心亦設立專題網站（www.hkbedc.icac.hk），提供有關商業道德的資源，以及加強與本地和海外相關機構的聯繫。網站自二零零一年推出至今，已錄得約162萬瀏覽人次。

除了透過講座和探訪向商業機構推廣誠信營商手法和防貪服務外，中心亦：

- 透過與約90間銀行及70個商會組成的防貪網絡，向銀行職員和中小企宣揚反貪信息；
- 推出新版《董事誠信實務指南》，以提高上市公司董事及高層管理人員的誠信管治意識；
- 與香港日本人商工會議所合作編製日文小冊子，向在港營商的日本人解釋本港的反貪法例；及
- 與監管機構、專業團體和行業協會合作，為不同行業舉辦研討會和刊登有反貪信息的專題文章。

major chambers of commerce in Hong Kong. Riding on the Centre's 20th anniversary, the HKBEDC organised a series of education and publicity programmes to promote its services and strengthen its partnership with the business community.

Since its inception, the Centre shared ICAC's anti-corruption experience with more than 12 000 overseas and Mainland visitors. The HKBEDC also operated a dedicated website

(www.hkbedc.icac.hk) to provide resources on business ethics and strengthen networks with local and overseas counterparts. About 1.62 million visits had been recorded since its launch in 2001.

Apart from conducting talks and visits to promote ethical business practices and corruption prevention services to business organisations, the Centre:

- maintained corruption prevention networks with around 90 banks and 70 trade associations to disseminate anti-corruption messages to bank employees and Small and Medium Enterprises;
- launched a new *Toolkit on Directors' Ethics* to enhance the awareness of directors and top management of listed companies on ethical governance;
- in collaboration with the Hong Kong Japanese Chamber of Commerce & Industry, produced a pamphlet in Japanese to explain to the Japanese business community in Hong Kong the local anti-corruption laws; and
- organised seminars and published feature articles on anti-corruption messages for various trades in collaboration with regulators, professional bodies and industry associations.

During the year, the Department conducted training for about 44 000 staff members of various trades.



逾 200 名青年人及大專院校工作伙伴參加“愛·廉結”成立五周年慶祝活動
Over 200 youngsters and TEI work partners commemorating the fifth anniversary of i-League

年內，社關處共為約44 000名從事不同工商行業的從業員提供防貪培訓。

此外，社關處亦向非牟利機構如志願機構和學校相關組織等的管理層和成員推廣誠信管治。

青少年與德育

二零一五年，社關處繼續向青年人宣揚誠信，包括舉辦多元化的青年參與活動及培訓計劃，以及向教育工作者和家長提供支援。



透過互動劇場表演，讓中學生了解反貪信息和貪污的禍害

The messages of anti-corruption and evils of corruption are well-received by secondary students through interactive drama performances

The Department also promoted ethical governance to the management and members of non-profit-making organisations including voluntary agencies and school-related bodies.

YOUTH AND MORAL EDUCATION

In 2015, the Department continued to promote probity among young people through various engagement and training programmes and providing support to educators and parents.

The Department engaged local tertiary students as ICAC Ambassadors to promulgate probity messages to their peers. For the 2014-15 academic year, about 120 ICAC Ambassadors from 16 tertiary education institutions (TEIs) organised 55 on-campus activities, spreading integrity messages to 87 000 fellow students. For the 2015-16 academic year, a new round of the ICAC Ambassador Programme has been kick-started by a training camp for 130 Ambassadors from 19 local TEIs. To increase the reach and impact of the Programme, the use of new media would be enhanced to engage more students. To commemorate the fifth anniversary of i-League, an association formed by 800 former and serving ICAC Ambassadors to support anti-corruption promotion, a gathering attended by some 200 youngsters was organised in June 2015 to recognise the contribution of i-League members. The Department also continued to involve i-League members in integrity promotion through visit and exchange programmes, and voluntary summer helper attachment, etc.



幼稚園學生於校內參與新推出的《智多多奇幻星空之旅》活動

Kindergarten pupils participating in the activity of the new Gee-dor-dor Activity Package at school

社關處招募本地大專生擔任廉政大使，向其同輩友伴推廣倡廉信息。在二零一四至一五學年，約120名來自16間大專院校的廉政大使籌劃了55項校園活動，向87 000名同學宣揚廉潔信息。新一輪的廉政大使計劃在二零一五至一六學年經已展開，並率先為130名來自19間本地大專院校的大使舉行訓練營。為擴大計劃的接觸層面及影響力，社關處將加強利用新媒體鼓勵更多學生參與有關活動。社關處在二零一五年六月舉辦“愛·廉結”（由800名前任及現任廉政大使組成的倡廉組織）五周年聚會，對會員的貢

The iTeen Leadership Programme for Senior Secondary School Students has developed into an annual programme starting from 2014-15 academic year. This year, around 750 iTeen leaders from 90 secondary schools assisted teachers in organising about 75 integrity promotion activities in schools as well as visits to the ICAC, reaching about 23 000 students.

Moreover, interactive drama performances by a professional troupe, ICAC talks on personal ethics and anti-corruption laws were arranged for some 78 000 secondary and tertiary students to hammer home integrity messages and evils of corruption.

To promote positive values among young kids, a new Gee-dor-dor Activity Package for primary school and kindergarten pupils was produced. In addition, a whole new series of Moral Education e-Book and Reading Programme for primary school students was launched for teachers' and parents' use as extended learning and parenting activities.

The Department continued to publish the *ICAC Periodical* and upload moral education materials onto the Moral Education website (www.me.icac.hk) especially for sharing amongst school teachers.

地區團體的成員出席會晤市民茶敘

Members of district organisations attending meet-the-public session



為來自 50 個地區團體約 2 400 名成員安排參觀廉署大樓，以提高廉署的透明度

Visits to the ICAC Building are arranged for about 2 400 members of 50 district organisations to enhance the transparency of the ICAC

► 呂麗紅校長在 2015 香港書展演說廉署最新製作的《智多多奇幻星空之旅》德育故事

Ms Lui Lai-hung shares with the audience a short story from the ICAC's latest publication *Gee-dor-dor's Space Adventure* at the 2015 Book Fair



◀ 廉署培訓少數族裔義工向參觀廉署的人士提供導賞服務

ICAC trains volunteers of ethnic minorities to provide docent service to visitors

獻予以肯定。當日的聚會約有200名青年人參與。社關處會繼續安排“愛·廉結”會員透過探訪、交流及暑期實習等活動協助推廣誠信文化。

由二零一四至一五學年開始，“高中iTeen領袖”計劃已成為社關處每年一度的活動。今年從90所中學招募約750名的“iTeen領袖”曾協助教師籌辦約75項校內誠信推廣活動以及安排同學到廉署參觀。社關處透過這些活動接觸約23 000名學生。

此外，社關處為約78 000名中學和大專學生舉辦由專業劇團演出的互動劇場、及有關個人誠信和反貪法例的廉政講座等多項宣傳及教育活動，以宣揚誠信和解釋貪污的禍害。

為向兒童灌輸正面價值觀，社關處製作了小學及幼稚園版《智多多奇幻星空之旅》穿梭校園活動冊。另外，社關處亦為小學生推出全新系列的德育電子故事書及閱讀計劃，供教師和家長在延伸學習和親子活動中使用。

COMMUNITY ENGAGEMENT

In 2015, the Department continued to garner support from some 800 organisations from different sectors of the community in organising tailor-made activities to put across anti-corruption and probity messages. The Department also maintained the collaboration with 18 District Councils and other district organisations to organise publicity projects disseminating clean election messages. A series of district-based activities were organised reaching about 975 000 people.

Officers of the Department also attended meetings of various district consultative committees and maintained



派發給少數族裔人士的單張
Pamphlets for ethnic minorities

社關處繼續出版《拓思》德育期刊，並將德育教材上載德育資源網（www.me.icac.hk），供教師使用。

社區參與

在二零一五年，社關處繼續爭取市民對倡廉工作的支持，並與800多個來自不同界別的團體合辦適切的宣傳活動，宣揚肅貪倡廉的信息。社關處亦繼續與18區區議會及其他地區團體合作舉辦活動，宣揚廉潔選舉信息；又透過一系列地區活動，接觸共約975 000人次。

社關處職員亦出席地區諮詢委員會的會議，以及與1 650個地區團體保持聯繫。此外，社關處舉辦參觀廉署大樓活動及會晤市民茶敘，蒐集社會各階層人士對廉署工作的意見。

社關處參與第二十六屆香港書展，透過網上及網下的推廣活動，共接觸91 000人。廉署攤位除展出倡廉和德育刊物及多媒體產品外，還舉辦每日特備活動及設有“兒童角”。在“名人講故事”環節中，廉政專員及元岡幼稚園校長呂麗紅女士更鼓勵觀眾向年青一代灌輸正面的價值觀。

為凝聚全城力量維護廉潔核心價值，並鼓勵大眾發揮創意，傳達反貪信息，社關處特別於二零一五年十二月九日“國際反腐敗日”展開一項“‘全城·傳誠’一人一句撐廉潔”標語及標記創作比賽。比賽將以網上投票方式選出最受歡迎參賽作品，並於二零一六年中公布結果及舉行頒獎典禮。

社關處與相關政府部門及非政府組織合作，透過安排參觀廉署及派發多種

contacts with 1 650 district organisations. Besides, visits to the ICAC Building and meet-the-public sessions were organised to reach out to different strata of society to gather their views and concern on the Commission's work.

The Department participated in the 26th Hong Kong Book Fair, reaching a total of 91 000 people through integrated online and offline promotional activities. Apart from displaying publications and multi-media productions on corruption prevention and moral education, the ICAC booth also ran daily special activities and a “Children's Corner”. The Commissioner and Ms Lui Lai-hung, Principal of Yuen Kong Kindergarten, encouraged the audience to pass on the positive values to the younger generations in the “Storytelling by Celebrities” Session.

To join forces in upholding the core value of integrity and to encourage creativity in the promotion of anti-corruption messages, the Department launched the “‘All for Integrity’ Speak up for a Corruption-free Hong Kong” Slogan and Icon Design Competition on 9 December 2015 to tie in with the International Anti-Corruption Day. An on line voting on the popular entries and a prize presentation ceremony would be held in mid-2016.

In partnership with relevant government departments and non-governmental organisations, knowledge of anti-corruption work in Hong Kong was introduced to the ethnic minorities, in particular the young generation, through visits to the ICAC and distribution of multi-language publicity leaflets.

ICAC CLUB

The ICAC Club has over 1 400 members from all strata of the community to partake in and demonstrate support for the anti-corruption cause. Club members were given training on anti-corruption knowledge and other skills throughout the year. Some 520 members were commended for contributing a record high of over 6 400 hours of voluntary services in 2014 during the Annual Award Presentation Ceremony held in April 2015. Apart from rendering voluntary services for a wide range of ICAC activities, members also took the initiatives to



“廉政之友”於一九九七年成立，是鼓勵市民參與倡廉活動的重要平台

The ICAC Club, established in 1997, serves as a platform to engage the public in anti-corruption activities

語言的宣傳單張，向少數族裔人士，特別是年青一代，講解香港的肅貪倡廉工作。

廉政之友

“廉政之友”現時有超過1 400名會員，他們來自社會各階層，一直積極參與和支持各類倡廉活動。年內，廉署為“廉政之友”會員安排培訓活動，讓他們學習反貪知識和其他技能。當中約520名“廉政之友”會員在二零一四年內創下超過6 400小時義工服務的新紀錄，在社關處於二零一五年四月舉行的周年頒獎典禮上獲得表揚。“廉政之友”除以義工身分協助推行各項廉署活動外，更主動協助構思和籌辦倡廉計劃和活動，透過各自的網絡和運用廉署提供的資源宣揚廉潔信息，又到老人中心表演話劇，向長者介紹廉潔選舉的資訊，及在廉署展覽廳擔任講解員，向參觀人士介紹廉署的工作。社關處定期出版“廉政之友”會訊，讓會員掌握反貪的最新動向，並增加廉署工作的透明度。

樓宇管理

社關處繼續加強市民對廉潔樓宇管理的認識。年內，社關處透過探訪、講座和其他推廣活動，為約800個大廈管理組織和物業管理公司超過8 600人提供防貪教育服務，又在政府部門、區議會或樓宇管理相關機構舉辦的30多個地區研討會或證書課程中，講解廉潔樓宇管理及樓宇維修實務知識，並透過“誠信優質樓宇管理”專題網站和電話熱線提供防貪諮詢服務。年



近期出版的“廉政之友”會訊
Recent issues of ICAC Club newsletter

plan and organise projects and activities to spread anti-corruption messages through their networks with ICAC resources, staged drama performances at elderly centres to promote clean election messages, and served as docents at ICAC Exhibition Hall to introduce the work of the ICAC. A newsletter is published regularly to keep members abreast of the latest anti-corruption initiatives and enhance the Commission's transparency.

BUILDING MANAGEMENT

The Department continued its efforts to enhance public awareness of upholding integrity in building management. During the year, corruption prevention education services, including visits, talks and promotional activities were offered to over 8 600 people from about 800 building management bodies and property management companies. Briefings on clean building management and effective building maintenance were also conducted in some 30 district seminars or certificate courses organised by government departments, District Councils or building management related organisations. Dedicated services were provided through the “Integrity and Quality Building Management” thematic website and a hotline. In the year, over 380 000 visits to the website and 830 building management related enquiries handled by the Department were recorded.

PUBLIC ELECTIONS

To uphold the integrity and fairness of public elections, the Department launched a three-year multi-faceted



◀ 社關處透過地區研討會中推廣廉潔樓宇管理信息

Clean building management messages are promoted through district seminars

▶ “誠信優質樓宇管理”專題網站載有與樓宇管理有關的防貪資訊

The “Integrity and Quality Building Management” thematic website features corruption prevention information



內，該網站共錄得超過380 000瀏覽人次，社關處並曾處理830次與樓宇管理有關的查詢。

公共選舉

為維護公共選舉廉潔公平，社關處就新一輪選舉周期推出一項為期三年的“維護廉潔選舉”多元化推廣活動，並已於二零一五年首先以鄉郊選舉和區議會選舉為開始，陸續展開各類教育及宣傳活動，包括特別為候選人和選舉代理人編製資料冊，提醒他們有關《選舉（舞弊及非法行為）條例》（第554章）的規定，以及製作選民須知單張、“反種票”宣傳單張和資料套，提醒選民在選舉中須留意的事項。年內，社關處舉辦了420場簡介會，向候選人、助選成員、政黨和地區組織成員、大專生及年長選民解釋《選舉（舞弊及非法行為）條例》的規定，共接觸超過20 000人。除透過專題網站提供最新資訊外，社關處亦設立廉潔選舉查詢熱線，解答有關查詢。

“Support Clean Elections” campaign for a new cycle of elections, starting with the Rural Representative Election and District Council Election in 2015. A wide range of education and publicity activities were conducted, including production of tailor-made information booklets for candidates and election agents to alert them to the requirements of the Elections (Corrupt and Illegal Conduct) Ordinance (ECICO) (Cap 554) as well as reminder leaflets, anti-vote-rigging pamphlets and information packs to enhance voters’ awareness to the points-to-note at elections. During the year, a total of 420 briefings were conducted to explain the ECICO, reaching over 20 000 people, including candidates, election helpers, members of political parties and district organisations, post-secondary students and senior voters. The Department also set up dedicated websites to provide updated information and a clean election enquiry hotline to answer enquiries.

On the publicity front, clean election messages were extensively disseminated through an Announcement of Public Interest, short videos, posters and feature articles via various mass media, infotainment channels and online platforms. Exhibitions were staged at over 220 locations throughout the territory, reaching 240 000 citizens.

During the year, education and publicity activities were also arranged for five by-elections to fill vacant seats in



▲ 在全港超過 220 個人流暢旺的地點舉行展覽，宣揚廉潔選舉的信息
Exhibitions are staged at over 220 popular locations in the territory to disseminate clean election messages

▼ 廉署為二零一五年區議會選舉製作的宣傳廣告 — “為自己 為香港 拒絕賄選”

ICAC's advertising campaign "For yourself and Hong Kong, say No to electoral bribes" for the 2015 District Council Election



在宣傳方面，社關處透過大眾傳媒、資訊娛樂頻道和網上平台播放／上載宣傳廣告、短片、海報和專題文章，廣泛傳揚廉潔選舉信息，又在全港超過220個地點舉行廉潔選舉展覽，接觸約240 000名市民。

年內，社關處亦就填補區議會、鄉事委員會和多個鄉郊代表議席出缺而舉行的五個補選，舉辦維護廉潔選舉的教育和宣傳活動。

District Councils, Rural Committees and a number of Rural Representatives.

國際及內地聯絡

廉署繼續與內地反貪機關交流反貪經驗，以鞏固彼此的合作關係，並主動向國際社會宣揚香港的反貪工作及廉潔環境。年內，廉政專員曾拜訪多個知名的國際評級機構，包括傳統基金會、透明國際、RAND Corporation及TRACE International，向他們介紹香港最新的廉潔情況。社關處亦透過香港特區政府的訪客贊助計劃，邀請海外輿論領袖來港訪問，藉著他們的影響力宣傳香港的廉潔形象。年內，世界正義工程的代表曾到訪香港，親身了解香港的制度，包括行之有效的反貪策略。廉署亦參加多項國際會議，與參加者分享廉署如何透過推行“全民誠信”策略，在社會上建立誠信文化及對貪污絕不容忍的態度。二零一五年，社關處的國際及內地聯絡組為3 000多名內地及海外官員統籌交流簡介會。

INTERNATIONAL AND MAINLAND LIAISON

The ICAC continued to foster relationship with its counterparts on the Mainland to exchange anti-corruption experience, and proactively promoted Hong Kong's graft fighting efforts and integrity environment to the international community. In the year, the Commissioner called on renowned international ranking organisations including the Heritage Foundation, Transparency International, RAND Corporation and TRACE International to update them on the latest probity situation in Hong Kong. The Department also actively engaged global opinion shapers to leverage their influence to promote Hong Kong's clean image through a visitors programme sponsored by the Hong Kong Government. In the year, representatives of the World Justice Project visited Hong Kong to experience first-hand the Hong Kong system, including our effective anti-corruption programme. The ICAC had also participated in various international conferences to share our "Ethics for All" strategy on building an ethical culture and zero tolerance against corruption in society. The Department's International and Mainland Liaison Office co-ordinated exchange briefings for some 3 000 high-ranking Mainland and overseas officials in 2015.



▲廉政專員及署方高層人員與廣東省人民檢察院的代表團進行會議

The Commissioner and senior directorate at a meeting with a delegation of Guangdong Provincial People's Procuratorate

▼社區關係處處長在卡塔爾多哈出席國際反貪局聯合會執行委員會會議

Director of Community Relations attending Executive Committee Meeting of International Association of Anti-Corruption Authorities in Doha, Qatar



媒體宣傳

社關處透過廣泛使用大眾傳媒及新媒體，讓市民對貪污提高警覺。年內，社關處推出新一輪的廣告宣傳活動，鼓勵市民舉報貪污。

二零一五年，社關處安排在晚上黃金時段的電視節目中播出20個視窗廣告，向市民大眾傳揚反貪信息；又安排在商業電台（商台）的兩個頻道播放宣傳節目，並在商台Facebook專頁上載一系列廉署短片及問答遊戲以廣收宣傳之效。

此外，社關處舉辦青少年誠信微電影製作計劃，吸引了超過100名來自五間大專院校的學生製作12齣微電影，宣揚正面價值觀；又舉行網上投票，鼓勵更多市民參與選出最喜愛的微電影。

社關處繼續透過廉署網站(www.icac.org.hk)、社交媒體及手機應用程式，宣傳反貪信息。此外，社關處亦製作全新網上短片，透過社交媒體及網上平台，向年青一代宣揚倡廉信息。至今已有超過1 100齣短片上載至廉署的YouTube頻道，累計錄得超過270萬瀏覽人次。二零一五年，廉署及其伙伴的網上平台累計錄得共450萬瀏覽人次。

廉署周年民意調查

社關處繼續進行周年民意調查，以了解市民對貪污問題所持的態度及對廉

MEDIA PUBLICITY

The mass and new media had been extensively used to raise public awareness against corruption. During the year, the Department launched a new advertising campaign to encourage the public to report corruption.

To disseminate anti-corruption messages to the general public, 20 roller features were broadcast in evening prime time on a television programme in 2015. Also, an ICAC's radio publicity programme was broadcast on the two stations of Commercial Radio (CR) and supplemented by a series of ICAC videos with quiz posted on a CR Facebook Fanpage.

Also, the Department organised the Youth Integrity Micro Film Production Project. Over 100 students from five tertiary education institutes produced 12 micro films promoting positive values. Online voting for the favourite films was conducted to encourage public participation.

The Department continued to promote anti-corruption messages through ICAC website (www.icac.org.hk), social media and mobile apps. Also, new short web videos were created to promote anti-corruption messages to the younger generation through social media and online platforms. Over 1 100 videos were uploaded onto the ICAC YouTube Channel with over 2.7 million accumulated views. Altogether 4.5 million aggregate visits to the ICAC and its partners' on line platforms were recorded in 2015.

ICAC ANNUAL SURVEY

The Department continued to monitor the community's attitude towards corruption and its views towards the ICAC by way of a public opinion survey on an annual basis. Over 1 430 persons were successfully interviewed



▲電影監製陳心遙先生及導演黃修平先生參與“誠信微電影分享會”，與廉政專員和學生作交流

Film producer Mr Saville Chan and director Mr Adam Wong join the “Integrity Micro Film Get-together Event” and make sharing with the Commissioner and students

▼青少年誠信微電影製作計劃的分享會吸引了不少同學參與

The get-together and sharing event of the Youth Integrity Micro Film Production Project has good participation from students



署工作的觀感。二零一五年的調查以住戶面訪方式進行，成功訪問1 430多名市民，主要調查結果表列如下。

in the 2015 face-to-face household survey, major findings of which are tabulated below.

二零一五年周年民意調查結果 Result of 2015 Annual Survey

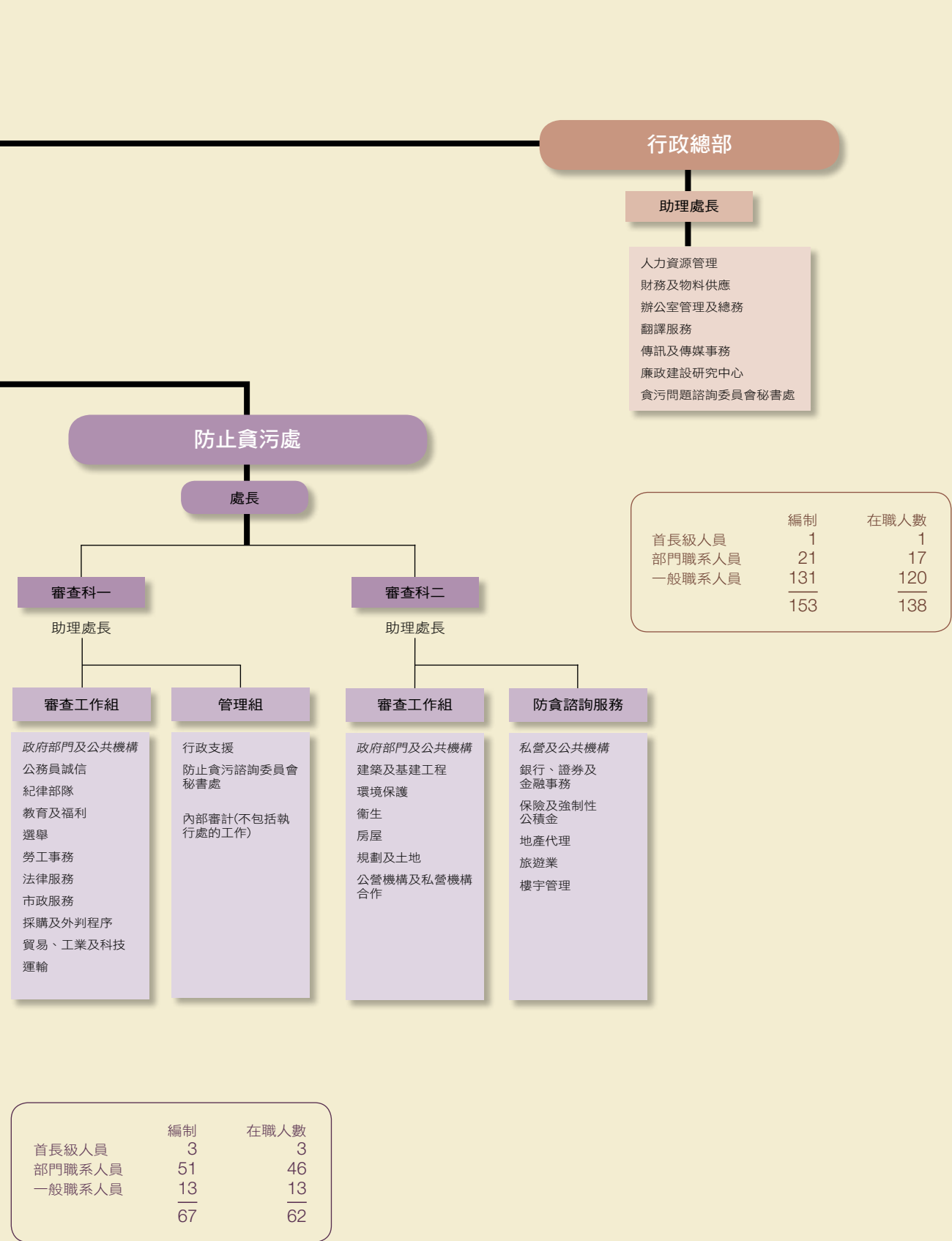
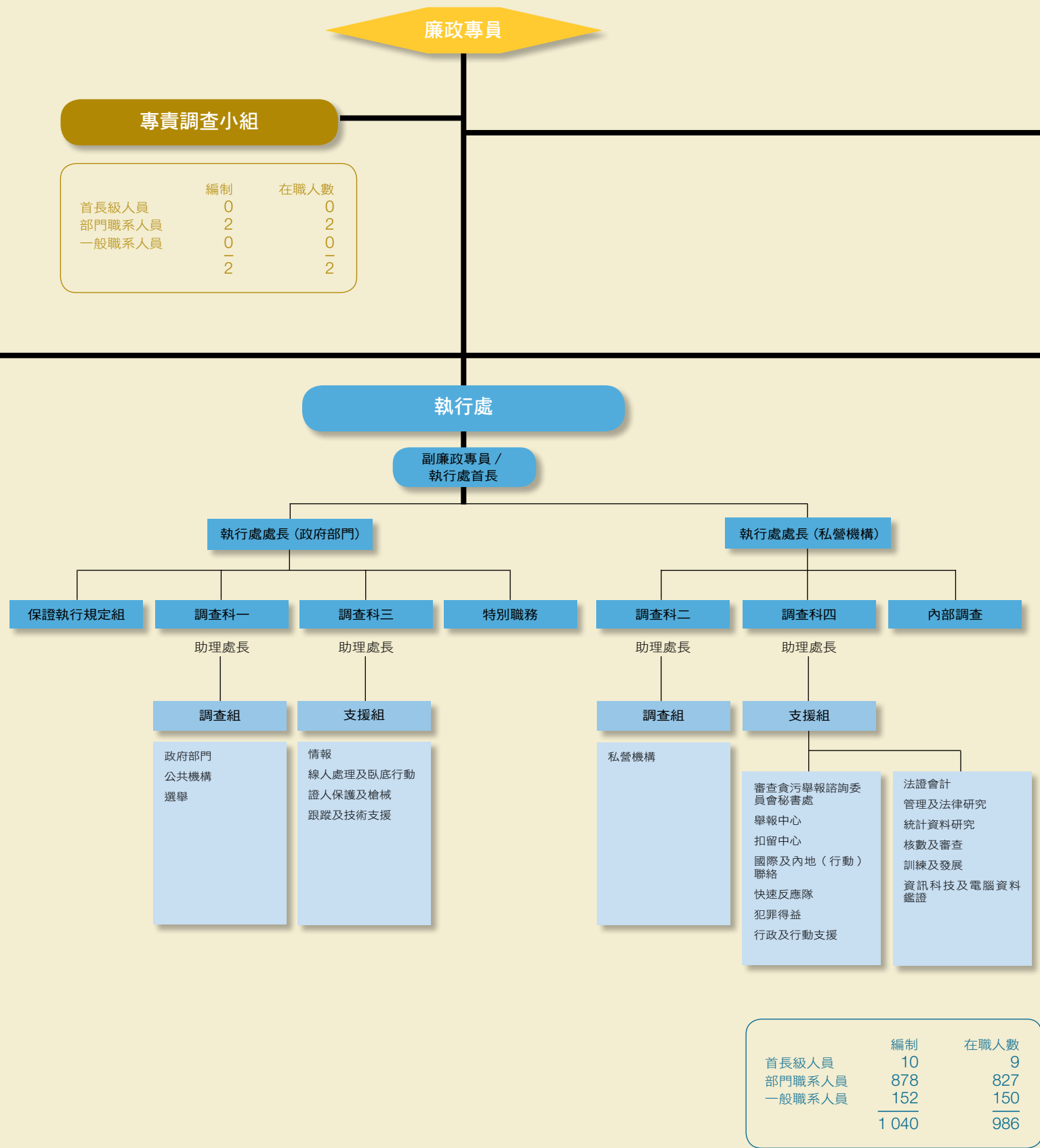
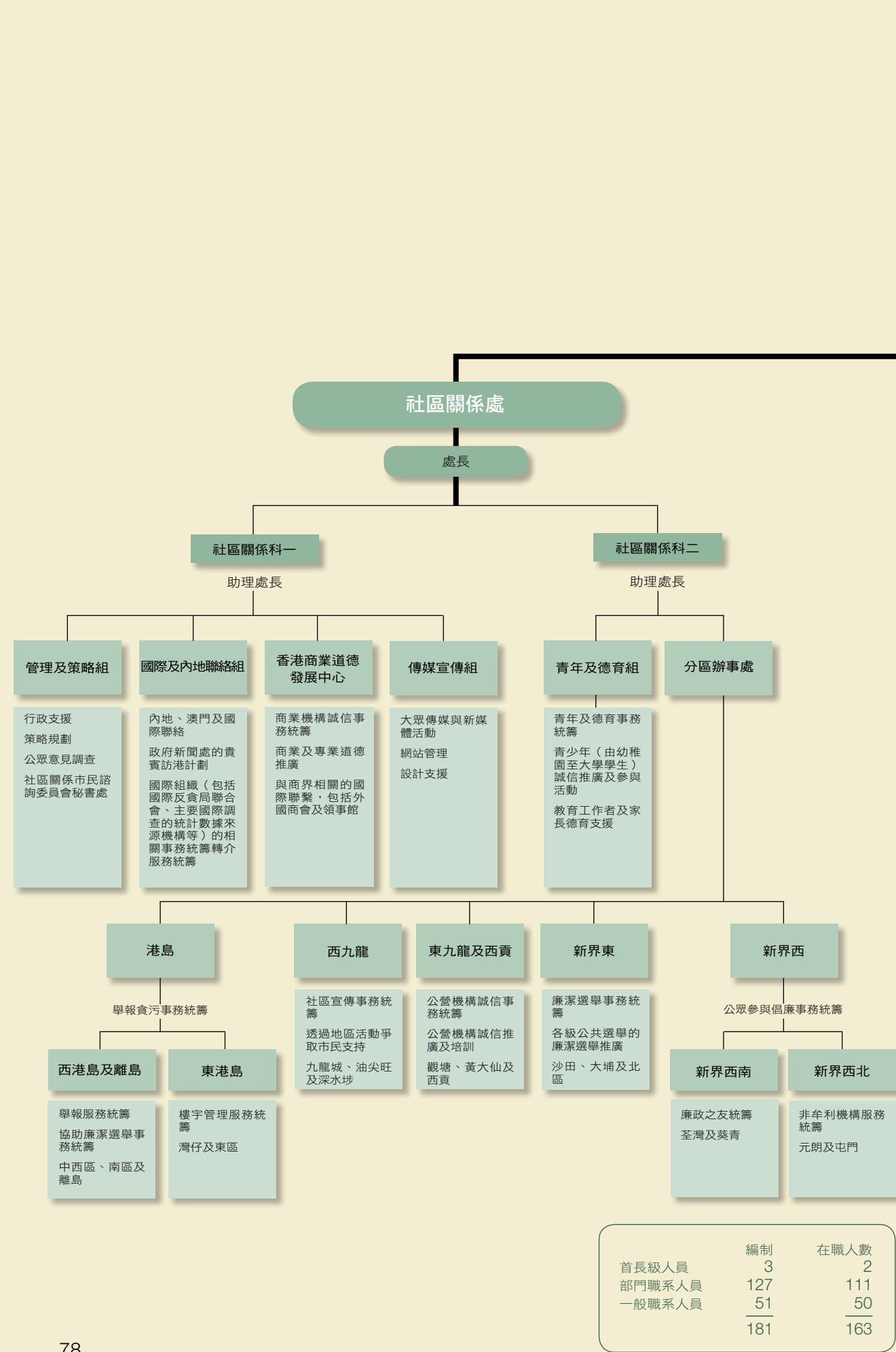
受訪者百分比
Percentage of respondents

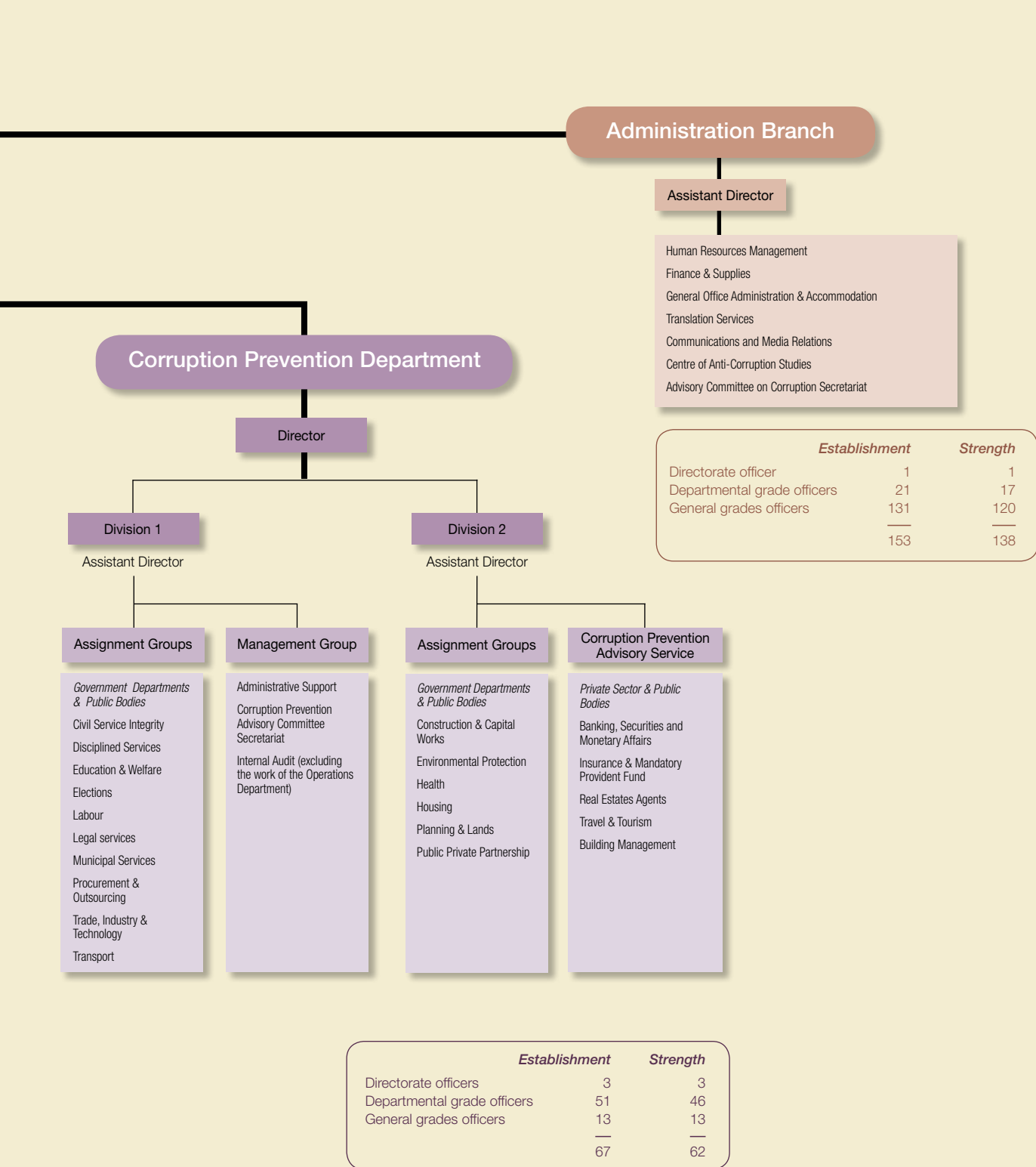
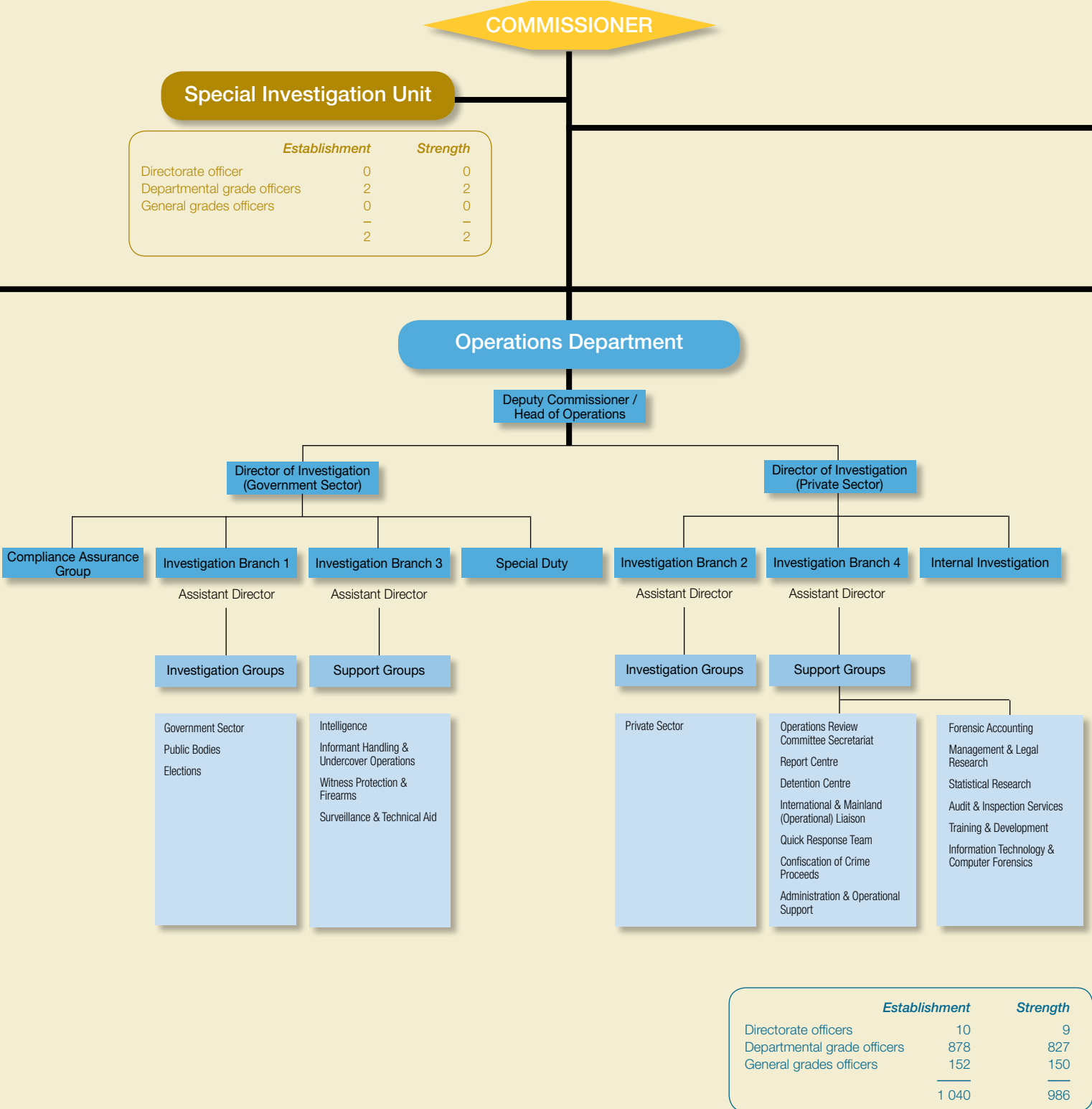
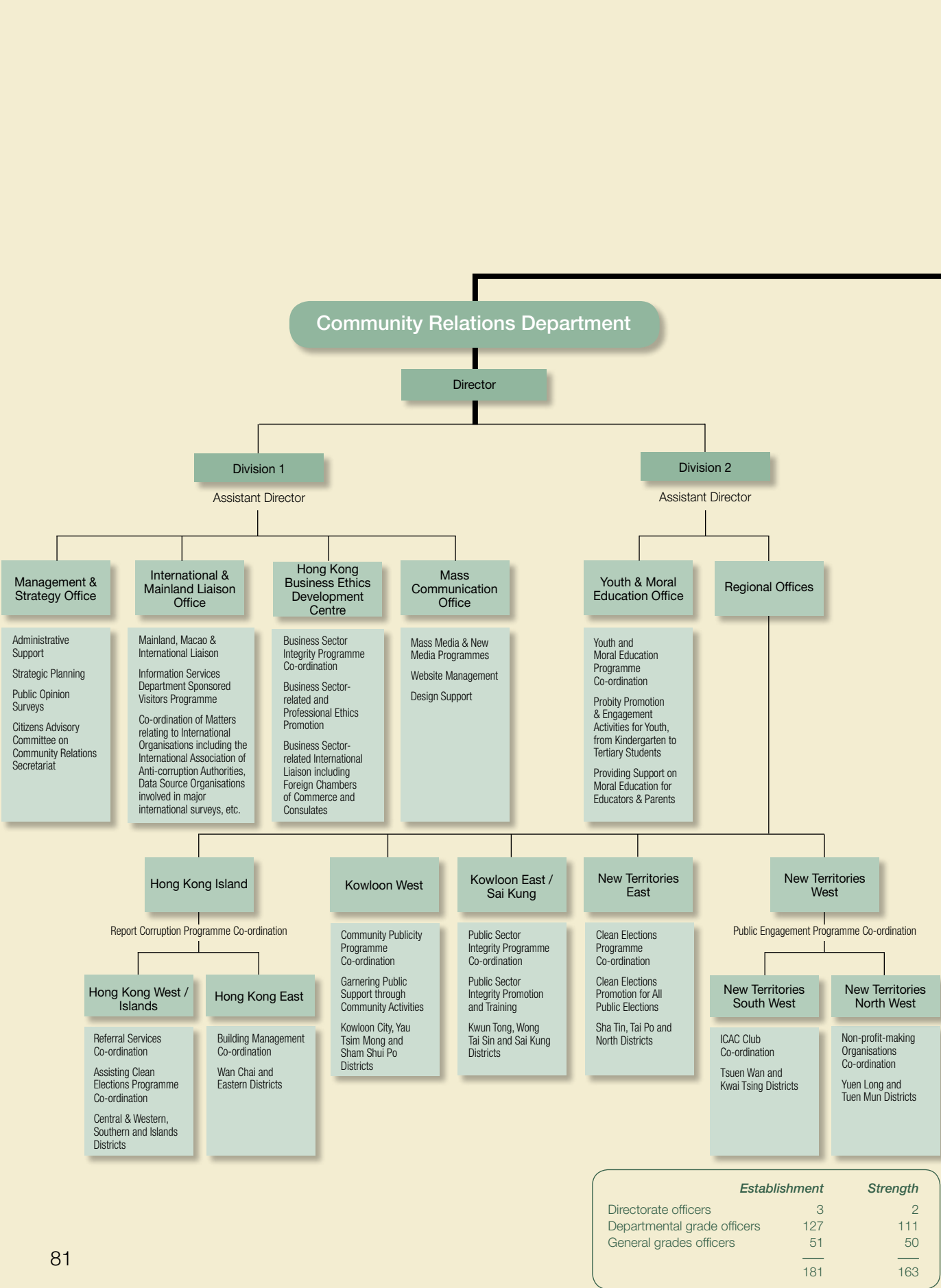
表示廉署值得支持 ICAC deserves their support	97.0%
認為保持社會廉潔對香港整體發展重要 Keeping Hong Kong corruption-free is important to the overall development of Hong Kong	99.0%
認為廉署的反貪污工作有效 ICAC's anti-corruption work is effective	80.3%
表示願意舉報貪污 Willing to report corruption	78.8%

調查亦發現市民對貪污的容忍度維持於極低水平。以0分（完全不可以容忍貪污）至10分（完全可以容忍貪污）的評分方法量度，受訪者對貪污的容忍度平均分為0.6分，是自二零一零年周年民意調查首次發問相同問題以來錄得的最低水平。

Public tolerance of corruption remained low. Using a 0 to 10 rating scale, of which 0 represents total rejection and 10 total tolerance of corruption, the mean score for 2015 was 0.6, the lowest level since the same question was asked in the 2010 Annual Survey.

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Total Establishment : 1 443
Total Strength : 1 351

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(二零一五年十二月三十一日)

Appendix 2 Membership Lists of Advisory Committees
(Position as at 31.12.2015)

貪污問題諮詢委員會	ADVISORY COMMITTEE ON CORRUPTION
周松崗議員, GBS, JP (主席)	The Hon CHOW Chung-kong, GBS, JP (Chairman)
梁君彥議員, GBS, JP	The Hon Andrew LEUNG Kwan-yuen, GBS, JP
鍾樹根議員, BBS, MH, JP	The Hon Christopher CHUNG Shu-kun, BBS, MH, JP
劉麥嘉軒女士, JP	Mrs Ayesha MacPherson LAU, JP
唐偉章教授, JP	Prof Timothy TONG Wai-cheung, JP
譚允芝女士, SC	Ms Winnie TAM Wan-chi, SC
尤曾家麗女士, GBS, JP	Mrs Carrie YAU TSANG Ka-lai, GBS, JP
審查貪污舉報諮詢委員會主席 (當然委員)	Chairlady of the Operations Review Committee (ex officio)
社區關係市民諮詢委員會主席 (當然委員)	Chairman of the Citizens Advisory Committee on Community Relations (ex officio)
防止貪污諮詢委員會主席 (當然委員)	Chairman of the Corruption Prevention Advisory Committee (ex officio)
行政署長或代表 (當然委員)	Director of Administration or her representative (ex officio)
廉政專員 (當然委員)	Commissioner, Independent Commission Against Corruption (ex officio)
廉政公署執行處首長 (當然委員)	Head of Operations, Independent Commission Against Corruption (ex officio)

審查貪污舉報諮詢委員會	OPERATIONS REVIEW COMMITTEE
譚惠珠女士, GBM, GBS, JP (主席)	The Hon Maria TAM Wai-chu, GBM, GBS, JP (Chairlady)
李國麟教授, PhD, RN, SBS, JP	Prof the Hon Joseph LEE Kok-long, PhD, RN, SBS, JP
陳蔭楠先生, MH	Mr Anthony TAN Ennam, MH
關秀霞女士	Ms KWAN Sau-ha
周雯玲女士	Ms Irene CHOW Man-ling
狄志遠博士, SBS, BBS, JP	Dr TIK Chi-yuen, SBS, BBS, JP
甄孟義先生, SC	Mr John YAN Mang-yee, SC
蘇兆明先生	Mr Nicholas Robert SALLNOW-SMITH
鄧國斌先生, GBS	Mr Benjamin TANG Kwok-bun, GBS
陳莊勤先生	Mr John CHAN Chong-kun
周福安先生	Mr CHEW Fook-aun
捷成漢先生, BBS	Mr Hans Michael JEBSEN, BBS
林群聲教授, SBS, JP	Prof Paul LAM Kwan-sing, SBS, JP
律政司司長或代表 (當然委員)	Secretary for Justice or his representative (ex officio)
警務處處長或代表 (當然委員)	Commissioner of Police or his representative (ex officio)
行政署長或代表 (當然委員)	Director of Administration or her representative (ex officio)
廉政專員 (當然委員)	Commissioner, Independent Commission Against Corruption (ex officio)

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

區嘯翔先生, BBS (主席)
 朱沛坤教授, JP
 譚何錦文女士, MH
 黃冠文先生, BBS, MH, JP
 黃天祐博士, JP
 邱藹源女士
 林露娟教授
 曾蘭斯女士, JP
 劉文君女士
 李彭廣博士, BBS, JP
 羅盛慕嫻女士, JP
 廖凌康先生
 警務處處長或代表 (當然委員)
 行政署長或代表 (當然委員)
 廉政專員 (當然委員)

Mr Albert AU Siu-cheung, BBS (Chairman)
 Ir Prof Reuben CHU Pui-kwan, JP
 Mrs Bethy TAM HO Kum-man, MH
 Mr Adrian WONG Koon-man, BBS, MH, JP
 Dr Kelvin WONG Tin-yau, JP
 Ms Irene YAU Oi-yuen
 Prof Cindy LAM Lo-kuen
 Ms Nancy TSANG Lan-see, JP
 Ms Julia LAU Man-kwan
 Dr LI Pang-kwong, BBS, JP
 Mrs Yvonne LAW SHING Mo-han, JP
 Mr Stephen LIU Ling-hong
 Commissioner of Police or his representative (ex officio)
 Director of Administration or her representative (ex officio)
 Commissioner, Independent Commission Against Corruption (ex officio)

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

梁智仁教授, SBS, JP (主席)
 李子建教授, JP
 陸地博士, JP
 陳姚慧兒女士
 施榮懷先生, BBS, JP
 管胡金愛女士
 馬潔貞女士, MH
 章曼琪女士
 陳建強醫生, JP
 鍾港武先生, JP
 李碧儀女士
 盧錦華先生, MH, JP
 盧瑞盛先生
 呂大樂教授
 趙麗娟女士, MH
 杜珠聯女士
 廉政專員 (當然委員)

Prof John LEONG Chi-yan, SBS, JP (Chairman)
 Prof John LEE Chi-kin, JP
 Dr Lewis LUK Tei, JP
 Mrs April CHAN YIU Wai-yee
 Mr Irons SZE, BBS, JP
 Mrs Agnes KOON WOO Kam-oi
 Ms Veronica MA Kit-ching, MH
 Ms Katherine CHEUNG Marn-kay
 Dr Eugene CHAN Kin-keung, JP
 Mr Edmond CHUNG Kong-mo, JP
 Ms LEE Pik-yee
 Mr Norman LO Kam-wah, MH, JP
 Mr Thomas LO Sui-sing
 Prof LUI Tai-lok
 Ms Susanna CHIU Lai-kuen, MH
 Ms Julianne Pearl DOE
 Commissioner, Independent Commission Against Corruption (ex officio)

社區關係市民諮詢委員會 增選委員名錄	CITIZENS ADVISORY COMMITTEE ON COMMUNITY RELATIONS <i>Co-opted Members</i>
李立賢女士 方少龍先生 劉志權先生, JP 蕭諭禧先生 黃子瑋先生 葉淑嫻女士 潘婉華女士 關伯強先生 (當然委員) 羅翠鳳女士 (當然委員)	Ms LEE Lap-yin Mr Sparky FONG Siu-lung Mr LAU Chi-kuen, JP Mr SIU Yue-hei Mr Keith WONG Tsz-wai Ms Vivian IP Ms Alexandra POON Yuen-wah Mr KWAN Pak-keong (ex officio) Ms Iris LAW Chui-fung (ex officio)

附錄三 廉政公署於二零一五年接待的境外訪客
Appendix 3 Non-local Visitors to ICAC in 2015

	國家及地區 Countries and Territories	訪客人次 No. of Visitors
1	內地 The mainland of China	3 554
2	澳門特別行政區 Macao Special Administrative Region	55
3	台灣 Taiwan	52
4	澳大利亞 Australia	29
5	奧地利 Austria	5
6	孟加拉國 Bangladesh	2
7	不丹 Bhutan	8
8	文萊 Brunei Darussalam	1
9	柬埔寨 Cambodia	10
10	加拿大 Canada	3
11	斐濟 Fiji	2
12	芬蘭 Finland	1
13	法國 France	6
14	德國 Germany	3
15	印度 India	4
16	印度尼西亞 Indonesia	18
17	愛爾蘭 Ireland	47
18	以色列 Israel	1
19	意大利 Italy	3
20	日本 Japan	33
21	哈薩克斯坦 Kazakhstan	12
22	肯尼亞 Kenya	13
23	韓國 Korea, Republic of	19
24	拉脫維亞 Latvia	1
25	馬來西亞 Malaysia	13
26	毛里求斯 Mauritius	2
27	墨西哥 Mexico	4
28	蒙古 Mongolia	2
29	緬甸 Myanmar	12
30	尼泊爾 Nepal	4

	國 家 Country	訪客人次 No. of Visitors
31	荷蘭 The Netherlands	2
32	尼日利亞 Nigeria	3
33	挪威 Norway	1
34	巴基斯坦 Pakistan	1
35	菲律賓 The Philippines	6
36	波蘭 Poland	1
37	卡塔爾 Qatar	3
38	新加坡 Singapore	84
39	斯洛伐克共和國 Slovak Republic	1
40	南非 South Africa	1
41	西班牙 Spain	1
42	斯里蘭卡 Sri Lanka	3
43	瑞典 Sweden	4
44	瑞士 Switzerland	3
45	斯坦桑尼亞聯合共和國 Tanzania	2
46	泰國 Thailand	49
47	東帝汶 Timor-Leste, Democratic Republic of	5
48	多哥 Togo	2
49	土耳其 Turkey	1
50	英國 United Kingdom	18
51	美國 United States of America	28
52	越南 Vietnam	5
53	贊比亞 Zambia	13
	小計 Sub-total	4 156

國際及區域組織 International and Regional Organisations		訪客人次 No. of Visitors
1	亞洲犯罪學學會 Asian Criminological Society	38
2	亞洲法律資源中心 Asian Legal Resource Centre	2
3	歐盟駐港澳辦公室 European Union Office to Hong Kong and Macao	2
4	各國議會聯盟 Inter-Parliamentary Union	1
5	海灣阿拉伯國家合作委員會 Gulf Cooperation Council	1
6	透明國際 Transparency International	1
7	聯合國亞洲和遠東預防犯罪和罪犯待遇研究所 United Nations Asia and Fareast Institute for the Prevention of Crime and the Treatment of Offenders	1
8	聯合國開發計劃署 United Nations Development Project	2
9	世界經濟論壇 World Economic Forum	2
10	世界正義工程 The World Justice Project	2
11	世界銀行 World Bank	2
小計 Sub-total		54
合計 Total		4 210

附錄四 在二零一五年接獲的可追查案件完成調查所需的時間
(不包括與選舉有關的案件)

Appendix 4 Time Taken to Complete Investigation of Pursuable Cases
Recorded in 2015 (Excluding Election-related Cases)

完成調查一宗案件所需時間 Time taken to complete an investigation	沒有採取進一步行動 的案件宗數 No further action	檢控宗數 Prosecution	合計宗數 Total	佔全部案件的百分率 Percentage of total
少於一星期 Less than 1 week	0	1	1	0.1%
一至不足兩星期 1 - less than 2 weeks	0	0	0	0%
兩至不足三星期 2 - less than 3 weeks	3	0	3	0.5%
三至不足四星期 3 - less than 4 weeks	1	0	1	0.1%
小計 Sub-total	4	1	5	0.7%
一至不足兩個月 1 - less than 2 months	16	0	16	2.4%
兩至不足三個月 2 - less than 3 months	56	1	57	8.4%
三至不足四個月 3 - less than 4 months	143	0	143	21.1%
四至不足五個月 4 - less than 5 months	126	0	126	18.6%
五至不足六個月 5 - less than 6 months	107	0	107	15.8%
六個月或以上 6 months or more	219	4	223	32.9%
合計 Total	671	6	677	100%

註：由於進位原因，統計表內百分率數字總和可能與總數略有出入。
Notes: Owing to rounding, there may be a slight discrepancy between the sum of percentage items and the total as shown in the tables.

附錄五 在二零一五年以前接獲的可追查案件完成調查所需的時間
(不包括與選舉有關的案件)

Appendix 5 Time Taken to Complete Investigation of Pursuable Cases
Recorded before 2015 (Excluding Elections-related Cases)

完成調查一宗案件所需時間 Time taken to complete an investigation	沒有採取進一步行動 的案件宗數 No further action	檢控宗數 Prosecution	合計宗數 Total	佔全部案件的百分率 Percentage of total
不足一個月 less than 1 month	0	0	0	0%
一至不足兩個月 1 - less than 2 months	0	0	0	0%
兩至不足三個月 2 - less than 3 months	8	0	8	1.0%
三至不足四個月 3 - less than 4 months	41	0	41	5.0%
四至不足五個月 4 - less than 5 months	39	0	39	4.8%
五至不足六個月 5 - less than 6 months	47	0	47	5.8%
六至不足九個月 6 - less than 9 months	202	2	204	25.0%
九個月至不足一年 9 months - less than 1 year	221	9	230	28.2%
一至不足兩年 1 - less than 2 years	130	54	184	22.6%
兩年或以上 2 years or more	22	40	62	7.6%
合計 Total	710	105	815	100%

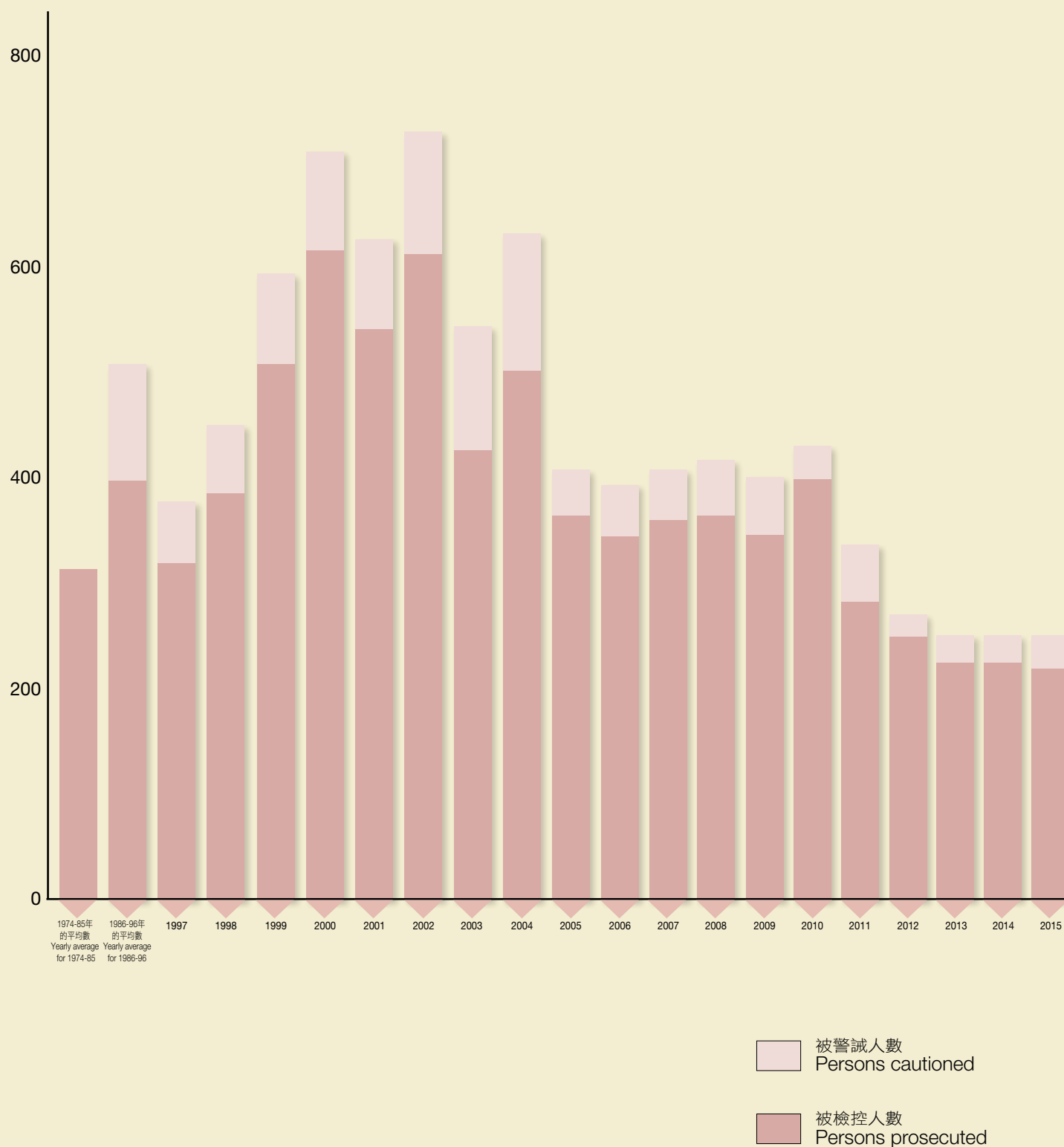
附錄六 二零一五年尚未完成調查的案件已用的時間
(不包括與選舉有關的案件)

Appendix 6 Time Taken to Investigate Outstanding Cases in 2015
(Excluding Election-related Cases)

已用時間 Time taken	案件數目 Number of Cases	佔全部案件的百分率 Percentage of total
不足一個月 less than 1 month	190	14.4%
一至不足兩個月 1 - less than 2 months	171	13.0%
兩至不足三個月 2 - less than 3 months	171	13.0%
三至不足四個月 3 - less than 4 months	159	12.1%
四至不足五個月 4 - less than 5 months	144	10.9%
五至不足六個月 5 - less than 6 months	98	7.4%
六至不足九個月 6 - less than 9 months	166	12.6%
九個月至不足一年 9 months - less than 1 year	63	4.8%
一至不足兩年 1 - less than 2 years	118	8.9%
兩年或以上 2 years or more	39	2.9%
合計 Total	1 319	100%

附錄七 一九七四至二零一五年期內被檢控或警誡的人數
Appendix 7 Number of Persons Prosecuted or Cautioned from 1974 to 2015

人 數
Number of persons



附錄八 二零一五年因貪污及相關罪行而被檢控的人數[^]
(依政府部門及其他機構分類)

Appendix 8 Number of Persons Prosecuted[^] for Corruption and Related Offences in 2015 (Classified by Government Departments and Others)

政府部門 Government Departments	候審 Pending	罪名成立 Convicted	無罪釋放 Acquitted	合計 Total
香港海關 Customs & Excise Department	3	1	3	7
香港警務處 Hong Kong Police Force	1	2	0	3
醫療輔助隊 Auxiliary Medical Service	0	1	0	1
食物環境衛生署 Food & Environmental Hygiene Department	1	0	0	1
機電工程署 Electrical & Mechanical Services Department	1	0	0	1
政府物流服務署 Government Logistics Department	0	1	0	1
入境事務處 Immigration Department	0	1	0	1
不適用 Not Applicable	1	0	0	1
其他 Others				
私營機構 Private Sector	75	95	12	182
公共機構* Public Bodies*	3	0	0	3
個別人士（涉及政府部門）** Private individuals (concerning Government Departments)**	2	5	2	9
個別人士（涉及公共機構）** Private individuals (concerning Public Bodies)**	2	1	0	3
合計 Total	89	107	17⁺	213

註：[^] 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。
^{*} 按照《防止賄賂條例》所載的釋義。
^{**} 個別人士因涉及政府部門／公共機構貪污調查而被檢控。
⁺ 此數字包括一人因離世而終止個案。

Notes : [^] The figures in the above table denote the numbers 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.
^{*} As defined in the Prevention of Bribery Ordinance.
^{**} Private individuals were prosecuted in investigations involving Government Departments or Public Bodies.
⁺ This figure includes one person whose case was dismissed on account of his death.

附錄九 二零一五年因貪污及相關罪行而被檢控的人數[^]
(依罪行性質分類)

Appendix 9 Number of Persons Prosecuted[^] for Corruption and Related Offences in 2015 (Classified by Types of Offences)

罪行分類			政府部門	個別人士 (涉及政府部門 / 公共機構)*	公共機構**	私營機構	合計
Types of offences			Government Departments	Private Individuals (concerning Government Departments / Public Bodies)*	Public Bodies**	Private Sector	Total
索賄 / 受賄		Soliciting / Accepting					
第201章第3條#	s.3	Cap 201#	3	0	0	0	3
第201章第4(2)條	s.4(2)	Cap 201	1	0	0	0	1
第201章第9(1)條	s.9(1)	Cap 201	0	0	0	19	19
行賄		Offering					
第201章第4(1)條	s.4(1)	Cap 201	0	3	0	0	3
第201章第9(2)條	s.9(2)	Cap 201	0	0	0	20	20
代理人使用文件欺騙主事人							
Agent using document to deceive principal							
第201章第9(3)條	s.9(3)	Cap 201	1	0	0	2	3
披露受調查人身分等資料的罪行							
Disclosing identity of persons being investigated							
第201章第30條	s.30	Cap 201	0	0	0	1	1
與貪污有關連或因其而引致的罪行							
Offences connected with or facilitated by corruption							
第204章第10(2)(a)條##@	s.10(2)(a)	Cap 204##@	5	2	1	26	34
第204章第10(5)條@	s.10(5)	Cap 204@	6	7	2	108	123
選舉罪行			0	0	0	6	6
Election offences							
合計			16	12	3	182	213
Total							

註：
[^] 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。
^{*} 個別人士因涉及政府部門 / 公共機構貪污調查而被檢控。
^{**} 按照《防止賄賂條例》所載的釋義。
[#] 香港法例第201章即《防止賄賂條例》。
^{##} 香港法例第204章即《廉政公署條例》。
[@] 詳見附錄十之罪行分類。

Notes : [^] The figures in the above table denote the numbers 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.
^{*} Private individuals were prosecuted in investigations involving Government Departments or Public Bodies.
^{**} As defined in the Prevention of Bribery Ordinance.
[#] Cap 201 is the Prevention of Bribery Ordinance.
^{##} Cap 204 is the ICAC Ordinance.
[@] Detailed breakdown at Appendix 10.

附錄十 二零一五年因與貪污有關連或因其引致的罪行而被檢控的人數[^]（依罪行性質分類）

Appendix 10 Number of Persons Prosecuted[^] for Offences Connected with or Facilitated by Corruption in 2015 (Classified by Types of Offences)

罪行分類	政府部門	個別人士 (涉及政府部門 / 公共機構)* Private Individuals (concerning Government Departments / Public Bodies)*	公共機構**	私營機構	合計
Types of offences	Government Departments	Government Departments / Public Bodies)*	Public Bodies**	Private Sector	Total
盜竊條例 Theft Ordinance					
欺騙罪行 Deception offences	5	7	2	90	104
盜竊 Theft	0	0	0	17	17
處理贓物罪 Handling stolen goods	0	0	0	5	5
刑事罪行條例 Crimes Ordinance					
偽造的罪行 Forgery	0	1	0	1	2
使用虛假文書 / 製造虛假文書的副本 Copying /Using a false instrument	0	1	0	3	4
有刑事或不誠實意圖而取用電腦 Access to computer with criminal or dishonest intent	0	0	1	8	9
妨礙司法公正 Perverting the Course of Public Justice	1	0	0	1	2
公職人員行為失當 Misconduct in Public Office	5	0	0	0	5
有組織及嚴重罪行條例 Organized and Serious Crimes Ordinance	0	0	0	9	9
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					
合計 Total	11	9	3	134	157

註： [^] 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。

* 個別人士因涉及政府部門 / 公共機構貪污調查而被檢控。

** 按照《防止賄賂條例》所載的釋義。

Notes : [^] The figures in the above table denote the numbers 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.

* Private individuals were prosecuted in investigations involving Government Departments or Public Bodies.

** As defined in the Prevention of Bribery Ordinance.

附錄十一 二零一五年由廉署轉介政府部門及公共機構處理的
非貪污性質投訴

Appendix 11 Non-Corruption Referrals Made to Government Departments and
Public Bodies in 2015

政府部門 / 公共機構 Government Departments / Public Bodies	轉介宗數 No. of referrals
香港警務處 Hong Kong Police Force	92
民政事務總署 Home Affairs Department	23
入境事務處 Immigration Department	17
地政總署 Lands Department	17
證券及期貨事務監察委員會 Securities and Futures Commission	17
稅務局 Inland Revenue Department	15
屋宇署 Buildings Department	14
選舉事務處 Registration & Electoral Office	14
房屋署 Housing Department	11
公務員事務局 Civil Service Bureau	9
社會福利署 Social Welfare Department	9
香港郵政 Hongkong Post	6
香港海關 Customs and Excise Department	5
醫院管理局 Hospital Authority	5
其他 Others	52
合計 Total	306

附錄十二 廉政公署分區辦事處

Appendix 12 ICAC Regional Offices

港島	負責地區	Hong Kong Island	Districts
廉政公署西港島及離島辦事處 上環干諾道中124號 海港商業大廈地下 電話：2543 0000 (查詢及舉報) 2899 3861 (聯絡) 傳真：2189 7001 (聯絡)	中西區 南區 離島	ICAC Regional Office - Hong Kong West / Islands G/F, Harbour Commercial Building 124 Connaught Road Central Sheung Wan Tel : 2543 0000 (Enquiry & Report) 2899 3861 (Liaison) Fax: 2189 7001 (Liaison)	Central & Western District Southern District Islands
廉政公署東港島辦事處 灣仔軒尼詩道201號 東華大廈地下 電話：2519 6555 (查詢及舉報) 2899 3790 (聯絡) 傳真：2117 0521 (聯絡)	灣仔 東區	ICAC Regional Office - Hong Kong East G/F, Tung Wah Mansion 201 Hennessy Road Wan Chai Tel : 2519 6555 (Enquiry & Report) 2899 3790 (Liaison) Fax: 2117 0521 (Liaison)	Wan Chai Eastern District
九龍	負責地區	Kowloon	Districts
廉政公署東九龍及西貢辦事處 藍田啟田道67號 啟田大廈地下4號 電話：2756 3300 (查詢及舉報) 2899 3760 (聯絡) 傳真：2755 9036 (聯絡)	黃大仙 觀塘 西貢	ICAC Regional Office - Kowloon East / Sai Kung Shop No 4, G/F, Kai Tin Building 67 Kai Tin Road Lam Tin Tel : 2756 3300 (Enquiry & Report) 2899 3760 (Liaison) Fax: 2755 9036 (Liaison)	Wong Tai Sin Kwun Tong Sai Kung
廉政公署西九龍辦事處 油麻地彌敦道434 - 436號 彌敦商務大廈地下 電話：2780 8080 (查詢及舉報) 2899 3916 (聯絡) 傳真：2770 3415 (聯絡)	九龍城 深水埗 油尖旺	ICAC Regional Office - Kowloon West G/F, Nathan Commercial Building 434 - 436 Nathan Road Yau Ma Tei Tel : 2780 8080 (Enquiry & Report) 2899 3916 (Liaison) Fax: 2770 3415 (Liaison)	Kowloon City Sham Shui Po Yau Tsim Mong

新界	負責地區	New Territories	Districts
廉政公署新界西南辦事處 荃灣青山公路300-350號 荃錦中心地下B1號 電話：2493 7733 (查詢及舉報) 2899 3843 (聯絡) 傳真：2413 8490 (聯絡)	荃灣 葵青	ICAC Regional Office - New Territories South West Shop B1, G/F, Tsuen Kam Centre 300-350 Castle Peak Road Tsuen Wan Tel : 2493 7733 (Enquiry & Report) 2899 3843 (Liaison) Fax: 2413 8490 (Liaison)	Tsuen Wan Kwai Tsing
廉政公署新界西北辦事處 元朗青山公路元朗段230號 富興大廈地下 電話：2459 0459 (查詢及舉報) 2899 3880 (聯絡) 傳真：2450 7925 (聯絡)	元朗 屯門	ICAC Regional Office - New Territories North West G/F, Fu Hing Building 230 Castle Peak Road Yuen Long Tel : 2459 0459 (Enquiry & Report) 2899 3880 (Liaison) Fax: 2450 7925 (Liaison)	Yuen Long Tuen Mun
廉政公署新界東辦事處 沙田上禾輦路1號 沙田政府合署地下G06 - G13室 電話：2606 1144 (查詢及舉報) 2899 3944 (聯絡) 傳真：2601 6447 (聯絡)	沙田 大埔 北區	ICAC Regional Office - New Territories East G06 - G13, G/F Shatin Government Offices 1 Sheung Wo Che Road Shatin Tel : 2606 1144 (Enquiry & Report) 2899 3944 (Liaison) Fax: 2601 6447 (Liaison)	Sha Tin Tai Po North District

廉政公署總部
香港北角渣華道303號

ICAC Headquarters
303 Java Road, North Point, Hong Kong

廉政公署網站 **ICAC Website : www.icac.org.hk**



廉政公署智能手機應用程式
ICAC Smartphone App

廉政公署諮詢委員會報告

Reports of

ICAC Advisory Committees

2015

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貪污問題諮詢委員會

Advisory Committee on Corruption

向行政長官提交之 二零一五年工作報告

梁先生：

我現在提交貪污問題諮詢委員會（委員會）
二零一五年工作報告。

職權範圍及委員名錄

貪污問題諮詢委員會是廉署主要的諮詢機構，負責監察廉署的工作、人手編制和行政事務政策等。委員會除了由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擔任當然委員外，還有多名委任委員。貪污問題諮詢委員會的職權範圍及二零一五年委員名錄分別載於附錄甲及附錄乙。

委員會的工作

二零一五年，委員會得悉廉署為提升管治而推行的各項計劃已經得到落實。廉署職員協力同心，透過嚴厲執法、防貪和教育，維護廉潔香港。不論在本地和國際層面，廉署亦繼續與其他執法機構合作無間，戮力肅貪倡廉。

一如既往，委員會今年共召開三次會議。在每次會議上，委員聽取廉政專員陳述香港的貪污情況，並同時審議廉署三個部門的首長分別匯報所管轄部門的工作。

二零一五年，香港的貪污情況仍然受控。廉署周年民意調查結果顯示，只有1.3%的受訪者在過去一年內遇過貪污情況，較去年下跌0.2個百分點，反映香港社會的貪污程度處於極低水平。調查結果亦顯示，市民對貪污繼續抱著近乎零容忍的態度。

另一方面，國際社會亦認同香港是廉潔的社會。在兩項國際評級調查中，香港的廉潔度評分較去年有所改善，當中菲沙研究所再將香港評為最自由經濟體，而世界經濟論壇發表的《二零一五至一六年全球競爭力報告》

ANNUAL REPORT 2015 TO THE CHIEF EXECUTIVE

Sir,

I present my report on the work of the Advisory Committee on Corruption (ACOC) for the year 2015.

TERMS OF REFERENCE AND MEMBERSHIP

The ACOC is the principal advisory body of the Independent Commission Against Corruption (ICAC) and oversees, among other things, its work programmes, staffing and administrative policies. The chairpersons of the Operations Review Committee, Corruption Prevention Advisory Committee and Citizens Advisory Committee on Community Relations are the ex-officio members serving the ACOC together with other appointed members. The terms of reference and membership of the ACOC in 2015 are at **Annexes A** and **B** respectively.

WORK OF THE COMMITTEE

In 2015, the Committee saw the implementation of the Commission's corporate governance enhancement. The Commission staff worked in solidarity to uphold the probity of Hong Kong through vigilant law enforcement, corruption prevention and education. Regionally and internationally, the Commission continued to collaborate with its counterparts in the fight against corruption.

As in previous years, the Committee held three meetings this year. At each meeting, members listened to Commissioner's report on the corruption situation of Hong Kong and reviewed the work reports presented by the heads of the three departments.

The corruption situation in Hong Kong was under control in 2015. The ICAC Annual Survey reflected that only 1.3 per cent of the respondents had come across corruption in the past 12 months, 0.2 percentage point lower than the previous year, showing a very low level of corruption in the community. The same survey also showed that the public continued to display a virtually zero tolerance of corruption.

The international communities also regarded Hong Kong as corruption-free. The corruption indicator scores of Hong Kong improved over the previous year in both the Fraser Institute *2015 Economic Freedom of the World* and the World Economic Forum *2015-2016 Global Competitiveness Report*, which ranked Hong Kong the freest economy and the 7th most competitive economy respectively. The Committee supported

顯示，香港在全球經濟體的競爭指數中排名第七。委員會支持廉署主動改善與國際社會的溝通，積極傳達香港社會仍然廉潔，並擁有清廉的公務員隊伍及公平營商環境的正面信息。

廉署去年接獲的貪污投訴數字有所增加，可追查的投訴數字亦相應上升，箇中原因包括廉署在二零一五年持續透過宣傳活動，鼓勵市民舉報貪污。由於多項統計分析結果顯示貪污並無惡化跡象，委員會認為不應從負面角度詮釋投訴數字上升的原因。然而，委員會將全力確保廉署以嚴厲手段遏止貪污問題。

委員會注意到樓宇管理界別的“圍標”問題已引起公眾關注。廉署已經成立專案小組，調查數宗互相關聯的投訴，並成功瓦解涉案的圍標集團，多名罪犯最終被控貪污。專案小組集中調查活躍於業界聲名欠佳的公司和人士。如情況許可，廉署或會及早採取執法行動，在投標階段堵截任何涉及“圍標”的不法活動，並提醒業主和其他相關人士有關風險。此外，廉署亦為業主提供培訓，並就防貪措施和服務向相關政府部門和公共機構提供意見，以助業主加強防範，免受不法分子剝削。委員會支持廉署大力打擊這個備受公眾關注的“圍標”問題。

委員會歡迎廉署推出《與公職人員往來的誠信防貪指南》，從而加強營商者的防貪意識，提醒他們與公職人員接觸時應加倍謹慎。年內，廉署與香港社會服務聯會合作，為社會福利界檢視行為守則範本，繼續致力提升非政府機構的管治水平；又與五大飲食業商會合作，推出防貪培訓教材。

廉署致力向各階層市民推廣倡廉信息和德育，包括透過度身訂造的活動計劃及更廣泛地應用社交媒體接觸青少年；藉香港道德發展中心（於二零一五年五月易名為香港商業道德發展中心）接觸商界人士；通過誠信管理網上自學平台等途徑接觸公務員；另外亦透過大眾傳媒向全港市民宣傳正面信息。

the proactive initiatives to improve communication with international communities with the message that Hong Kong remains a clean society, with a clean civil service and a level playing field for business.

There was an increase in the number of corruption reports received by the Commission over the previous year and likewise, for the pursuable ones. The continuous publicity campaign in 2015 to encourage reporting corruption is certainly one of the contributing factors. Such an increase should not be interpreted in a pejorative sense. Analyses of various corruption statistics showed no sign of deterioration. Nevertheless, the Committee will ensure that our graft fighters keep a tight rein on corruption.

The Committee is aware that tender-rigging in the Building Management subsector had caused public concern. The special task force established to investigate several inter-related complaints had neutralised a tender-rigging syndicate with offenders charged with corruption offences. The special task force focused on investigations involving notorious companies and personnel active in the industry. If circumstances warrant it, early enforcement action may be taken to frustrate any unlawful activities relating to tender rigging at the tendering stage and to alert property owners and other stake-holders of such risks. In addition, the Commission provided training to property owners, and advised relevant government departments and public bodies on measures and services to assist flat owners to protect themselves against exploitation. The Committee supports the vigorous actions taken by the Commission in this area of public concern.

The Committee welcomed the publication of the *Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants*, an initiative to raise business operators' awareness in their dealings with public servants. As a continuous effort to enhance corporate governance of non-governmental organisations, the Commission together with the Hong Kong Council on Social Service reviewed the Sample Code of Conduct for the welfare sector. Moreover, in collaboration with five major local catering trade associations, a corruption prevention training package for the catering industry was also launched in the year.

The Commission promoted probity messages and moral education to all walks of life: young people through tailor-made programmes making more use of social media; business people through the Hong Kong Ethics Development Centre (rebranded in May 2015 as Hong Kong Business Ethics Development Centre); civil servants through, among others, a web learning portal on integrity management; and the general public through the mass media.

委員會樂見廉署保持警覺，恰當地調配資源處理涉及二零一五年區議會選舉的投訴，並就公共選舉的廉潔公平進行多項宣傳活動。

廉政公署第六屆國際會議已於二零一五年五月完滿結束。這個兩年一度的重要活動共有五百多名參加者出席，他們分別來自約六十個司法管轄區和國際組織。對於廉署擁有完善的反貪機制、處理案件高度專業，而且往績彪炳，多年來成功將無數貪污分子繩之於法，會議上的講者均對廉署致以高度評價。

廉署於二零一三年下旬成立的內部審計小組已向委員會提交審計報告。委員會通過小組就提升廉署內部管治及監控水平而作出的改善建議。委員會亦得悉小組在另一份報告發表有關執行處制度和監控措施的審計結果，並通過小組所建議的補救措施。

在人手編制方面，委員會見證兩名部門首長退休後的順利交接情況。廉署定期檢討人手編制事宜，以確保吸納最佳人才。自“師友制”實施以來，廉署在保留人手方面已有改善。廉政專員亦向委員會匯報廉署人員被投訴的事項和署方對職員所採取的紀律／行政處分。此外，根據《廉政公署條例》第8(2)條，廉政專員在解僱任何廉署人員之前，須徵詢委員會的意見。年內，廉署並沒有出現這類個案。

委員會已審閱並支持廉署二零一六至一七年度預算草案，包括外訪和餽贈的開支預算及實際開支，亦在廉署向你呈交二零一五年年報前，詳細審閱該年報。

我聯同其他三位廉署諮詢委員會主席已鄭重宣告，各委員會繼續支持廉署的工作。

我在此衷心感謝委員會各委員在過去一年的貢獻和支持。此外，我亦感謝廉署人員對委員會所作的報告。

貪污問題諮詢委員會主席
周松崗, GBS, JP

The Committee was glad to see the vigilance and appropriate deployment of resources in handling the 2015 District Council Election complaints and in promoting the integrity of public elections, ensuring that they are clean and fair.

The 6th ICAC Symposium, a biennial event, concluded in May 2015 was attended by over 500 delegates from about 60 jurisdictions and international organisations. Speakers spoke highly of the Commission for its well-developed anti-corruption regime, the professionalism of officers in handling cases and good track record in bringing the corrupt to justice.

The Committee endorsed the recommendations in the audit report tabled by the Internal Audit Unit set up in late 2013 to strengthen the Commission's governance and internal control. It also noted the findings and endorsed the remedial action taken in another audit report on the systems and controls of Operations Department.

On staffing matter, the Committee witnessed a smooth succession upon the retirement of two heads of department. Regular reviews were made to ensure the best talent was attracted. With the implementation of the mentoring system, there was some improvement in staff retention. The Commissioner also reported on complaints and disciplinary / administrative action taken against ICAC officers. During the year, there was no case requiring the Committee to advise on termination of appointment under section 8(2) of the ICAC Ordinance.

On the Commission's draft estimates of expenditure for 2016-17, the Committee considered and endorsed them, including the estimates and actual expenditure on overseas duty visits. The Committee also scrutinised the *2015 Annual Report* of the Commission before it was submitted to you.

I, together with the chairpersons of the other three ICAC advisory committees, made a vow of our continued support to the work of the Commission.

I wish to thank members of the Committee for their contributions and support over the past year. I would also like to thank ICAC officials for their reports and briefings.

CHOW Chung-kong, GBS, JP
Chairman
Advisory Committee on Corruption

Annex A

Advisory Committee on Corruption
Terms of Reference (as at 31 December 2015)

1. 就香港的貪污問題向廉政專員提供意見，並負責：

(a) 監察廉政公署在執行職務、人手編制及行政事務上的政策；

(b) 就廉政專員根據《廉政公署條例》第 8(2) 條所考慮採取的行動提供意見；

(c) 聽取廉政專員報告廉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；及

(f) 每年向行政長官提交委員會的工作報告。

2. 有需要時，向行政長官反映引起委員關注的廉署運作或該署所面對的任何問題。
1. To advise the Commissioner of the Independent Commission Against Corruption on any aspect of the problem of corruption in Hong Kong, and, to this end :

(a) to keep the operational, staffing and administrative policies of the Commission under review;

(b) to advise on action being considered by the Commissioner under section 8(2) of the Independent Commission Against Corruption Ordinance;

(c) to receive reports by the Commissioner on disciplinary action taken;

(d) to consider the annual estimates of expenditure of the Commission;

(e) to scrutinise the annual report of the Commission before its submission to the Chief Executive; and

(f) to submit an annual report to the Chief Executive on the work of the Committee.

2. To draw to the Chief Executive's attention, as it considers necessary, any aspect of the work of the Commission or any problem encountered by it.

附錄乙

貪污問題諮詢委員會
委員名錄（二零一五年十二月三十一日）

Annex B

Advisory Committee on Corruption
Membership (as at 31 December 2015)



周松崗議員, GBS, JP	(主席)	The Hon CHOW Chung-kong, GBS, JP (Chairman)
梁君彥議員, GBS, JP		The Hon Andrew LEUNG Kwan-yuen, GBS, JP
鍾樹根議員, BBS, MH, JP		The Hon Christopher CHUNG Shu-kun, BBS, MH, JP
劉麥嘉軒女士, JP		Mrs Ayesha MacPherson LAU, JP
唐偉章教授, JP		Prof Timothy TONG Wai-cheung, JP
譚允芝女士, SC		Ms Winnie TAM Wan-chi, SC
尤曾家麗女士, GBS, JP		Mrs Carrie YAU TSANG Ka-lai, GBS, JP
審查貪污舉報諮詢 委員會主席	(當然委員)	Chairlady of the Operations Review Committee (ex officio)
社區關係市民諮詢 委員會主席	(當然委員)	Chairman of the Citizens Advisory Committee on Community Relations (ex officio)
防止貪污諮詢委員會主席	(當然委員)	Chairman of the Corruption Prevention Advisory Committee (ex officio)
行政署長或代表	(當然委員)	Director of Administration or her representative (ex officio)
廉政專員	(當然委員)	Commissioner, Independent Commission Against Corruption (ex officio)
廉政公署執行處首長	(當然委員)	Head of Operations, Independent Commission Against Corruption (ex officio)

審查貪污舉報
諮詢委員會

Operations
Review
Committee

審查貪污舉報諮詢委員會

Operations Review Committee

向行政長官提交之 二零一五年工作報告

梁先生：

我現在提交廉政公署（廉署）審查貪污舉報諮詢委員會（委員會）二零一五年工作報告。

職權範圍及委員名錄

委員會的職權範圍及委員名錄分別載於附錄甲及附錄乙。二零一四年年底，施祖祥先生、史樂夫先生及林慶樟先生卸任，而四名新任委員陳莊勤先生、周福安先生、捷成漢先生及林群聲教授則於二零一五年加入委員會。

委員會的工作

委員會於二零一五年共召開八次會議，審議由執行處擬備的報告。在每次會議上，執行處向委員會報告的事項包括當前的重大調查案件和其最新情況、廉署調查為時超過一年的個案，以及獲廉署准予保釋半年以上的人士的報告。委員會察悉，廉政專員未有行使《防止賄賂條例》第17條的權力簽發搜查令。年內，委員會曾聽取多宗檢控個案的報告，並審議42宗已完成調查但未有提出檢控及／或仍有值得關注事項的重大案件。

一個由三位非官方成員輪流組成的小組委員會，年內曾在八次商議中，就合共1 429宗性質較輕微並已完成調查的案件及800宗無法追查的貪污投訴進行審議及提供意見。小組委員會隨後將審議結果向主會報告，並獲主會確認。

執行處首長出席委員會會議，向各委員匯報執行處的工作概況、貪污投訴統計數字及趨勢、與行動有關的聯絡事宜，以及委員會關注的其他事項。此外，我們亦收到一些委員會給予特別關注的事項的討論及資料文件，包括《二零一四年公務員貪污及舞弊行為年報》。

ANNUAL REPORT 2015 TO THE CHIEF EXECUTIVE

Sir,

I present my report on the work of the Independent Commission Against Corruption (ICAC) Operations Review Committee (ORC) for the year 2015.

TERMS OF REFERENCE AND MEMBERSHIP

The terms of reference and membership of the ORC are at **Annexes A** and **B** respectively. At the end of 2014, Mr Michael SZE Cho-cheung, Mr Nicholas Peter SNAITH and Mr Henry LAM Hing-cheung retired from the Committee. Four new members, Mr John CHAN Chong-kun, Mr CHEW Fook-aun, Mr Hans Michael JEBSEN and Prof Paul LAM Kwan-sing joined the Committee in 2015.

WORK OF THE COMMITTEE

The Committee met on eight occasions during 2015 to review reports prepared by the Operations Department of the ICAC. At each meeting, the Committee received reports on current major investigations and their updates, cases that had been investigated by the ICAC for over 12 months, and reports on persons who had been on ICAC bail for over six months. The Committee noticed that no search warrants had been issued by the Commissioner under section 17 of the Prevention of Bribery Ordinance. During the year, the Committee also received reports on cases prosecuted at court and considered 42 completed major investigations which resulted in no prosecution and / or contained issues of residual concern.

A Subcommittee comprising three non-official members sitting in rotation was convened on eight separate occasions to consider and advise on 1 429 completed minor investigations and 800 non-pursuable complaints of corruption. Findings of the Subcommittee were reported to the Main 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, operational liaison matters and other issues of interest. We also received discussion and information papers on specific issues of concern to the Committee, including the *Annual Report on Corruption and Malpractice in the Civil Service 2014*.

The task of the Committee is an onerous one, as each and every ICAC investigation comes under its close scrutiny. At

委員會須仔細審查廉署調查的每宗個案，此項工作無疑十分艱巨。每次會議中，委員會都克盡己職審查各調查個案，並以尋根究底的态度向出席會議的調查人員提問。委員會這項獨特的職責，給予市民必要的保證，儘管調查細節因為屬於機密資料而未能公開，但我們可以確保執行處的調查手法專業並切合公眾期望。

整體貪污情況

除與選舉有關的投訴外，廉署在二零一五年共接獲2 798宗貪污投訴，較二零一四年的2 363宗增加18%；可追查的貪污投訴則由1 561宗增至1 950宗，增幅為25%。整體而言，涉及私營機構的投訴佔65%，而涉及政府部門和公共機構的投訴分別佔28%和7%。雖然廉署接獲的貪污投訴有所增加，但香港的整體貪污情況仍然有效受控。

二零一五年內涉及非選舉罪行而被定罪的人數由172人增至213人，增幅為24%。以人數及案件宗數計，定罪率分別為82%及84%。律政司根據既定的檢控政策，就每宗案件是否提出檢控向廉署給予獨立法律意見；因此，以上數字足以反映廉署將罪犯繩之於法的工作饒有成效，委員會對此感到滿意。

整體而言，廉署的肅貪工作繼續行之有效。年內接獲的貪污投訴中，具名投訴佔71%，顯示市民全力支持廉署的反貪工作。

涉及政府部門的貪污投訴

涉及政府部門人員的貪污投訴由二零一四年的693宗增至二零一五年的767宗，增幅為11%；可追查的貪污投訴由381宗增至459宗，增幅為20%。年內，一名前行政長官被廉署控以公職人員行為失當罪名，案件正等候於原訟法庭審理。

政府部門的整體貪污情況於年內維持平穩，香港的公務員隊伍仍然廉潔自持。雖然市民對公務員的誠信及廉潔標準要求甚高，但整體公務員仍不負眾望，而集團式貪污亦未有死灰復燃的跡象。

each meeting, Committee Members diligently reviewed the investigations and asked searching questions of the officers appearing before them. This is necessary in fulfilment of the Committee's unique role in providing the public with the assurance that, while confidential investigation details cannot be made public for good reasons, the manner in which the investigations are dealt with by the Operations Department is professional and meets public expectation.

GENERAL CORRUPTION SCENE

Excluding election-related cases, 2 798 corruption complaints were received in 2015, an increase of 18 per cent compared to 2 363 complaints received in 2014. The number of pursuable complaints increased by 25 per cent from 1 561 to 1 950. Overall, 65 per cent of the corruption complaints received concerned the private sector, 28 per cent related to government departments and 7 per cent involved public bodies. Despite the increase in corruption complaints received by the ICAC, the overall corruption situation of Hong Kong is well under control.

For non-election related offences, the number of persons convicted in 2015 increased by 24 per cent from 172 to 213, with the person-based and case-based conviction rates in 2015 standing at 82 per cent and 84 per cent respectively. The Committee is satisfied with the efforts of the ICAC in bringing offenders to justice, with the Department of Justice advising the ICAC independently on whether or not to prosecute a case in accordance with the established prosecution policy.

Overall, efforts in combating corruption continued to be effective, with 71 per cent of complainants identifying themselves when reporting corruption, reflecting favourably on the support of the community to the work of the ICAC.

CORRUPTION IN THE GOVERNMENT SECTOR

Compared with 2014, complaints against staff of government departments in 2015 increased by 11 per cent from 693 to 767. In terms of the number of pursuable complaints, there was also an increase of 20 per cent from 381 to 459. The year also saw the prosecution of a former Chief Executive for offences of misconduct in public office, now pending trial at the Court of First Instance.

The overall corruption situation in the government sector remained stable throughout 2015 and Hong Kong continued to maintain a clean civil service, with the vast majority of civil servants measuring up to the very high standards of integrity and probity expected of them. There is no sign of resurgence of syndicated corruption.

廉署維持與政府各政策局及部門建立夥伴合作關係，共同肅貪及維持公務員隊伍廉潔守法，委員會對此表示全力支持。二零一五年，撤除與選舉有關的投訴，由各政府決策局和部門轉介廉署調查的個案共有130宗，當中行政長官辦公室16宗、香港郵政13宗、香港警務處12宗、食物環境衛生署12宗、入境事務處8宗，餘下的投訴則由其他決策局或部門轉介。

轉介部門首長考慮採取紀律／行政處分的個案

二零一五年，90名政府人員（涉及33宗案件）被轉介有關決策局／部門，以考慮採取紀律及／或行政處分，而二零一四年則有48人（涉及39宗案件）被轉介。備受關注的主要範疇包括遞交虛假的病假證明書、濫用職權、未經許可接受貸款，以及有關值勤／逾時工作的舞弊行為。

涉及公共機構的貪污投訴

有關公共機構的貪污投訴較二零一四年上升15%（由174宗增至200宗），可追查的投訴亦相應上升11%（由93宗增至103宗）。醫院管理局（41宗）、區議會（31宗）、香港鐵路有限公司（20宗）及香港賽馬會（11宗）共佔此界別整體投訴的52%。

涉及私營機構的貪污投訴

二零一五年，涉及私營機構的貪污投訴由1 496宗增至1 831宗，升幅為22%；可追查的投訴則由1 087宗增至1 388宗，增幅為28%。錄得投訴數字最高的界別包括樓宇管理業（由546宗增至716宗）、建造業（由134宗增至198宗）、金融及保險業（由102宗增至132宗），以及飲食及娛樂服務業（由107宗增至122宗）。

年內，樓宇翻新工程的“圍標”活動繼續備受公眾關注。委員會樂見廉署已就樓宇翻新工程涉及的貪污活動加強執法，使其繼續成為高風險的罪行，並特別成立專案小組調查數宗重大個案，成功偵破了一些涉及貪污的

The Committee is fully supportive of the ICAC's continuous partnership approach with government bureaux and departments in combating corruption and upholding a clean civil service. In 2015, excluding election-related complaints, a total of 130 complaints were referred to the ICAC by various government bureaux and departments for investigation. Of these 130 complaints, 16 referrals were made by the Chief Executive's Office, 13 by the Hongkong Post, 12 by the Police, 12 by the Food and Environmental Hygiene Department, 8 by the Immigration Department, and the remainder by various other government bureaux and departments.

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

In 2015, on the recommendation of the Committee, 33 cases involving 90 government servants were referred to the relevant bureaux and departments for consideration of disciplinary and / or administrative action, compared to 39 cases involving 48 government servants in 2014. The key areas of concern included submission of false sick leave certificates, misuse of authority, acceptance of unauthorized loans and malpractice over attendance / overtime.

CORRUPTION CONCERNING PUBLIC BODIES

Corruption complaints against public bodies rose by 15 per cent (from 174 to 200), with a corresponding increase of 11 per cent (from 93 to 103) in pursuable complaints when compared with 2014. The Hospital Authority (41), District Councils (31), MTR Corporation Limited (20) and Hong Kong Jockey Club (11) together accounted for 52 per cent of the total complaints in this sector.

CORRUPTION IN THE PRIVATE SECTOR

In 2015, complaints concerning the private sector increased by 22 per cent from 1 496 to 1 831. Pursuable complaints increased by 28 per cent from 1 087 to 1 388. The areas that attracted the most complaints were found in the building management (from 546 to 716), construction industry (from 134 to 198), finance and insurance (from 102 to 132) and catering and entertainment services (from 107 to 122) subsectors.

Tender-rigging activities in building renovation works remained a public concern in 2015. The Committee is pleased to note that the ICAC has stepped up its enforcement efforts to ensure corruption in building renovation works remains a high risk crime through, inter alia, the establishment of a special task force to investigate several major cases which has resulted in some successes in frustrating corruption-facilitated tender-rigging activities. The Committee further noted that the ICAC

“圍標”活動。委員會亦察悉，廉署會繼續雷厲執法，採取適切適時的執法行動打擊任何潛在的“圍標”活動，並提醒業主和其他相關人士有關風險。如市民懷疑樓宇維修及翻新工程的投標過程涉及貪污，應向廉署舉報。

委員會察悉，廉署一直關注商界可能出現的貪污問題，尤其是涉及上市公司的貪污活動。廉署接獲的相關貪污投訴包括上市公司高層在上市前及／或上市後的詐騙行為、發布虛假財務報表、操控股價、以欺詐手段配售及分配股份等。廉署繼續雷厲打擊商界的貪污舞弊行為，以鞏固投資者對本港的信心，並確保香港維持公平廉潔的營商環境，讓投資者得到保障，委員會對此感到滿意。

選舉

二零一五年，廉署共接獲619宗涉嫌干犯《選舉（舞弊及非法行為）條例》所訂罪行的投訴，其中566宗屬可追查投訴。在該等可追查投訴中，154宗有關二零一五年一月舉行的鄉郊代表選舉，當中指控主要關於在選舉中賄賂選民及其他人、在選舉中投票的舞弊行為以及與填寫選舉申報書有關的罪行；另外399宗則有關二零一五年十一月舉行的區議會選舉，當中差不多半數涉及發布關於候選人虛假或具誤導性陳述的指控，其餘主要關於賄賂選民及其他人，以及假稱獲得支持。

截至二零一五年年底，共有六名人士因涉嫌干犯《選舉（舞弊及非法行為）條例》所訂選舉罪行被檢控，其中兩人被定罪，而針對其餘四人的法律程序則仍在進行。

委員會察悉，廉署已調配大量資源處理與選舉有關的投訴，以維護公共選舉廉潔公平。鑑於立法會補選及立法會選舉將於二零一六年舉行，委員會將會繼續密切審視廉署在這方面的工作成效。

will press ahead to take appropriate and timely enforcement actions to eradicate any possible tender-rigging activities and to remind flat owners and the relevant stakeholders of the risks concerned. If members of the public suspect corruption in the process of tendering for building maintenance and renovation projects, they are encouraged to lodge complaints with the ICAC.

The Committee noted the ICAC continues to remain alert to opportunities for corruption in businesses, especially when publicly listed companies are involved. Corruption complaints relating thereto included corruption-facilitated pre-listing and / or post-listing fraud, publishing false statements, and fraudulent share manipulation, and placement and allotment conducted by senior executives of listed companies. The Committee is satisfied that the ICAC continues to uphold investors' confidence in Hong Kong through robust law enforcement actions so as to protect investors and maintain Hong Kong as a level playing field for doing business.

ELECTIONS

In 2015, 619 complaints under the Election (Corrupt and Illegal Conduct) Ordinance were received, of which 566 were pursuable. Of those pursuable complaints, 154 concerned the Rural Representative Election held in January 2015, involving allegations mainly relating to bribing electors and others at elections, corrupt conduct with respect to voting at elections and offences relating to election returns; whereas 399 concerned the District Council Election held in November 2015, almost half of which involved allegations of publishing false or misleading statements about candidates, with the remainder mainly concerning bribing electors and others, and false claim of support.

By the end of 2015, six persons were prosecuted for election offences under the Election (Corrupt and Illegal Conduct) Ordinance, of whom two persons were convicted, whilst the court proceedings of the remaining four were ongoing.

The Committee noted the substantial resources deployed by the ICAC in handling election-related complaints in order to uphold the integrity of public elections, and will continue to keep the work of the ICAC in this regard under close scrutiny, particularly in view of the upcoming Legislative Council By-election and Legislative Council General Election in 2016.

CONCLUSION

The Committee is satisfied that the ICAC continues to discharge its law enforcement duties impartially and in strict accordance with the law, regardless of the background, status and position of the persons involved.

結語

廉署竭盡所能履行其肅貪使命，不論涉案者的背景、身分和地位如何，均會以堅毅不拔的精神、不偏不倚的態度秉公執法，委員會對此深感滿意。

委員會深信，廉署憑着超過41年的反貪經驗，將會繼續發揮堅毅精神嚴厲執法，並同時作好充份準備，應付性質越發錯綜複雜及隱蔽的貪污案件，確保香港保持其廉潔之都的稱譽。委員會亦會繼續履行其獨特的監察職能，確保執行處人員在處理廉署接獲的貪污投訴時，能貫徹其問責及專業態度。

鳴謝

最後，我衷心感謝各委員年內作出的不懈努力和所給予的支持，並且嚴謹、持平及公正地審查每宗個案。

審查貪污舉報諮詢委員會主席
譚惠珠, GMB, GBS, JP

The Committee has confidence that the ICAC will, with over 41 years of experience in combating corruption, remain steadfastly committed to taking robust law enforcement actions, and will stand ready and well-equipped in the face of corruption crime becoming increasingly sophisticated, secretive and intricate, in order to maintain Hong Kong a clean city. The Committee will continue to perform its unique oversight function to ensure that the Operations Department conducts itself in an accountable and professional manner when dealing with corruption complaints made to the ICAC.

APPRECIATION

Lastly, I would like to express my utmost gratitude to all members of the Committee for their wholehearted commitment, hard work and support in the past year in ensuring that each and every case brought before them was diligently, objectively and impartially reviewed.

Maria TAM Wai-chu, GBM, GBS, JP
Chairlady
Operations Review Committee

Annex A

Operations Review Committee
Terms of Reference (as at 31 December 2015)

- | | |
|---|---|
| 1. 聽取廉政專員報告廉署接獲的所有貪污舉報，以及廉署如何處理這些舉報。 | 1. To receive from the Commissioner information about all complaints of corruption made to the Commission and the manner in which the Commission is dealing with them. |
| 2. 聽取廉政專員報告所有歷時超過一年或需要動用大量資源的調查個案之進展。 | 2. To receive from the Commissioner progress reports on all investigations lasting over a year or requiring substantial resources. |
| 3. 廉政專員須盡早向委員會報告由其授權進行搜查的次數及理由，並須解釋急需進行搜查的原因。 | 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. 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。 | 4. To receive from the Commissioner reports on all cases where suspects have been bailed by ICAC for more than six months. |
| 5. 聽取廉政專員報告廉署已完成調查的個案，並就律政司決定不予檢控或警誡的案件，建議應採取的行動。 | 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. 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。 | 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. 就廉署管轄範圍內進行調查所得到的資料，向廉政專員建議那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。 | 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. 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。 | 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. 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。 | 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. 向行政長官提交年報，而內容須向公眾發表。 | 10. To submit annual reports to the Chief Executive which should be published. |

附錄乙

審查貪污舉報諮詢委員會
委員名錄（二零一五年十二月三十一日）

Annex B

Operations Review Committee
Membership (as at 31 December 2015)



譚惠珠女士, GBM, GBS, JP （主席）	The Hon Maria TAM Wai-chu, GBM, GBS, JP (Chairlady)
李國麟教授, PhD, RN, SBS, JP	Prof the Hon Joseph LEE Kok-long, PhD, RN, SBS, JP
陳蔭楠先生, MH	Mr Anthony TAN Engnam, MH
關秀霞女士	Ms KWAN Sau-ha
周雯玲女士	Ms Irene CHOW Man-ling
狄志遠博士, SBS, BBS, JP	Dr TIK Chi-yuen, SBS, BBS, JP
甄孟義先生, SC	Mr John YAN Mang-ye, SC
蘇兆明先生	Mr Nicholas Robert SALLNOW-SMITH
鄧國斌先生, GBS	Mr Benjamin TANG Kwok-bun, GBS
陳莊勤先生	Mr John CHAN Chong-kun
周福安先生	Mr CHEW Fook-aun
捷漢成先生, BBS	Mr Hans Michael JEBSEN, BBS
林群聲教授, SBS, JP	Prof Paul LAM Kwan-sing, SBS, JP
律政司司長或代表（當然委員）	Secretary for Justice or his representative (ex officio)
警務處處長或代表（當然委員）	Commissioner of Police or his representative (ex officio)
行政署長或代表（當然委員）	Director of Administration or her representative (ex officio)
廉政專員（當然委員）	Commissioner, Independent Commission Against Corruption (ex officio)

防止貪污諮詢委員會

Corruption Prevention Advisory Committee

向行政長官提交之 二零一五年工作報告

梁先生：

我現在提交防止貪污諮詢委員會（委員會）
二零一五年工作報告。

職權範圍及委員名錄

委員會由 12 名非官方成員組成，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，羅盛慕嫻女士及廖凌康先生接替於二零一四年年底卸任的張達棠先生及周福安先生。委員會轄下有六個小組委員會，負責就防貪處六個審查工作組的工作重點和優先次序提供意見。每個小組委員會分別由兩名非官方成員組成。

委員會的工作

二零一五年，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，其中 43 份與政府部門的工作有關，20 份涉及公共機構及非政府機構的工作，六份則與其他機構的工作有關。報告涵蓋的範疇非常廣泛，當中包括公營部門的各項制度及職能。為確保防貪處就管理貪污風險所提出的建議切實可行，審查工作報告須先呈交委員會審議，經通過後才發給有關部門及機構。獲委員會通過的審查工作報告詳列於**附錄丙**。報告發出後，防貪處會與有關部門及機構保持緊密合作，以協助它們落實報告提出的建議。此外，委員會知悉防貪處曾 627 次在政府部門和公共機構提出新政策、法例及程序和展開重要項目前，迅速提供防貪建議；又曾 644 次向私營機構提供適切的防貪建議。委員會得悉防貪處向私營機構提供防貪建議的次數較二零一四年大幅增加四成（184 宗），主要由於證券及期貨事務監察委員會就防止賄賂指引發出通函後，持牌法團陸續要求防貪處提供相關的諮詢服務。委員會全面支持防貪

ANNUAL REPORT 2015 TO THE CHIEF EXECUTIVE

Sir,

May I present my report on the work of the Corruption Prevention Advisory Committee (CPAC) for the year 2015.

TERMS OF REFERENCE AND MEMBERSHIP

The CPAC, comprising 12 non-official members, advises the Commissioner of ICAC on the work of the Corruption Prevention Department (CPD). Its terms of reference and membership are at **Annexes A** and **B** respectively. Mrs Yvonne Law and Mr Stephen Liu succeeded Mr Cheung Tat-tong and Mr Chew Fook-aun who retired from the Committee at the end of 2014. Through six subcommittees, each comprising two non-official members, the Committee advises on the focus and priority of the work of six Assignment Groups of CPD.

WORK OF THE COMMITTEE

In 2015, the CPAC met on six occasions and considered 69 assignment reports presented by CPD, of which 43 were related to the work of government departments, 20 to that of public bodies and non-governmental organisations (NGOs), and six to other organisations. These reports, covering a wide range of public sector systems and functions, were scrutinised by the Committee to ensure that the recommendations proposed by CPD to manage the corruption risks identified were practical and effective before they were endorsed for issue to the departments or organisations concerned. A list of all the reports endorsed by the Committee is at Annex C. Following issue of the reports, CPD worked closely with the departments and organisations concerned to assist them in implementing the recommendations. The Committee noted that apart from the reports, CPD provided prompt advice for government departments and public bodies on 627 occasions before new policies, legislations and procedures were introduced and major projects launched. Regarding private organisations, tailor-made corruption prevention advice was also offered on 644 occasions. It was noted that the sharp increase of 40 per cent (184 occasions) as compared with 2014 was mainly attributed to the requests raised by licensed corporations following the issue of a circular on anti-bribery guidance by the Securities and Futures Commission. The Committee fully supported CPD in redeploying its resources to provide corruption prevention service for the private sector and stepping up its “after-sales service”.

處調撥資源為私營機構提供防貪服務，及提升其“售後服務”。

主要工作

年內，防貪處繼續協助政府部門和公共機構查找制度或程序上的貪污漏洞。委員會知悉防貪處除了繼續將工作重點放在公眾關注和公眾安全的範疇外，亦就涉及大量公帑及出現貪污投訴的各個範疇，例如公營機構的管治、公共選舉、建造業及指定車輛測試中心的營運等，進行深入研究。委員會全力支持防貪處以主動及多元化方式，提升公私營機構的管治和內部監控水平，並就公眾關注的議題適時提供防貪建議。從以下的主要工作概述，可見防貪處這項工作策略極為奏效。

委員會得悉防貪處繼續以多元化方式，向公私營機構推廣廉潔管治文化。繼二零一三年及二零一四年先後修訂供公務員及公共機構成員和僱員參考的行為守則範本，防貪處在二零一五年與香港社會服務聯會合作，為社福界非政府機構董事會成員及僱員編製行為守則範本，以協助他們達致市民對其愈來愈高的誠信要求。行為守則範本除了就接受利益的適當規定提出建議外，亦就處理利益衝突訂立更清晰的指引。防貪處向非政府機構發出行為守則範本後，會向個別機構提供適切的防貪建議，以助它們修訂行為守則。委員會同意防貪處在二零一六年將防貪工作擴展至幼稚園，從而提升幼稚園的管治水平。

過去數年，與建造業有關的貪污投訴數字持續高企，而今年投放在建築工程的開支亦十分龐大，涉及款項高達1,400億元。由於大量工程項目會以“新工程合約”模式進行，防貪處正與發展局和工務部門緊密合作，為採用“新工程合約”的工務工程項目提供防貪意見。鑑於香港國際機場三跑道系統、西九龍文化區及東九龍工程等多項即將展開的大型基建項目均存在貪污風險，而且涉及大量公帑，防貪處會採取同步預防策略，就有關項目提供適切的防貪服務。

HIGHLIGHT OF WORK

During the year, CPD continued to assist government departments and public bodies to plug corruption loopholes in their systems or procedures. The Committee was aware that CPD continued to focus its efforts on areas of public concern and public safety, as well as those involving substantial public funds and those arising from corruption complaints, such as governance of the public sector, public elections, the construction industry and operation of Designated Car Testing Centres. The Committee fully supports CPD's proactive approach and diversified means to enhance the governance and internal controls of both public and private organisations, and provide timely advice on issues of public concern. Such strategy has proved to be very effective as reflected in the highlight of CPD's work set out below.

The Committee noted that CPD continued to employ diversified means to promote a culture of clean governance in both the public and private sectors. Further to updating the sample codes of conduct for the civil servants, and the members and staff of public bodies in 2013 and 2014 respectively, CPD, in collaboration with the Hong Kong Council of Social Service, compiled the sample codes of conduct for board members and staff of NGOs in the welfare sector in 2015 to help them meet the rising public expectation of a high standard of integrity. The sample codes proposed appropriate rules on accepting advantages and clearer guidelines on managing conflict of interest. Subsequently, CPD offered tailor-made advice for individual NGOs to update their codes. The Committee also agreed with CPD to extend its efforts to enhancing the governance of kindergartens in 2016.

In the past few years, the construction industry consistently attracted a high number of corruption complaints. The expenditure on construction projects was also enormous, reaching \$140 billion this year. Given the large number of works projects to be carried out through the New Engineering Contract (NEC) approach, CPD has been working closely with the Development Bureau and Works Departments for providing corruption resistant safeguards in the adoption of NEC in public works projects. In view of the inherent corruption risks and the substantial amount of public money involved, CPD will adopt a synchronic approach to provide corruption prevention services for a number of upcoming mega infrastructural projects, including the Three-Runway System of the Hong Kong International Airport, the West Kowloon Cultural District, and the East Kowloon Project.

為維護所有公共選舉廉潔公正，防貪處一直與相關政府決策局和部門緊密合作，除審視選舉法例與程序外，亦適時提供防貪建議。為確保立法會功能界別選民登記制度完善可靠，防貪處於二零一三年年中展開為期三年的計劃，向成員可於所屬功能界別登記成為選民的機構提供防貪意見，藉此提升有關機構的內部監控水平和會員管理制度的透明度。

防貪處一向積極並主動提供防貪服務，其中一個例子是為指定車輛測試中心編製並推出《防貪錦囊》。由於測試中心的工作涉及公眾安全，防貪處會繼續與運輸署保持聯繫，以便向測試中心的現有及新經營者提供防貪意見。

委員會欣悉過去數年，防貪處轄下的私營機構顧問組（顧問組）積極向來自各行各業的私營機構提供防貪服務，以切合各機構對防貪服務越發增加的需求。二零一五年適逢顧問組成立三十周年，防貪處將顧問組易名為防貪諮詢服務，以凸顯其服務性質及定位。委員會認同防貪處與有關商會、監管機構、專業團體及其他持份者建立夥伴關係，藉此策略加強私營機構的防貪能力，並提高業務經營者、管理人員和從業員的防貪及誠信作業意識。

防貪諮詢服務繼續與香港交易及結算所有有限公司合作，加強上市公司的企業管治和內部監控水平。委員會得悉防貪諮詢服務在二零一五年為約 1 000 間上市公司舉行多個誠信管理講座，接觸約 1 700 名主要擔任公司秘書及法規部門主管的上市公司職員。為求再接再勵，防貪諮詢服務會在二零一六年編製一套防貪指引，以協助上市公司制定或完善防賄政策、制度和措施。

由於營商者及其僱員未必熟知規管公務人員道德操守的法律條文、規則和規例，因此防貪諮詢服務於二零一五年年底編製《與公職人員往來的誠信防貪指南》，以闡明有關法例

To uphold the probity of all public elections, CPD has been working closely with the government bureaux and departments concerned to review electoral legislations and procedures, and provide timely corruption prevention input. For the integrity of the registration of eligible voters of the Legislative Council functional constituencies (FCs), CPD is carrying on a three-year programme starting mid-2013 to provide advice for organisations under the various FCs to enhance their internal controls and transparency of their membership administration systems, as members of these organisations are eligible for registration as voters in the respective FCs.

The development and promulgation of the Best Practice Checklist for use by the operators of the Designated Car Testing Centres is one of the examples demonstrating CPD's proactive approach in providing corruption prevention services. As public safety is involved, CPD will continue to liaise with the Transport Department for provision of corruption prevention advice to the existing and new operators.

The Committee was pleased to note that over the past few years, the Advisory Services Group (ASG) of CPD endeavoured to provide corruption prevention services for various trades and industries in the private sector to meet the continuing increase in the demand for corruption prevention service. With 2015 marking ASG's 30th anniversary, CPD carried out a rebranding exercise with the name of ASG changed to Corruption Prevention Advisory Service (CPAS) to better identify and position its services. The Committee endorsed CPD's strategy to enhance the effectiveness of corruption prevention in the private sector by raising the awareness of business operators, managers and practitioners on preventing corruption and adopting ethical practices through partnering with related trade associations, regulators, professional bodies and other stakeholders.

CPAS continued to collaborate with the Hong Kong Exchange and Clearing Limited to enhance corporate governance and internal control of listed companies. The Committee noted that in 2015, CPAS conducted a number of integrity management talks for some 1 000 listed companies, reaching about 1 700 staff members who were mainly company secretaries and heads of compliance. In order to sustain the effort, CPAS will in 2016 draw up a guide on corruption prevention to assist listed companies in developing or enhancing their anti-corruption policies, corruption prevention systems and measures.

規定，並就與公職人員往來時適當的行為提供建議。該套指南將於二零一六年年初推出。

防貪諮詢服務又為零售業提供資歷架構防貪培訓，以創新又奏效的方式提高從業員的防貪意識，委員會對此甚表讚賞。資歷架構現時已在21個行業推行，當中涉及190萬名僱員（佔本地就業人口的52%）。委員會因此全面支持防貪處繼續與資歷架構秘書處攜手合作，將防貪培訓擴展至已推行資歷架構的其他行業。

結語

防貪處在提高本港公營機構的管治水平和推廣廉潔營商環境方面，繼續發揮重要作用。委員會肯定防貪處過去一年的卓越工作，更特別認同該處就各範疇採取主動和同步預防策略，致力提供適時的防貪服務。二零一五年八月，我以委員會主席身分到北京出席一個《聯合國反腐敗公約》實施情況的諮詢會，該公約所涵蓋的預防措施章節，與防貪處的工作息息相關。隨着防貪工作日漸受到國際重視，我深信防貪處定能以其專長，繼續致力於公私營機構的防貪工作，並在國際社會的防貪事務上作出更大的貢獻。

鳴謝

我希望藉此機會，衷心感謝委員會全體成員的貢獻和支持，同時感謝個別委員以講者身分出席有關的研討會和新聞發布會，推廣防貪處的行為守則範本、防貪指引和培訓教材。此外，我亦對防貪處人員的努力、專業精神與無比熱誠，深表謝意。

防止貪污諮詢委員會主席
區嘯翔, BBS

As business operators and their employees may not be fully aware of the legal provisions, rules and regulations governing the ethical conduct of public servants, CPAS, in late 2015, developed an *Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants* to provide guidance on the legal requirements and advice on the proper behaviour in dealing with public servants. The Guide will be promulgated in early 2016.

The Committee particularly appreciated CPAS's initiative to incorporate corruption prevention training for the retail industry into the Qualifications Framework (QF) as it was an innovative and effective approach to promote anti-corruption awareness among the workforce. Noting that 21 industries are covered under QF and there are 1.9 million employees (i.e. 52 per cent of the local workforce) involved, the Committee fully supported CPD's initiative to continue the cooperation and collaboration with the QF Secretariat to further promote anti-corruption training to the other industries under QF.

CONCLUSION

CPD continues to play an important role in enhancing public governance and promoting clean business practices in Hong Kong. The Committee affirms the excellent work done by CPD in the past year, in particular the proactive and synchronic approaches adopted in providing timely services in various areas. As the Chairman of CPAC, I attended, in August 2015, a consultation session in Beijing on the implementation of the United Nations Convention Against Corruption, including the Chapter on Preventive Measures applicable to CPD. As the importance of corruption prevention is being increasingly recognised internationally, I believe that CPD's expertise will continue to contribute not only to the public and private sectors in Hong Kong, but also to the international community in their efforts on corruption prevention.

APPRECIATION

I would like to take this opportunity to express my appreciation for the contribution and support of all CPAC members, some of whom have also served as speakers in seminars and press briefings promoting CPD's sample codes of conduct, corruption prevention guides and training packages. I would also like to thank CPD staff for their hard work, professionalism and dedication.

Albert AU Siu-cheung, BBS
Chairman
Corruption Prevention Advisory Committee

Annex A

Corruption Prevention Advisory Committee
Terms of Reference (as at 31 December 2015)

- | | |
|--|--|
| <div><div>1. 聽取及要求廉政公署報告有關政府部門、公共機構及私營機構在工作常規及程序上可能助長貪污的地方，並向廉政專員建議應予以審查的項目及審查的先後次序。</div><div>2. 研究根據審查結果而作出的各項建議，並就進一步行動向廉政專員提供意見。</div><div>3. 監察根據該諮詢委員會的意見而作出的建議如何實施。</div></div> | <div><div>1. Receive and call for reports from the Commission about practices and procedures of government departments, public bodies and the private sector which may be conducive to corruption, and advise the Commissioner what areas should be examined and the degree of priority to be accorded to each.</div><div>2. Consider recommendations arising from such examinations and advise the Commissioner on further action to be taken.</div><div>3. Monitor action taken to implement recommendations made on the advice of the Corruption Prevention Advisory Committee.</div></div> |
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附錄乙

防止貪污諮詢委員會
委員名錄（二零一五年十二月三十一日）

Annex B

Corruption Prevention Advisory Committee
Membership (as at 31 December 2015)



區嘯翔先生, BBS	(主席)	Mr Albert AU Siu-cheung, BBS (Chairman)
朱沛坤教授, JP		Ir Prof Reuben CHU Pui-kwan, JP
譚何錦文女士, MH		Mrs Bethy TAM HO Kum-man, MH
黃冠文先生, BBS, MH, JP		Mr Adrian WONG Koon-man, BBS, MH, JP
黃天祐博士, JP		Dr Kelvin WONG Tin-yau, JP
邱藹源女士		Ms Irene YAU Oi-yuen
林露娟教授		Prof Cindy LAM Lo-kuen
曾蘭斯女士, JP		Ms Nancy TSANG Lan-see, JP
劉文君女士		Ms Julia LAU Man-kwan
李彭廣博士, BBS, JP		Dr LI Pang-kwong, BBS, JP
羅盛慕嫻女士, JP		Mrs Yvonne LAW SHING Mo-han, JP
廖凌康先生		Mr Stephen LIU Ling-hong
警務處處長或代表	(當然委員)	Commissioner of Police or his representative (ex officio)
行政署長或代表	(當然委員)	Director of Administration or her representative (ex officio)
廉政專員	(當然委員)	Commissioner, Independent Commission Against Corruption (ex officio)

機構

題目

I. 政府決策局 / 部門

建築署	管理根據定期合約進行金額超過1,000元的樓宇維修工程
	已完成工程的移交
醫療輔助隊	職務編配與工作津貼的處理
屋宇署	佔用許可證的簽發
懲教署	探訪在囚人士的安排
土木工程拓展署	土地使用規劃資訊的處理
	不穩固私人人造斜坡的識別
香港海關	金錢服務經營者的發牌制度
	遠洋貨櫃的清關程序
衛生署	長者牙科外展服務計劃的管理
渠務署	設計、建造及營運合約的判授與管理
環境保護署	推行醫療廢物管制計劃
消防處	工程部的管理
	員工管理
食物環境衛生署	對無牌食物業處所採取的執法行動
	清潔合約的管理
政府化驗所	藥品質量及檢驗組的工作
路政署	挖掘准許證的管理
民政事務總署	大廈管理專業顧問服務計劃的管理
香港警務處	放債人牌照的發牌制度
房屋署	建築物料的批核及測試
	法律服務的外判
	就濫用公屋採取的執法行動
	公屋租戶調遷計劃的管理
入境事務處	青山灣入境事務中心被羈留者的管理
創新科技署	創新及科技基金的管理
	香港物流及供應鏈管理應用技術研發中心研發項目及研發產品商品的管理
勞工處	就業展才能計劃的管理
地政總署	土地徵收及清理的程序

機構

題目

康樂及文化事務署	社區文化大使計劃的管理
	樂器訓練計劃及樂團訓練活動的管理
	遊樂場設備的保養
	私人古蹟的修復及保養
海事處	海事意外調查組的工作
	保安及品質管理組的工作
通訊事務管理局辦公室	《淫褻及不雅物品管制條例》的執行
政府資訊科技總監辦公室	構建政府雲端平台合約的管理
破產管理署	破產個案工作的外判
香港電台	數碼地面電視頻道節目的採購
社會福利署	兒童發展基金計劃的管理
	殘疾人士院舍發牌制度
運輸署	淘汰歐盟四期以前柴油商業車輛特惠資助計劃的管理
水務署	水錶安裝及抄錶

II. 公共機構及半政府機構

消費者委員會	消費者投訴的處理
地產代理監管局	處理投訴及執法程序
香港藝術發展局	主導性計劃的管理
香港房屋協會	出租屋邨住宅租賃的申請、編配及管理
醫院管理局	定期維修工程項目的管理
	醫療法律索償事宜
香港鐵路有限公司	目標價格合約的判授
	土木維修工程合約的判授與管理
	目標價格合約的付款系統
社會福利界的非政府機構	行為守則範本的檢討
海洋公園公司	餐飲營運
	零售營運
香港中文大學	研究成果商品化
香港演藝學院	劇院和劇場租賃服務的管理
香港理工大學	學生取錄制度
香港科技大學	學士學位課程的學生取錄制度
	清潔及保安服務合約的判授與管理

機構

題目

香港大學

學士學位課程的內地學生取錄制度

香港旅遊業議會

香港旅遊業議會品質保障基金的管理

西九文化區管理局

一般採購程序

III. 其他機構

機場保安有限公司

員工管理程序

香港藝術中心

樓宇保養及翻新

私營機構

私營機構顧問組成立30周年品牌重塑及服務優化計劃

與公職人員往來的誠信防貪指南

零售業防貪及誠信管理能力單元的培訓資源

香港中華廠商聯合會

本地貿易展覽會的管理

Annex C

Assignment Reports Issued to Government Departments and Public Sector / Other Organisations by the Corruption Prevention Department in 2015

Client	Subject Area
I. Government Bureaux/Departments	
Architectural Services Department	Administration of Building Maintenance Works over \$1,000 Using Term Contracts
	Handover of Completed Works
Auxiliary Medical Service	Allocation of Duties and Processing of Duty Allowance
Buildings Department	Issue of Occupation Permits
Correctional Services Department	Administration of Visits
Civil Engineering & Development Department	Handling of Information on Planning of Land Use
	Identification of Unstable Private Man-made Slopes
Customs & Excise Department	Administration of the Licensing Regime for Money Service Operators
	Customs Clearance on Ocean-Going Vessel Cargoes
Department of Health	Administration of the Outreach Dental Care Programme for the Elderly
Drainage Services Department	Letting and Administration of Design-Build-Operate Contracts
Environmental Protection Department	Implementation of Clinical Waste Control Scheme
Fire Services Department	Administration of Workshops
	Staff Administration
Food and Environmental Hygiene Department	Enforcement against Unlicensed Food Premises
	Management of Cleansing Contracts
Government Laboratory	Work of Pharmaceutical Quality and Investigation Section
Highways Department	Administration of Excavation Permits
Home Affairs Department	Administration of Building Management Professional Advisory Service Scheme
Hong Kong Police Force	Licensing of Money Lenders
Housing Department	Approval and Testing of Building Materials
	Briefing Out of Legal Services
	Enforcement Against Public Housing Abuses
	Administration of Transfer Schemes for Public Housing Tenants
Immigration Department	Management of Detainees in the Castle Peak Bay Immigration Centre

Client

Subject Area

Innovation and Technology Commission	Administration of Innovation and Technology Fund Management of Research Projects and Commercialization of Research Products in Hong Kong R&D Centre for Logistics and Supply Chain Management Enabling Technologies
Labour Department	Administration of Work Orientation and Placement Scheme
Lands Department	Procedures for Land Acquisition and Clearance
Leisure and Cultural Services Department	Administration of Community Cultural Ambassador Scheme Administration of Instrumental Music Training Scheme and Ensemble Training Programme Maintenance of Playground Equipment Restoration and Maintenance of Privately-owned Monuments
Marine Department	Work of the Marine Accident Investigation Section Work of the Security and Quality Assurance Section
Office of the Communications Authority	Enforcement of the Control of Obscene and Indecent Articles Ordinance
Office of the Government Chief Information Officer	Administration of Contract for the Development of Government Cloud Platform
Official Receiver's Office	Outsourcing of Insolvency Work for Bankruptcy Cases
Radio Television Hong Kong	Acquisition of Programmes for Digital Terrestrial Television Channels
Social Welfare Department	Administration of Child Development Fund Projects Licensing Scheme for Residential Care Homes for Persons with Disabilities
Transport Department	Administration of Ex-gratia Payment Scheme to Phase Out Pre-Euro IV Diesel Commercial Vehicles
Water Supplies Department	Meter Installation and Meter Reading

II. Public Bodies and Quasi-Government Organisations

Consumer Council	Handling of Consumer Complaints
Estate Agents Authority	Complaints Handling and Enforcement Procedures
Hong Kong Arts Development Council	Administration of Proactive Projects

<i>Client</i>	<i>Subject Area</i>
Hong Kong Housing Society	Application, Allocation and Management of Domestic Tenancies in Rental Estates
Hospital Authority	Administration of Planned Maintenance Works Projects
	Medico-Legal Claims
MTR Corporation Limited	Letting of Target Cost Contracts
	Letting and Administration of Civil Maintenance Contracts
	Payments System for Target Cost Contracts
Non-Governmental Organisations in the Welfare Sector	Review of Sample Codes of Conduct
Ocean Park Corporation	Catering Operations
	Retail Operations
The Chinese University of Hong Kong	Commercialization of Research Products
The Hong Kong Academy for Performing Arts	Administration of Rental Services on Theatres and Studios
The Hong Kong Polytechnic University	Admission of Students
The Hong Kong University of Science and Technology	Admission of Students to Undergraduate Programmes
	Letting and Administration of Cleaning and Security Services Contracts
The University of Hong Kong	Admission of Mainland Students to Undergraduate Programmes
Travel Industry Council of Hong Kong	Management of the TIC Bonding Fund
West Kowloon Cultural District Authority	General Procurement Procedures

III. Other Organisations

Aviation Security Company Limited	Staff Administration Procedures
Hong Kong Arts Centre	Building Maintenance and Renovation
Private Sector Organisations	ASG 30th Anniversary Re-Branding and Service Enhancement Programme
	Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants
	Training Resources for Unit of Competency on Corruption Prevention and Integrity Management for Retail Industry
The Chinese Manufacturers' Association of Hong Kong	Administration of Local Trade Fairs

向行政長官提交之 二零一五年工作報告

梁先生：

我現在提交社區關係市民諮詢委員會（委員會）二零一五年工作報告。

職權範圍及委員名錄

委員會專責就社區關係處（社關處）的工作，向廉政專員提供意見。委員會由16名來自社會各界別的人士組成，其職權範圍及委員名錄分別載於**附錄甲**及**附錄乙**。委員會轄下設有傳播媒介及教育小組委員會和社區研究小組委員會，負責監察社關處不同範疇的工作，並向委員會提交報告。

委員會的工作

委員會於年內共舉行四次會議，就如何有效透過大眾傳媒和新媒體，以及直接與社會不同界別聯繫以鞏固誠信文化，進行討論並向社關處提供建議。此外，兩個小組委員會於二零一五年共舉行八次會議，就社關處個別工作範疇提供意見，並分別提交季度報告予委員會確認。

回顧二零一五年，社關處為各界全面推行防貪教育及宣傳工作，我謹代表委員會重點匯報其中特別值得關注的項目。

結合“面對面”接觸及媒體宣傳

社關處繼續透過結合“面對面”接觸和媒體宣傳的方式推行倡廉宣傳教育，藉此鞏固市民對反貪工作的支持，委員會對此表示全力支持。在“面對面”接觸方面，社關處籌辦多項公眾參與倡廉計劃，包括與各區議會及地區團體合辦宣揚廉潔選舉信息的活動、一連串流動展覽、安排社區團體參觀廉署及兒童網上閱讀計劃等，進一步加強地區教育宣傳工作。社關處亦參加香港書展及香港工展會，借助這些平台向市民廣泛傳播廉潔信息。透過多元化的網上網下活動，於年內接

ANNUAL REPORT 2015 TO THE CHIEF EXECUTIVE

Sir,

I present my report on the work of the Citizens Advisory Committee on Community Relations (CACCR) for the year 2015.

TERMS OF REFERENCE AND MEMBERSHIP

The CACCR advises the Commissioner of the ICAC on the work of the Community Relations Department (CRD). The Committee has 16 members drawn from a wide cross-section of the community. Its terms of reference and membership are at **Annexes A** and **B** respectively. The CACCR has two subcommittees, namely, the Mass Media and Education Subcommittee and the Community Research Subcommittee, which scrutinise specific aspects of CRD's work and report to the CACCR.

WORK OF THE COMMITTEE

During the year, the CACCR met four times to discuss and advise on measures to consolidate a probity culture in the community through effective use of the mass and new media and face-to-face contacts with different strategic sectors. The two Subcommittees, which met eight times in 2015, advised on specific areas of CRD's work and reported their deliberations quarterly to the CACCR for endorsement.

In reviewing the Committee's work in 2015, I would like to highlight several preventive education and publicity initiatives of the CRD that are worth attention.

Integration of Face-to-face Contact and Media Publicity

The Committee fully endorsed CRD's continued integrated approach of using face-to-face contact and media publicity in its work to entrench community support for anti-corruption work. On face-to-face contact, CRD's district entrenchment work had been further strengthened by a series of public engagement projects, including joint projects with District Councils and local organisations to promote clean elections messages, a series of mobile exhibitions, visits to the ICAC by community groups, and an e-book reading scheme for children, etc. The ICAC also took part in the Hong Kong Book Fair and the Hong Kong Brands and Products Expo to widely disseminate probity messages to the public. With the combined use of online and offline activities in these projects, a total

觸共975 000人，較去年增加43%。另一方面，委員會亦支持社關處展開跨年度“全城·傳誠”全港大型倡廉計劃，鼓勵各界市民大眾參與一系列網上網下教育宣傳活動，並於二零一五年十二月推出標語及標記創作比賽，為活動展開序幕。

在大眾傳媒方面，委員會亦樂見二零一五年在無線電視翡翠台一個受歡迎的電視處境劇節目時段內播放共20條片尾宣傳短片，提醒市民大眾絕不容忍貪污和鼓勵舉報的有關信息，該電視節目每集有多達130萬人觀看。為延續宣傳成效，社關處亦在商業電台兩個頻道播放廉潔信息共16日，每日平均收聽人數亦達130萬；社關處更利用社交媒體加強有關電台節目的宣傳效果。社關處已加強使用新媒體以進一步擴大與市民的接觸面，特別是年青一代，委員會對此策略表示全力支持。

廉潔選舉

委員會得悉，為配合二零一五年區議會選舉，社關處推出大型的維護廉潔選舉計劃，以多元化的方式推行宣傳教育，更特別回應社會對“種票”及賄選問題的關注。除為各政黨及地區團體舉辦法例簡介會外，社關處更透過專題網站、流動展覽車和巡迴展覽、電視劇集片尾宣傳短片、電視及電台宣傳廣告等，展開廣泛宣傳，又向約300萬名選民派發選民須知單張。委員會十分讚賞社關處透過社交媒體、網上平台、以及為大專生舉辦講座，向年輕一代的候選人及選民傳遞廉潔選舉信息，同時又加強對年長選民的宣傳教育工作。

青少年與德育

委員會贊同社關處繼續透過不同形式向青少年宣揚廉潔信息，包括為年幼學生編製卡通活動冊；為小學生推出電子故事書及閱讀計劃；為中學生舉辦互動劇場及“iTeen領袖”計劃；以及大專生“廉政大使”計劃等。由社關處成立以凝聚和延續歷屆及現任廉政大使的反貪熱誠的“愛·廉結”組織，在二零

of 975 000 people were reached in 2015, representing an increase of 43 per cent when compared to the previous year. The Committee supported CRD's new initiative to commence a multi-year territory-wide “All for Integrity” public involvement programme to engage citizens from different sectors to support a corruption-free Hong Kong through a series of online and offline education and publicity activities. A slogan and icon design competition was launched in December 2015 as a precursor to the Programme.

On the mass media front, the Committee was pleased to note that 20 roller features were broadcast in a popular television (TV) situation-comedy programme on Television Broadcasts Limited Jade channel in 2015 to publicise anti-corruption messages including zero tolerance and reporting corruption to the ICAC, reaching an audience of 1.3 million per episode of the TV programme. Riding on the momentum, the CRD also broadcast integrity messages on two channels of Commercial Radio Hong Kong for 16 days, with an average daily audience of 1.3 million. The radio spot series was further supplemented by social media publicity which greatly enhanced the impact. The Committee fully endorsed the CRD's current strategy of intensifying the use of new media to enhance their reach to the community especially the younger generation.

Clean Elections

The Committee noted that the CRD had launched an extensive and multi-faceted clean elections education and publicity programme for the 2015 District Council Election, especially to address concerns about vote-rigging and bribery. Apart from conducting briefings for political parties and district organisations on the legal requirements, the CRD launched wide publicity through a dedicated website, mobile vehicle and roving exhibitions, TV roller features, TV and radio Announcements of Public Interest. Reminder leaflets were also sent to around three million voters. The Committee was impressed that the CRD took the initiative to disseminate clean elections messages to young candidates and voters through the social media and online platforms as well as in talks for post-secondary students, while education to senior voters was also strengthened.

Youth and Moral Education

The Committee endorsed CRD's dedicated efforts to promote probity messages to young people through different formats, including cartoon activity package, e-book and reading scheme for primary schools, interactive drama performance and the iTeen Leadership Programme for secondary schools, and the ICAC Ambassador Programme for tertiary education institutions (TEIs). The i-League, a body set up to unite former and serving

一五年已踏入五周年。委員會欣悉“愛·廉結”現有800名會員，而多年來透過“廉政大使”在各大專院校舉辦的倡廉活動，共接觸超過14萬名大專生。

公務員誠信

對於公務員的誠信操守，社會抱有極高的期望。委員會十分支持社關處繼續與公務員事務局合作，推行誠信領導計劃，透過探訪、舉辦研討會和善用內聯網平台等，鞏固公務員隊伍的誠信文化。委員會獲悉社關處於二零一五年推出“公務員誠信管理”網上學習平台，針對實際處境提供網上培訓課程，方便更多公務員透過網上平台接受誠信培訓。二零一五年九月社關處亦再為政治委任官員舉辦簡介會。這是自二零一二年以來舉行的第四次同類型簡介會。

商業道德推廣

委員會十分贊同社關處繼續透過香港商業道德發展中心（中心），積極向本港商界推廣道德管治和誠信管理。中心於二零一五年正是成立二十周年，年內與監管機構及專業團體攜手合作，推出新版《董事誠信實務指南》，向香港上市公司推廣誠信管治；又與本地及外國商會合作，透過各商會的網上平台及會訊，繼續向商界推廣商業道德和提供有關中心服務的最新資訊。中心亦安排商界領袖與“廉政大使”及“廉政之友”的年青成員交流，就誠信的重要性分享經歷。

樓宇管理的防貪工作

委員會支持社關處繼續與相關政府部門及專業團體合作，倡導廉潔樓宇管理與大廈維修。社關處透過舉辦防貪研討會及宣傳活動，加深業主、業主立案法團委員及物業管理公司職員對廉潔樓宇管理的認識。社關處亦設立專題網站及熱線，為市民提供適切的防貪服務。

ICAC Ambassadors recruited from local TEIs to sustain their enthusiasm in promoting the anti-corruption cause, entered its fifth anniversary in 2015. The Committee was pleased to note that it now has a membership of 800 Ambassadors, who had organised on-campus integrity promotion activities reaching over 140 000 TEI students over the years.

Civil Service Integrity

The public has high expectations for the integrity standards of the Civil Service. The Committee was in full support of CRD's continuous efforts to work with the Civil Service Bureau to consolidate the ethical culture among the Civil Service under the Ethical Leadership Programme through regular visits, seminars and intranet platforms. The Committee was pleased to note that the CRD had launched a Web Learning Portal on Integrity Management comprising scenario-based web courses in 2015 to extend the coverage of integrity training for civil servants. The CRD also organised a briefing for officials appointed under the Political Appointment System in September 2015, the fourth time since 2012.

Business Ethics Promotion

The Committee fully endorsed CRD's dedicated efforts to promote ethical governance and integrity management to the business community through its Hong Kong Business Ethics Development Centre (Centre), which entered its 20th anniversary in 2015. In collaboration with regulators and professional bodies, the Centre launched a new *Toolkit on Directors' Ethics* to promote ethical governance amongst listed companies in Hong Kong. Through its network with the local and foreign chambers of commerce, the Centre continued to promote business ethics and update the business community on its anti-corruption efforts via their online platforms and newsletters. The Centre also engaged business leaders to make exchange with ICAC Ambassadors and young ICAC Club members on the importance of integrity.

Corruption Prevention in Building Management

The Committee was in support of CRD's continuous work to advocate clean building management and renovations in partnership with relevant government departments and professional bodies. The CRD assisted owners, office bearers of Owners Corporations and staff of the property management companies in enhancing their knowledge of clean building management through seminars and publicity activities. The CRD also provided corruption prevention services through a dedicated website and a hotline.

小組委員會

傳播媒介及教育小組委員會贊同社關處善用大眾傳媒以加強廉署的宣傳效益，並就此提供珍貴意見。小組委員會亦就社關處有效應用新媒體向青少年宣揚廉潔信息的策略，給予寶貴建議。此外，委員也全面支持社關處藉著不同的市民參與計劃及“愛·廉結”成立五周年的紀念活動，不斷鼓勵青少年參與推廣廉潔信息。

社區研究小組委員會就廉署周年民意調查及專題調查的設計與執行，向社關處提供建議。委員就調查的研究方法、問卷設計及整體進行方式，給予寶貴意見。有關研究結果對廉署制訂工作策略甚具參考價值。

鳴謝

社關處多年來深入社群，致力將肅貪倡廉信息傳揚至社會每個角落，鞏固香港的廉潔文化。在擔任社區關係市民諮詢委員會主席的任期屆滿之際，我希望藉此機會肯定社關處在倡廉教育工作的卓越成績。我亦感謝委員會及小組委員會全體成員在過去一年的貢獻和支持，並對社關處人員為委員會提供的支援和協助，表示謝意。

社區關係市民諮詢委員會主席
梁智仁, SBS, JP

SUBCOMMITTEES

During the year, the Mass Media and Education Subcommittee endorsed and gave valuable views to CRD's extensive use of the mass media to enhance the publicity mileage of the ICAC. The Subcommittee also offered precious advice on CRD's strategy of making effective use of the new media to promote anti-corruption messages to young people. In addition, members fully supported the engagement of young people in the promotion of probity through different involvement projects and the fifth anniversary event of i-League.

The Community Research Subcommittee advised the CRD on the design and implementation of the ICAC Annual Survey and a thematic survey. Members contributed valuable advice on the research method, questionnaire design and the overall conduct of these surveys. Findings of these surveys provided useful reference for mapping out ICAC's work strategies.

APPRECIATION

At the end of my tenure as Chairman of the CACCR, I wish to take this opportunity to affirm the good work done by the CRD in the past years to take the anti-graft message into every corner of the community through various means and consolidate the probity culture in Hong Kong. I would also like to extend my appreciation to members of the CACCR and its Subcommittees for their contributions and staunch support during the year. Last but not least, I wish to thank staff members of the CRD for their efforts and assistance rendered to the Committee.

John LEONG Chi-yan, SBS, JP
Chairman
Citizens Advisory Committee on
Community Relations

附錄甲

社區關係市民諮詢委員會
職權範圍（二零一五年十二月三十一日）

Annex A

Citizens Advisory Committee on Community Relations
Terms of Reference (as at 31 December 2015)

- | | |
|--|---|
| <div><div>1. 向廉政專員建議如何爭取公眾支持打擊貪污及如何教育公眾認識貪污的害處。</div><div>2. 聽取及要求廉政公署社區關係處報告為達致上述目標而進行的工作。</div><div>3. 監察公眾對廉署工作的反應以及對貪污所持的一般態度。</div></div> | <div><div>1. 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.</div><div>2. Receive and call for reports on action taken by the Community Relations Department of the Commission in pursuance of the above.</div><div>3. Monitor community response to the Commission's work and public attitudes towards corruption in general.</div></div> |
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附錄乙

社區關係市民諮詢委員會
委員名錄（二零一五年十二月三十一日）

Annex B

Citizens Advisory Committee on Community Relations
Membership (as at 31 December 2015)



梁智仁教授, SBS, JP	(主席)	Prof John LEONG Chi-yan, SBS, JP (Chairman)
李子建教授, JP		Prof John LEE Chi-kin, JP
陸地博士, JP		Dr Lewis LUK Tei, JP
陳姚慧兒女士		Mrs April CHAN YIU Wai-yee
施榮懷先生, BBS, JP		Mr Irons SZE, BBS, JP
管胡金愛女士		Mrs Agnes KOON WOO Kam-oi
馬潔貞女士, MH		Ms Veronica MA Kit-ching, MH
章曼琪女士		Ms Katherine CHEUNG Marn-kay
陳建強醫生, JP		Dr Eugene CHAN Kin-keung, JP
鍾港武先生, JP		Mr Edmond CHUNG Kong-mo, JP
李碧儀女士		Ms LEE Pik-yee
盧錦華先生, MH, JP		Mr Norman LO Kam-wah, MH, JP
盧瑞盛先生		Mr Thomas LO Sui-sing
呂大樂教授		Prof LUI Tai-lok
趙麗娟女士, MH		Ms Susanna CHIU Lai-kuen, MH
杜珠聯女士		Ms Julianne Pearl DOE
廉政專員	(當然委員)	Commissioner, Independent Commission Against Corruption (ex officio)

增選委員名錄

- 李立賢女士
- 方少龍先生
- 劉志權先生, JP
- 蕭諭禧先生
- 黃子瑋先生
- 葉淑嫻女士
- 潘婉華女士
- 關伯強先生 (當然委員)
- 羅翠鳳女士 (當然委員)

Co-opted Members

- Ms LEE Lap-yin
- Mr Sparky FONG Siu-lung
- Mr LAU Chi-kuen, JP
- Mr SIU Yue-hei
- Mr Keith WONG Tsz-wai
- Ms Vivian IP
- Ms Alexandra POON Yuen-wah
- Mr KWAN Pak-keong (ex officio)
- Ms Iris LAW Chui-fung (ex officio)

