

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

**Controlling officer:** the Commissioner, Independent Commission Against Corruption will account for expenditure under this Head.

**Estimate 2015–16** ..... **\$977.9m**

**Establishment ceiling 2015–16** (notional annual mid-point salary value) representing an estimated 1 459 non-directorate posts as at 31 March 2015 reducing by seven posts to 1 452 posts as at 31 March 2016..... **\$801.0m**

In addition, there will be an estimated 18 directorate posts as at 31 March 2015 reducing by one post to 17 posts as at 31 March 2016.

### Controlling Officer’s Report

#### Programmes

- Programme (1) Corruption Prevention**
- Programme (2) Operations**
- Programme (3) Preventive Education**
- Programme (4) Enlisting Support**

These programmes contribute to Policy Area 13: Anti-corruption (Commissioner, Independent Commission Against Corruption).

#### Detail

##### Programme (1): Corruption Prevention

	2013–14 (Actual)	2014–15 (Original)	2014–15 (Revised)	<b>2015–16 (Estimate)</b>
Financial provision (\$m)	60.5	65.4	65.9 (+0.8%)	<b>66.4</b> (+0.8%)
				(or +1.5% on 2014–15 Original)

#### *Aim*

**2** The aim is to identify and eliminate opportunities for corruption in government departments and public bodies, and advise the private sector on corruption prevention.

#### *Brief Description*

**3** The Corruption Prevention Department (CPD) examines public sector procedures and makes recommendations to minimise opportunities for corruption through “assignment studies”, monitors completed assignments to ensure effective implementation of the agreed recommendations, and gives quick corruption prevention advice through consultation. The CPD also provides advice for private sector organisations to prevent corruption and malpractice, and has been increasingly proactive in preventing corruption in the private sector where public interest is involved.

**4** In 2014, the CPD completed 68 assignment reports. They covered various government departments and public bodies with a wide range of activities including law enforcement, public procurement, licensing and inspection systems, and public works, as well as private sector organisations which received substantial public subvention.

**5** The CPD issued sample codes of conduct for the reference of public bodies to ensure that the ethical requirements for the standard of integrity of their members and staff meet the public’s expectation. The CPD also provided tailor-made advice for individual public bodies as required, including the updating of their codes.

**6** In view of the further devolution of procurement authority to government departments with effect from July 2013, the CPD issued the Best Practice Checklist on Government Procurement of General Goods and Services to all government bureaux and departments for incorporation into their procurement guidelines, as appropriate. To address the high corruption risks associated with procurement activities in the private sector, the CPD developed the Training Package on Procurement for Private Companies for use by private organisations to enhance their procurement staff’s awareness on the safeguards against corruption and other malpractice. Seminars to launch and promulgate the training package were also organised.

**7** To help maintain the integrity of voter registration for the Legislative Council Functional Constituencies, the CPD assisted over 50 organisations, the members of which are eligible for registration as voters in the respective Functional Constituencies, to enhance internal controls and transparency of their membership administration systems.

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8 Concerning corruption risks involving the catering industry, the CPD completed a Training and Self-Learning Package on Corruption Prevention in Catering Management for use by the catering industry, as well as tertiary education and vocational training institutions conducting programmes on catering management.

9 Given the considerable number of corruption complaints relating to the construction industry, the CPD collaborated with the industry to develop the Capacity Building Package on Construction to raise the integrity standard and corruption prevention awareness of practitioners and stakeholders in the industry, in particular the managerial and supervisory staff involved in the letting and administration of works projects. The package was launched through a conference attended by representatives of consultants, contractors, government departments, public bodies, professional associations, etc.

10 In light of the increasing construction and infrastructural projects, the CPD has been enhancing the integrity of the construction and engineering sector by conducting on-site integrity management workshops for the employees of the consultants and contractors engaged in public works contracts. In 2014, the CPD conducted 72 integrity management workshops for about 2 800 employees of the stakeholders concerned.

11 The CPD also continued to provide, on request, tailor-made corruption prevention advice for private sector organisations of different trades and industries. In 2014, the CPD provided advisory services for private sector organisations on 460 occasions. All requests were responded to within two working days as pledged.

12 The key performance measures are:

### *Targets*

	Target	2013 (Actual)	2014 (Actual)	2015 (Plan)
assignment reports produced .....	65	68	68	65
response to private sector requests for corruption prevention advice within two working days (%) .....	100	100	100	100

### *Indicators*

	2013 (Actual)	2014 (Actual)	2015 (Estimate)
areas awaiting study .....	237	232	230
previous assignments requiring monitoring .....	660	647	650
no. of occasions private sector organisations given corruption prevention advice .....	414	460	N.A.§
no. of occasions public sector organisations advised through consultation .....	575	526	N.A.§

§ An estimate cannot be provided as it depends on the number of organisations requesting for CPD's services.

### *Matters Requiring Special Attention in 2015–16*

13 During 2015–16, the CPD will:

- provide corruption prevention advice for government bureaux and departments in their administration of public elections, maintain the integrity of voter registration for the Legislative Council Functional Constituencies, and continue to assist the organisations, the members of which are eligible for registration as voters in the respective Functional Constituencies, in enhancing internal controls and the transparency of their membership administration systems;
- in collaboration with the Hong Kong Council of Social Service, assist non-governmental organisations in the welfare sector to enhance their corporate governance and internal controls;
- develop and promulgate a corruption prevention guide to provide guidance on the probity requirements and corruption prevention safeguards for use and adaptation by the business sector in dealing with public officers; and
- as a pilot project for building in integrity and corruption prevention knowledge in the Qualifications Framework, develop a Unit of Competence on integrity and corruption prevention for the Competency Standards for the Retail Industry, and provide a library of training resources for use by training institutions.

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### Programme (2): Operations

	2013–14 (Actual)	2014–15 (Original)	2014–15 (Revised)	<b>2015–16 (Estimate)</b>
Financial provision (\$m)	696.8	714.1	748.3 (+4.8%)	<b>752.7</b> (+0.6%)
				(or +5.4% on 2014–15 Original)

#### *Aim*

14 The aim is to enforce the law vigilantly and professionally in order to seek out and eradicate corruption wherever it exists.

#### *Brief Description*

15 The Operations Department (OPS) investigates every pursuable report of corruption. It pursues a proactive strategy to seek out unreported corruption and strengthen intelligence collection and analysis capability, striving to deliver the highest standard of service. The OPS strives to achieve a high degree of professionalism and operational effectiveness in order to foster public confidence in the Independent Commission Against Corruption (ICAC) and to encourage the community to report corruption with a view to deterring the corrupt.

16 In 2014, a total of 1 490 pursuable corruption reports (excluding election reports) were received by the ICAC, representing a decrease of about 11 per cent compared with 1 673 reports received in 2013. Separately, 37 pursuable election-related corruption reports were received during the year. Given the complexity and magnitude of many corruption cases, the intensity of investigation efforts required remained high. On 31 December 2014, the investigation caseload of the Commission stood at 1 002 cases (including 35 election cases).

17 To cope with the complexity and sophistication in corruption and related crime investigations, the OPS accomplished the following in 2014–15:

- integrated efforts in implementing the human resource management strategy including reviewing the curriculum of training courses and programmes on all fronts, and strengthening the capabilities of investigating officers through professional and structured training to better meet the operational requirements;
- strengthened the capabilities in financial investigation into increasingly complex and sophisticated corruption cases, and in dealing with the disclosure, restraint and confiscation of proceeds of crime;
- kept in pace with the latest technological development to enhance the competencies in computer forensics through intensified research, integration of forensic tools and training; and
- continued the development of the New Generation Operations Department Information System to enhance its information technology capabilities in support of investigation management.

18 The key performance measures are:

#### *Targets*

	Target	2013 (Actual)	2014 (Actual)	<b>2015 (Plan)</b>
complainants making pursuable corruption reports contacted for interview within 48 hours (%) .....	100	100	100	<b>100</b>
complainants making non-corruption reports contacted within two working days to obtain consent to refer their reports to relevant authorities (%).....	100	100	100	<b>100</b>
pursuable corruption investigations completed within 12 months (%).....	90.0	85.6	82.5	<b>90.0</b>

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### Indicators<sup>Ψ</sup>

	2013 (Actual)	2014 (Actual)
pursuable corruption reports .....	1 673 <sup>λ</sup>	1 490
non-pursuable corruption reports .....	842 <sup>Ω</sup>	746
investigations completed .....	2 145	1 696
persons prosecuted# .....	215	222
persons convicted# .....	155	172
persons formally cautioned# .....	24	25
government officers recommended for disciplinary or administrative action .....	39	48

Ψ The indicators do not include election cases in order to provide a more accurate indication of general corruption trends.

λ The figure for 2013 was updated to take account of five reports that were subsequently re-classified as pursuable.

Ω The figure for 2013 was updated to take account of four reports that were subsequently re-classified as pursuable.

# The figures included cases that were carried forward from previous years and completed.

### Matters Requiring Special Attention in 2015–16

19 During 2015–16, the OPS will:

- continue to strengthen the human resource management strategy through professional and structured training programmes on all fronts to enhance the operational capabilities of investigating officers and initiatives on staff development;
- monitor various levels of elections through effective investigation into suspected corrupt and illegal conduct;
- organize the 6th ICAC Symposium to enhance mutual liaison, co-operation and professional exchange with anti-corruption agencies and other stakeholders from around the world; and
- continue to develop with a view to launching the New Generation Operations Department Information System for enhancing the information technology capabilities in support of investigation management.

### Programme (3): Preventive Education

	2013–14 (Actual)	2014–15 (Original)	2014–15 (Revised)	2015–16 (Estimate)
Financial provision (\$m)	74.7	77.6	75.9 (–2.2%)	78.2 (+3.0%)
				(or +0.8% on 2014–15 Original)

### Aim

20 The aim is to promote better public understanding of corruption and encourage target groups to take positive action.

### Brief Description

21 The Community Relations Department (CRD) achieves the aim through a preventive education programme, comprising the following five target-based areas:

- promoting ethics and corruption prevention in the business sector,
- providing integrity training for civil servants and staff of public bodies,
- instilling positive values amongst young people,
- providing corruption prevention services to office bearers and management of non-profit-making organisations, and
- educating candidates and voters to ensure clean elections.

22 In 2014, the CRD contacted 1 635 business organisations to promote ethics and corruption prevention services. 1 075 seminars (e.g. corruption prevention training related to procurement) were conducted for 41 504 employees of public listed companies and various trades.

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23 During the year, the CRD continued to strengthen its network with the expatriate business community in Hong Kong by arranging exchange sessions for 16 foreign chambers of commerce in Hong Kong. Feature articles introducing points to note when doing cross-boundary business were published in the Hong Kong Trade Development Council's online newsletter.

24 A four-episode Micro Film Series on Business Ethics was uploaded to the ICAC Website and Smartphone App to explain corruption risks, anti-corruption law and encourage reporting corruption.

25 The CRD continued to provide preventive education services to owners' corporations (OCs). Apart from visits and talks, the CRD organised seminars for OCs and related building management bodies to promote the new Building Maintenance Toolkit. All the 9 000 OCs were invited to attend the seminars. Through these activities and exhibitions, 11 000 people were reached. Talks were also conducted for all 150 Estate Management Advisory Committees and all 1 080 Mutual Aid Committees of public housing estates to explain how the anti-corruption law applies to daily housing management.

26 In 2014, the CRD provided training to 23 083 civil servants face-to-face. Besides, a briefing was organised for Principal Officials and officials appointed under the Political Appointment System. Through the partnership with the Civil Service Bureau, the CRD organised seminars on managing civil service integrity and the common law offence of Misconduct in Public Office from the corruption prevention perspective. Also, a web-learning portal for civil servants is being produced for launching in mid-2015.

27 With the support of the 17 local Tertiary Education Institutions (TEIs) and youth-related organisations, the CRD completed the "i-Relay" Youth Integrity Project in 2014 with the Youth Summit, which promoted exchanges amongst some 600 tertiary students from Hong Kong, Mainland China and overseas. Also, the CRD continued to promote probity messages to students during different stages of their academic pursuit through tailored programmes, including Gee-dor-dor movie, interactive drama performance, the iTeen Leadership Programme, the Personal Ethics Module and the ICAC Ambassador Programme, etc.

28 To tie in with the rural elections including the Rural Representative Elections, Rural Committee Elections and Heung Yee Kuk Elections scheduled to be held in early 2015, clean elections publicity was launched in conjunction with the government departments concerned, including briefings to candidates and a mobile exhibition van shuttling in rural areas.

29 The key performance measures are:

### *Targets*

	Target	2013 (Actual)	2014 (Actual)	2015 (Plan)
business organisations reached $\Phi$ .....	at least 1 500	1 588	1 635	<b>1 500</b>
government departments/public bodies reached.....	at least 120	135	139	<b>120</b>
secondary schools reached .....	at least 400	403	409	<b>400</b>
TEIs reached.....	19 $\mu$	16	18	<b>19</b>
non-profit-making organisations reached $\Delta$ .....	1 000	N.A.	1 770	<b>1 100</b>

$\Phi$  Some organisations may be reached in more than one way, e.g. talks/visits/meetings and conferences/seminars/workshops.

$\mu$  The target is revised from 17 to 19 as from 2015 because the number of TEIs in Hong Kong has increased.

$\Delta$  New target as from 2014.

### *Indicators*

	2013 (Actual)	2014 (Actual)	2015 (Estimate)
business organisations which have used ICAC's corruption prevention service.....	570	541	<b>500</b>
employees in the business sector who have received training in corruption prevention and business ethics $\theta$ .....	40 791	41 504	<b>40 000</b>
employees and members of non-profit-making organisations who have received training in corruption prevention $\delta$ .....	N.A.	12 772	<b>11 000</b>
civil servants/staff of public bodies who have received training in corruption prevention .....	28 473	31 593	<b>28 000</b>
secondary/tertiary students who have received training in corruption prevention and ethics .....	80 496	84 677	<b>80 000</b>
election candidates/agents contacted.....	83	3 835	<b>N.A.<math>\eta</math></b>

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	2013 (Actual)	2014 (Actual)	2015 (Estimate)
candidates/agents who have attended the Elections (Corrupt and Illegal Conduct) Ordinance briefings.....	15	228	N.A.¶
θ This new indicator replaces the indicators “managers in the business sector who have received training in corruption prevention and business ethics” and “front line workers in the business sector who have received training in corruption prevention and business ethics” as from 2014.			
δ New indicator as from 2014.			
¶ An estimate cannot be provided as it depends on the number of candidates standing for elections and by-elections, if any, in 2015.			

### ***Matters Requiring Special Attention in 2015–16***

**30** During 2015–16, the CRD will:

- launch a three-year "Support Clean Elections" education and publicity programme from 2015 to 2017 to uphold integrity and fairness in public elections, including the rural elections and District Council Election in 2015, the Legislative Council Election in 2016 and the Chief Executive Election in 2017;
- organise a series of educational and publicity activities to commemorate the 20th anniversary of the Hong Kong Ethics Development Centre. These activities are expected to sustain ICAC’s long-term partnership with the business sector in promoting business ethics;
- produce an activity package based on the new Gee-dor-dor Cartoon Movie to support the teaching of moral education in kindergartens and primary schools; and also launch an e-Reading Scheme on positive values for primary students with the production of an electronic book, in support of the government's initiative of enhancing students' self-learning ability through information technology; and
- provide corruption prevention education to ethnic minorities and enlist their support in fighting corruption through partnership with relevant government departments and non-governmental organisations.

### **Programme (4): Enlisting Support**

	2013–14 (Actual)	2014–15 (Original)	2014–15 (Revised)	2015–16 (Estimate)
Financial provision (\$m)	77.1	80.0	78.4 (–2.0%)	80.6 (+2.8%)
				(or +0.8% on 2014–15 Original)

### ***Aim***

**31** The aim is to promote public awareness of the evils of corruption, foster public confidence in and support for the work of the ICAC, and encourage reporting of corruption.

### ***Brief Description***

**32** The aim of the programme is achieved by:

- organising activities and seminars at the district level to keep the community abreast of the work of the ICAC; and
- publicising the activities of the ICAC in the mass media to enhance public understanding of the Commission’s work, and encourage report of corruption.

**33** The CRD continued to garner support from different sectors of the community in organising tailor-made activities to put across anti-corruption messages. In 2014, 343 multi-faceted activities were launched in partnership with 778 organisations, including 54 “Meet-the-Public” sessions held to gauge public opinion on anti-corruption work.

**34** At district level, a community involvement programme was launched to mark the 40th anniversary of the ICAC, with a series of activities including joint projects with the 18 District Councils, a mobile exhibition programme, parenting and youth activities, etc., reaching about 681 000 people and 2 458 organisations. In addition, the CRD had sustained its partnership with local leaders and district organisations, including Mutual Aid Committees, to raise public awareness of the importance of anti-corruption work.

**35** The ICAC, for the first time, collaborated with the Hong Kong International Film Festival Society to launch a publicity project during the 38th Hong Kong International Film Festival, with activities including a premiere of ICAC TV Drama Series 2014, 16 public screenings of past ICAC television dramas, community exhibitions and production of a commemorative publication.

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36 The ICAC took part in the Hong Kong Book Fair for the first time in 2014 to introduce its anti-corruption publications and AV productions to the general public. A total of 65 000 people were reached.

37 The CRD continued to promote anti-corruption messages through the corporate website, various thematic websites, social media platforms and the ICAC smartphone app. About 4.4 million visits (aggregate figure) were recorded for various online platforms in 2014.

38 The key performance measures are:

### *Targets*

	Target	2013 (Actual)	2014 (Actual)	2015 (Plan)
response to requests for anti-corruption service/information within two working days (%) .....	100	100	100	100
advertising campaign .....	1	1	1	1
ICAC drama series .....	1 series every 2 years	0‡	1	0

‡ The telecast of drama series was deferred from 2013 to early 2014 to tie in with the ICAC's 40th anniversary.

### *Indicators*

The ICAC conducts an annual survey to monitor public perception of the prevalence of corruption, the level of public confidence in the ICAC and their views on ICAC's work. The salient findings of the surveys conducted in 2012 to 2014 are:

	2012 (Actual)	2013 (Actual)	2014 (Actual)
respondents who perceived the ICAC as deserving their support (%) .....	98.7	95.6 $\alpha$	96.9
respondents who considered corruption very common/quite common (%) .....	25.4	29.1 $\alpha$	27.6
respondents who were willing to report corruption (%) .....	79.2	80.6	76.7
respondents who had not come across corruption in the past 12 months (%) .....	98.1	98.8	97.8
respondents whose relatives or friends had not come across corruption in the past 12 months (%) .....	94.1	96.6	95.5
respondents who considered keeping Hong Kong corruption-free important to the overall development of Hong Kong (%) .....	98.8	99.1 $\alpha$	98.7

$\alpha$  Adjusted from the provisional actual figure shown in the 2014–15 Estimates.

Public support for the cause of the ICAC can also be reflected by the following:

	2013 (Actual)	2014 (Actual)	2015 (Estimate)
organisations which have jointly organised projects with the ICAC .....	551	778	750
corruption reports received (excluding election reports) .....	2 515 $\upsilon$	2 236	N.A. $\beta$
corruption reports which are non-anonymous (%) .....	71	69	N.A. $\beta$

$\upsilon$  The figure for 2013 was updated to take account of the changes in re-classification of reports under paragraph 18.

$\beta$  Not possible to estimate.

The ICAC has maintained a number of online platforms to promote anti-corruption and probity messages. The number of visits (aggregate figure) is:

	2013 (Actual)	2014 (Actual)	2015 (Estimate)
number of visits to ICAC's online platforms $\delta$ .....	N.A.	4 400 000	4 500 000

$\delta$  New indicator as from 2014.

### *Matters Requiring Special Attention in 2015–16*

**39** The 2014 annual survey shows that public support and confidence in the ICAC remain strong. The CRD will continue to carry out the annual survey in 2015 to assess the community's attitude towards corruption. The findings will help align ICAC's education and publicity strategies to meet public needs.

**40** During 2015–16, the CRD will:

- launch the first-ever social media detective game that leverages the interactive nature of emerging new media platforms to educate the young people, in particular secondary students, the evils of corruption and anti-corruption work in Hong Kong;
- launch a publicity programme, including a new Announcement in the Public Interest to enhance public vigilance to the threat of corruption; and
- sustain its partnership with local leaders and district organisations in organising community activities to raise public awareness of the importance of anti-corruption work.



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### ANALYSIS OF FINANCIAL PROVISION

	2013–14 (Actual) (\$m)	2014–15 (Original) (\$m)	2014–15 (Revised) (\$m)	2015–16 (Estimate) (\$m)
<b>Programme</b>				
(1) Corruption Prevention .....	60.5	65.4	65.9	<b>66.4</b>
(2) Operations .....	696.8	714.1	748.3	<b>752.7</b>
(3) Preventive Education .....	74.7	77.6	75.9	<b>78.2</b>
(4) Enlisting Support.....	77.1	80.0	78.4	<b>80.6</b>
	909.1	937.1	968.5 (+3.4%)	<b>977.9</b> <b>(+1.0%)</b>
				<b>(or +4.4% on 2014–15 Original)</b>

#### Analysis of Financial and Staffing Provision

##### Programme (1)

Provision for 2015–16 is \$0.5 million (0.8%) higher than the revised estimate for 2014–15. This is mainly due to the filling of vacancies and salary increments for staff.

##### Programme (2)

Provision for 2015–16 is \$4.4 million (0.6%) higher than the revised estimate for 2014–15. This is mainly due to the filling of vacancies and salary increments for staff.

##### Programme (3)

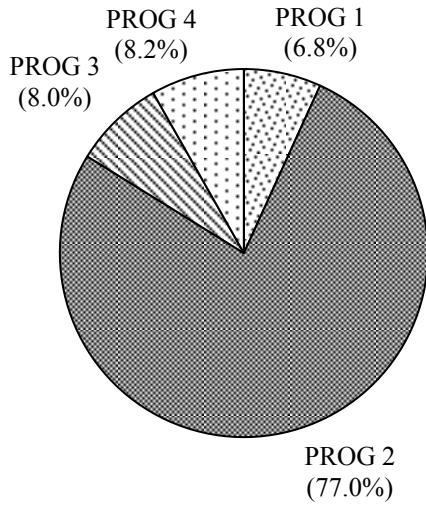
Provision for 2015–16 is \$2.3 million (3.0%) higher than the revised estimate for 2014–15. This is mainly due to the filling of vacancies, salary increments for staff and increase in expenses for publicity activities.

##### Programme (4)

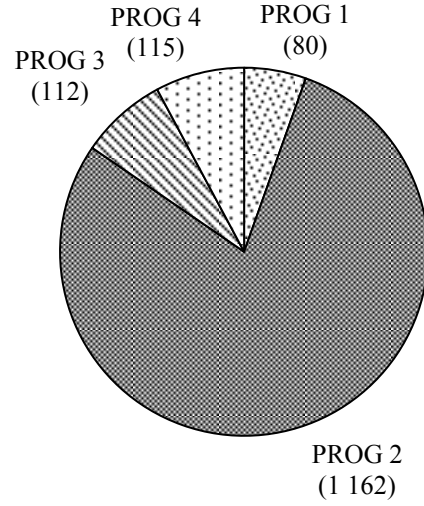
Provision for 2015–16 is \$2.2 million (2.8%) higher than the revised estimate for 2014–15. This is mainly due to the filling of vacancies, salary increments for staff and increase in expenses for publicity activities.

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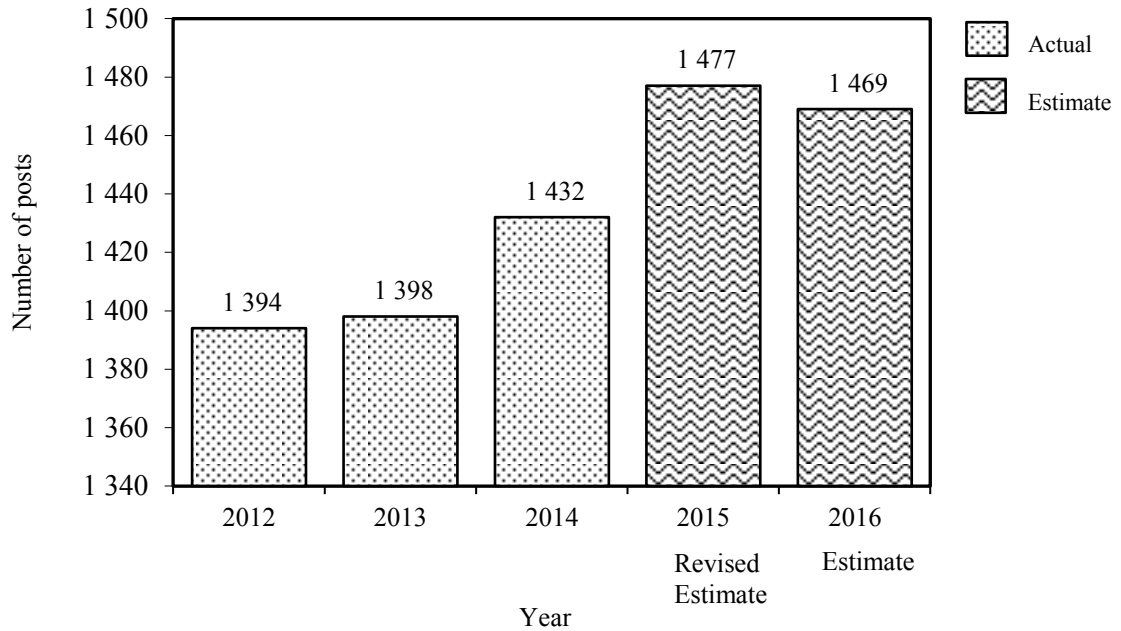
*Allocation of provision to programmes (2015-16)*



*Staff by programme (as at 31 March 2016)*



*Changes in the size of the establishment (as at 31 March)*



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Sub-head (Code)	Actual expenditure 2013–14	Approved estimate 2014–15	Revised estimate 2014–15	<b>Estimate 2015–16</b>	
	\$'000	\$'000	\$'000	<b>\$'000</b>	
<b>Operating Account</b>					
Recurrent					
000	Operational expenses .....	893,889	921,627	953,024	<b>962,416</b>
103	Rewards and special services .....	14,918	15,000	15,000	<b>15,000</b>
203	Expenses of witnesses, suspects and detainees...	243	500	450	<b>450</b>
	Total, Recurrent .....	909,050	937,127	968,474	<b>977,866</b>
	Total, Operating Account .....	909,050	937,127	968,474	<b>977,866</b>
<hr/>					
	Total Expenditure .....	909,050	937,127	968,474	<b>977,866</b>

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### Details of Expenditure by Subhead

The estimate of the amount required in 2015–16 for the salaries and expenses of the Independent Commission Against Corruption (ICAC) is \$977,866,000. This represents an increase of \$9,392,000 over the revised estimate for 2014–15 and of \$68,816,000 over the actual expenditure in 2013–14.

#### *Operating Account*

#### Recurrent

**41** Provision of \$962,416,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the ICAC.

**42** The establishment as at 31 March 2015 will be 1 476 permanent posts and one supernumerary post. It is expected that there will be a net decrease of eight posts in 2015–16. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2015–16, but the notional annual mid-point salary value of all such posts must not exceed \$801,046,000.

**43** There is one supernumerary post in the pensionable rank of Independent Commission Against Corruption Officer (Pensionable) held against the same number of post in another rank in order to enable a pensionable government officer to remain in the service of the ICAC on pensionable terms up to 8 May 2015.

**44** An analysis of the financial provision under *Subhead 000 Operational expenses* is as follows:

	2013–14 (Actual) (\$'000)	2014–15 (Original) (\$'000)	2014–15 (Revised) (\$'000)	2015–16 (Estimate) (\$'000)
Personal Emoluments				
- Salaries.....	717,649	761,512	769,500	<b>775,956</b>
- Allowances.....	22,544	22,972	22,573	<b>21,573</b>
- Job-related allowances.....	7,085	6,887	7,034	<b>6,939</b>
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	18,671	19,660	21,422	<b>22,254</b>
- Civil Service Provident Fund contribution.....	66	—	—	—
Departmental Expenses				
- Remuneration for special appointments ....	2,860	2,950	3,128	<b>3,150</b>
- General departmental expenses .....	102,805	84,677	109,235	<b>109,498</b>
Other Charges				
- Investigation expenses .....	5,295	5,400	5,100	<b>5,100</b>
- Publicity .....	16,856	17,500	14,970	<b>17,877</b>
- Grant to the ICAC Welfare Fund.....	58	69	62	<b>69</b>
	893,889	921,627	953,024	<b>962,416</b>

**45** Provision of \$15,000,000 under *Subhead 103 Rewards and special services* is for expenditure on rewards and services of a confidential nature.

**46** Provision of \$450,000 under *Subhead 203 Expenses of witnesses, suspects and detainees* is for meals and incidental expenses for persons assisting in investigations and for expenses of witnesses from abroad.