



廉政公署

INDEPENDENT COMMISSION AGAINST CORRUPTION

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Tel : 2826 3118

5 May 2005

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

Dear Mrs TONG,

**Panel on Security**

Thank you for your letter of 20 April 2005 relaying further information sought by the Hon James TO.

Our response to the issues raised is given in the following paragraphs –

- (a)(i)&(ii) The ICAC has not conducted any survey amongst staff to gauge the number of staff who have applied for jobs in other disciplined services. As pointed out in our earlier reply, ICAC staff are at liberty to apply for jobs outside, including those in other government departments as and when they are advertised. Even if such a survey were conducted, staff were not obliged to disclose the information. It would render the survey not meaningful and any information so gathered might not present the true picture. Moreover, conducting such a survey may unnecessarily arouse uneasiness and adverse reaction amongst staff.

Although we have not conducted a survey, through our informal discussions with staff, our assessment is that the number should be much less than that claimed in press reports quoting anonymous reports. Regardless of the number involved, the ICAC management is keeping a close watch of the staffing situation. As part of our human resources management strategy, the Commissioner and senior directorate meet regularly with staff to better understand their concerns.

**行政總部 Administration Branch**

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Recruitment and promotion exercises are conducted, where necessary to identify suitable officers to fill vacancies. To maintain our overall effectiveness, we will continue to monitor the workload situation and redeploy investigating staff, or otherwise reallocate the work charter, if required.

- (b) The following table provides a breakdown of the number of ICAC officers by rank whose employment agreement was not renewed for reasons other than on their own initiative in the past three years –

Rank	Year			Total
	2002	2003	2004	
Directorate	1	1	2	4
SCACO	2	2	1	5
CACO(U)	2	1	6	9
CACO(M/L)	5	3	14	22
ACACO	1	5	3	9
CACI Grade	0	1	1	2
General Grades	18	8	19	45
Total	29	21	46	96

Legend

SCACO - Senior Commission Against Corruption Officer

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

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

ACACO - Assistant Commission Against Corruption Officer

CACI - Commission Against Corruption Investigator

Of the 96 officers who left the ICAC during the past three years, 37 reverted to the civil service on completion of their secondment or agreement with the ICAC, 25 had their agreement not renewed, 27 retired and 7 passed away whilst in service.

Yours sincerely,



( Mrs Betty CHU )  
for Commissioner

Independent Commission Against Corruption