

**Paper for LegCo Panel on Security
Meeting on 1 March 2013**

Purpose

This paper aims to respond to a request by the Panel on Security about the management of succession in the Independent Commission Against Corruption (ICAC), following the ICAC's earlier submission of a paper to the Panel on the appointment of a former senior official to succeed the Head of Operations.

Policy on Management Succession

2. Like all other government departments, the ICAC has a robust succession plan in place to ensure a smooth transition in personnel to keep the organisation moving forward when there are staff changes caused by retirement, resignation or health. It is the ICAC's policy objective to groom successors within the Commission, who meet the core competencies and other appointment requirements to ascend within the hierarchy.

3. At the moment, the overall succession arrangements in the ICAC remains healthy and sustainable. We will report the situation to the Advisory Committee on Corruption which is the principal advisory body of the ICAC with the mission of overseeing all the Commission's activities, if there is any change in the situation.

Independent Commission Against Corruption
22 February 2013