

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

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

Estimate 2005–06..... **\$663.0m**

Establishment ceiling 2005–06 (notional annual mid-point salary value) representing an estimated 1 326 non-directorate posts as at 31 March 2005 reducing by three posts to 1 323 posts as at 31 March 2006 **\$508.2m**

In addition, there will be an estimated 14 directorate posts as at 31 March 2005 and as at 31 March 2006.

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

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	48.9	46.2	45.4 (-1.7%)	45.2 (-0.4%)
				(or -2.2% on 2004–05 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 corruption prevention advice through consultation. On request, CPD also provides advice to private sector organisations to prevent corruption and fraud.

4 CPD completed 96 assignment reports in 2004. They covered a wide range of public sector activities including law enforcement, public procurement, licensing and inspection systems, public funding schemes and public works.

5 During the year, priority was given to conducting detailed reviews of procedures of individual departments in the procurement of goods and services, and in the implementation of public works.

6 CPD provided advice to the Department of Health on the procedural framework for the registration of proprietary Chinese medicines and recommended measures to strengthen procedural safeguards against corruption. We also assisted Leisure and Cultural Services Department in a review of the procedures for allocating government subsidies to sports organisations to enhance accountability.

7 CPD completed two studies on the respective listing procedures of the Hong Kong Exchanges and Clearing Limited and the Securities and Futures Commission under the Dual Filing System. Recommendations were made to enhance the integrity and transparency of the system for processing applications for listing on the stock exchange. In relation to the Mainland and Hong Kong Closer Economic Partnership Arrangement (CEPA), we completed a study of the Customs and Excise Department's trade inspection and verification procedures for issuing certificates of origin under CEPA.

8 We strengthened our efforts in conducting training workshops for government officers and public sector employees to raise their corruption prevention awareness and to assist them in enhancing internal control measures in areas like procurement, contract administration and managing conflict of interest. Two training videos based on corruption cases were produced to illustrate the common pitfalls in public procurement and construction.

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

9 To assist the subvented sector in adopting corruption resistant procedures, we completed a number of studies on the procurement, maintenance and operational procedures of individual non-government organisations (NGOs). We also provided advice on their staff code of conduct and conducted a seminar for their staff to foster good procurement practices. A Best Practice Module on the internal assessment procedures under the Secondary School Places Allocation System was promulgated to schools to promote fairness and openness in the related procedures. At the request of the English Schools Foundation, we completed two studies respectively on their staff administration and works contract administration procedures.

10 CPD continued to provide a user-friendly corruption prevention advisory service to private sector organisations covering a wide range of business. We proactively approached organisations which had been a victim of corruption or fraud to offer them advice on measures to address the problems revealed. In 2004, we were able to respond to all 369 requests from private sector organisations for advice within two working days as pledged.

11 The key performance measures are:

Targets

	Target	2003 (Actual)	2004 (Actual)	2005 (Plan)
assignment reports produced.....	95	101	96	95
response to private sector request for corruption prevention advice within two working days (%).....	100	100	100	100

Indicators

	2003 (Actual)	2004 (Actual)	2005 (Estimate)
areas awaiting study.....	252	241	250
previous assignments requiring monitoring	630	655	640
no. of occasions private sector organisations given corruption prevention advice.....	336	369	N.A.§
no. of occasions public sector organisations advised through consultation	294	289	N.A.§

§ Not possible to estimate as it depends on the number of organisations requiring our services.

Matters Requiring Special Attention in 2005–06

12 During 2005–06, CPD will:

- in partnership with the Government Logistics Department, review the role and responsibilities of its supplies grade staff posted to other government bureaux/departments, with a view to establishing an effective monitoring mechanism on departmental direct purchase activities;
- in conjunction with the Environment, Transport and Works Bureau, strengthen the existing guidelines on staff integrity and conflict of interest for staff of the works departments, and conduct training workshops for these officers to enhance their corruption prevention awareness;
- conduct detailed reviews of procedures of the Urban Renewal Authority and the Hong Kong Housing Society in the implementation of urban development projects, with a view to enhancing corruption prevention measures in the related procedures;
- assist the Education and Manpower Bureau in drawing up ethical and procedural guidelines for aided schools' Incorporated Management Committees with a view to enhancing school governance;
- as a follow-up to efforts made in 2004–05, proactively approach NGOs in receipt of substantial government subventions to offer advice on corruption prevention matters relating to their operation; and
- promulgate a Best Practice Module to assist hotel operators in strengthening their internal control systems in areas such as procurement, stores management and staff administration.

Programme (2): Operations

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	534.5	520.2	510.3 (-1.9%)	506.6 (-0.7%)
				(or -2.6% on 2004–05 Original)

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

Aim

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

Brief Description

14 The Operations Department (OPS) investigates every pursuable report of corruption. It pursues a proactive strategy to identify unreported corruption and strengthen intelligence collection and analysis capability, striving to deliver the highest standards of service.

15 In 2004, a total of 2 856 pursuable corruption reports were received by the Commission, representing a decrease of 13% compared with 3 265 cases received in 2003. Notwithstanding a drop in the number of corruption reports received, the intensity of efforts required because of the sophistication of many corruption cases has subjected OPS to considerable work pressure. Moreover, the 594 election-related reports received in 2004 had a significant impact on our investigative workload.

16 To cope with the complexity and sophistication in corruption and related crime investigations, the following measures were undertaken in 2004–05:

- strategies were developed to enhance efficiency through the restructuring of a number of operational support sections so that more manpower was redeployed to undertake front-line duties;
- a full review of ICAC's standing orders on the working practices and procedures was conducted to enhance supervision and improve the quality of investigations; and
- a review of existing legislation and practices was conducted to ensure that they are in compliance with the Asian Development Bank/Organisation for Economic Co-operation and Development Anti-Corruption Action Plan and the United Nations Convention Against Corruption.

17 The key performance measures are:

Targets

	Target %	2003 (Actual) %	2004 (Actual) %	2005 (Plan) %
complainants making pursuable corruption reports contacted for interview within 48 hours	100	99.6	99.4	100
complainants making non-corruption reports contacted within two working days to obtain the consent to refer their reports to the relevant authorities.....	100	100	100	100
pursuable corruption investigations completed within 12 months	90.0	89.1	89.9	90.0

Indicators

OPS strives to achieve a high degree of professionalism and operational effectiveness in order to foster public confidence in ICAC and to encourage the community to report corruption with a view to deterring the corrupt. On 31 December 2004, the investigation caseload of the Department stood at 1 787 cases (including 473 election cases). The following indicators do not include election cases in order to provide a more accurate indication of general corruption trends:

	2003 (Actual)	2004 (Actual)
pursuable corruption reports	3 265 ^Ω	2 856
non-pursuable corruption reports.....	1 045 ^Ω	890
investigations completed.....	3 100	2 818
persons prosecuted#.....	416	417
persons convicted#.....	323 [@]	302
persons formally cautioned#.....	108	99
government officers recommended for disciplinary or administrative action	234	161

Ω Figure for 2003 updated to take account of a corruption report re-classified from non-pursuable to pursuable one.

Including cases carried forward from previous years and completed.

@ Figure for 2003 updated to take account of seven successful appeals.

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

Matters Requiring Special Attention in 2005–06

18 During 2005–06, OPS will:

- review operational procedures and enhance tactical training for ICAC investigators to provide armed support on high risk operations and witness protection programmes;
- enhance liaison and co-operation with Mainland and overseas anti-corruption law enforcement agencies. An ICAC anti-corruption international symposium is being planned to be held in early 2006;
- enhance professional effectiveness of investigators through intensified training; and
- take forward a comprehensive information technology strategy to enhance business processes, systems integration, information-sharing capacity, support for front-line investigations, communications in field operations and computer forensics capability.

Programme (3): Preventive Education

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	59.0	56.7	55.0 (–3.0%)	54.7 (–0.5%)
				(or –3.5% on 2004–05 Original)

Aim

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

Brief Description

20 The Community Relations Department (CRD) achieves the aim through the conduct of a preventive education programme, comprising the following six sub-programme areas:

- promoting business ethics and corruption prevention in the business sector to help ensure a level playing field and enhance the competitiveness of Hong Kong as an international business centre;
- providing corruption prevention training for civil servants and staff of public bodies;
- instilling positive values amongst young people;
- educating recent arrivals in Hong Kong on the anti-corruption legislation and the work of ICAC;
- providing corruption prevention advice to office bearers and management of non-profit-making organisations; and
- educating candidates and voters to ensure clean elections.

21 In 2004, CRD contacted 1 310 business organisations to promote corruption prevention service and business ethics. Of these, 341 were listed companies visited under the two-year Business Ethics Promotion Programme (BEPP) launched in November 2003 to foster the support and commitment of their senior management to ethical management and good corporate governance. The BEPP has so far reached 3 620 senior executives and managers as well as 11 236 frontline workers of listed companies. Services such as assistance in reviewing or drawing up codes of conduct, staff training and corruption prevention advice were provided. In late 2003, CRD launched an information package entitled “Business Ethics: Your Way to Success”, which provided the management of companies with practical advice on corruption prevention and ethical management.

22 To help businesses with cross-boundary operation to manage corruption risks, CRD in conjunction with six major chambers of commerce in Hong Kong organised in September 2004 the “Ethical Management - Seminar on Mainland - Hong Kong Business Vistas” for cross-boundary businessmen. CRD also launched the “Corruption Prevention Kit for Cross-Boundary Business Organisations” on the occasion. The kit consisted of two guidebooks for businessmen and managerial staff, posters and a training video in DVD and CD-ROM formats for use by enterprises engaged in cross-boundary business. Copies of the kit were distributed through CRD’s liaison network and various business chambers and trade associations.

23 As a follow-up to the ethics promotion programme for the travel and tourism industry, four seminars were organised for hotel staff, travel agents and retailers. Tailor-made pamphlets were produced for frontline staff of hotels, airlines, travel agents and retailers. To promote good corporate governance and professional ethics, CRD also organised seminars for members of various trade and professional associations. During the year, CRD conducted 1 332 corruption prevention talks, reaching 39 002 managerial and frontline staff of various sectors, including banking, insurance, securities, construction and property management.

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

24 Under the Civil Service Integrity Entrenchment Programme launched jointly with the Civil Service Bureau (CSB) in January 2004, a joint team of ICAC and CSB had met with the directorate officers of 25 government departments to discuss with them practical staff integrity issues that they encountered and identify initiatives, which could suit the specific circumstances of the departments, to promote an ethical culture. As part of the on-going corruption prevention training for civil servants and staff of public bodies, 541 training talks were conducted for 18 838 civil servants at various ranks from 40 departments while 161 talks were conducted for 4 937 employees of public bodies. With CRD's assistance, seven public bodies organised educational projects to promote staff integrity.

25 As a follow-up to the "Corporate Governance for the New Generation" Youth Summit cum Study Programme organised in 2003, CRD continued to organise a series of workshops on corporate governance for tertiary students. In view of the effectiveness of interactive drama in conveying the anti-corruption messages to secondary students, a professional troupe has been commissioned to perform in secondary schools again. In partnership with secondary schools, CRD also involved young people in the development of moral education products to promote positive values in a web-based project. The School Management Guidebook was updated to provide school management with practical advice on corruption prevention measures.

26 CRD continued to work closely with the Home Affairs Department and the Housing Department to promote clean and effective building management through joint seminars and workshops for owners' corporations (OCs) and exhibitions in the districts. A Corruption Prevention Guide on Contract Management, which offered practical advice to OCs on tendering and contract management, was produced in April 2004. In addition, a corruption prevention education programme was launched in June 2004 in conjunction with the Hong Kong Housing Society for members of OCs, mutual aid committees and residents of its housing estates. The programme, comprising seminars and a series of roving exhibitions, will conclude in early 2005.

27 In the run-up to the Legislative Council Election in September 2004, CRD took a number of initiatives to promote clean elections and educate candidates and their agents about the Elections (Corrupt and Illegal Conduct) Ordinance (ECICO). These included a publicity campaign to promote the "Support Clean Elections" message through the ICAC Corporate Website, posters, a series of television and radio advertisements, media interviews, feature articles and leaflets to all electors. An information booklet was produced for candidates, highlighting the major provisions of the ECICO. In addition, 22 briefing sessions were conducted for candidates, election agents and helpers. A 24-hour election hotline was set up to handle enquiries on the ECICO and requests for corruption prevention services. During the year, educational publicity programmes were also conducted for various rural and District Council by-elections.

28 The key performance measures are:

Targets

	Target	2003 (Actual)	2004 (Actual)	2005 (Plan)
business organisations contacted.....	at least 1 000	1 482	1 310	1 300
government departments/public bodies reached.....	at least 60	76	72	75
visits made to secondary schools.....	at least 400	458	401	400
tertiary institutes reached.....	11	11	11	11
election candidates/agents contacted.....	N.A.§	6 479	333	N.A.§

§ Difficult to forecast as it depends on the number of by-elections, if any, in 2005.

Indicators

	2003 (Actual)	2004 (Actual)	2005 (Estimate)
business organisations which have used ICAC's corruption prevention service	427	504	400
managers in the business sector who have received training in corruption prevention and business ethics.....	6 837	6 522	6 000
frontline workers in the business sector who have received training in corruption prevention and business ethics.....	40 097	32 480	28 000
civil servants/staff of public bodies who have received training in corruption prevention.....	22 221	23 775	25 000
secondary/tertiary students who have received training in corruption prevention and ethics	98 176	80 186	80 000
candidates/agents who have attended Elections (Corrupt and Illegal Conduct) Ordinance briefings	3 000	249	N.A.§

§ Difficult to forecast as it depends on the number of candidates standing for by-elections, if any, in 2005.

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

Matters Requiring Special Attention in 2005–06

29 During 2005–06, CRD will:

- continue to contact listed companies and private business organisations and strengthen partnership with chambers of commerce and professional associations to promote business ethics, good corporate governance and corruption prevention education services;
- organise workshops/seminars for trade associations to promote the “Corruption Prevention Kit for Cross-Boundary Business Organisations”;
- continue to work with CSB in implementing the Civil Service Integrity Entrenchment Programme, including jointly organising a forum on ethical leadership for leaders of both public and private sectors;
- enhance the work on the promotion of positive values for youth in partnership with schools and youth organisations, with participation of young people and youth workers in the development of moral education products for use;
- assist OCs in drawing up codes of conduct and adopting best practices in preventing corruption in building management; and
- conduct education and publicity programmes for rural and District Council by-elections.

Programme (4): Enlisting Support

	2003–04 (Actual)	2004–05 (Original)	2004–05 (Revised)	2005–06 (Estimate)
Financial provision (\$m)	60.9	58.5	56.8 (–2.9%)	56.5 (–0.5%)
				(or –3.4% on 2004–05 Original)

Aim

30 The aim is to achieve extensive public awareness of the evils of corruption, foster public confidence in and support for the work of ICAC and encourage the reporting of corruption offences.

Brief Description

31 The objective of the programme is achieved by:

- organising activities and seminars for districts to keep the community abreast of the work of ICAC;
- publicising the activities of ICAC in the mass media to enhance public understanding of the Commission’s anti-corruption work; and
- encouraging the reporting of corruption.

32 Year 2004 marked the 30th Anniversary of ICAC. A series of activities were organised to sustain the commitment of the community for anti-corruption work. These included the ICAC open day, a premiere for the new ICAC drama series, roving exhibitions, a charity walk and other supporting media publicity. Some 10 000 people from 315 organisations participated in the charity walk while the roving exhibitions attracted about 16 000 viewers. In addition, CRD continued to mobilise community resources to organise joint projects in the districts to foster a probity culture in the community. 260 multi-faceted activities were organised jointly with 442 district organisations, including all 18 District Councils. These activities reached more than 440 000 people from 2 490 district organisations. As in previous years, subsidies were provided for NGOs to organise preventive education projects for new arrivals. In addition, CRD continued to hold “Meet-the-Public” sessions regularly to gauge public views on anti-corruption work.

33 A new five-episode drama series was televised in April and May 2004, with an average audience of 1.5 million. In addition, three series of Announcements of Public Interest, including one promoting the “Support Clean Elections” message, were launched to enlist community support for anti-corruption work. A 10-episode cartoon series on positive values for children was also broadcast on television.

34 In June, CRD launched the ICAC Channel, a web-based multi-media platform to enhance public understanding of ICAC’s work and to complement ICAC’s publicity and public education efforts. The channel broadcasts house-produced programmes on the work of the ICAC and updates the public on latest anti-corruption news. In the run-up to the Legislative Council Election in September 2004, CRD launched an election website with hyperlinks to the websites of the Electoral Affairs Commission and the Registration and Electoral Office.

35 As an on-going initiative, CRD continued to develop strategies to enhance efficiency and to disseminate anti-corruption message to the public in a cost-effective manner.

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

36 The key performance measures are:

Targets

	Target	2003 (Actual)	2004 (Actual)	2005 (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

Indicators

It is difficult to measure accurately the extent of public awareness of the evils of corruption, the level of public confidence in ICAC and their views on its work. However, the ICAC Annual Survey provides a useful reference. The relevant findings of the surveys conducted in 2002 to 2004 are:

	2002 (Actual) %	2003 (Actual) %	2004 (Actual) %
respondents who perceived ICAC as deserving their support.....	98.6	99.3	99.1
respondents who considered corruption very common/quite common.....	34.3	35.7	27.9
respondents who perceived that corruption would increase in the following year.....	36.8	30.7	20.5
respondents who said their confidence in ICAC would not drop in the following year.....	94.8	94.0	93.9
respondents who were willing to report corruption.....	67.0	68.5	68.1
respondents who would reveal identity when reporting corruption to ICAC.....	73.3	75.9	71.8

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

	2003 (Actual)	2004 (Actual)	2005 (Estimate)
organisations which have jointly organised projects with ICAC.....	516	442	410
corruption reports received (excluding election reports).....	4 310	3 746	N.A. §
corruption reports which are non-anonymous (%).....	72.1	71	71

§ Not possible to estimate as it depends on the number and nature of corruption reports received.

Matters Requiring Special Attention in 2005–06

37 The 2004 Annual Survey shows that public support and confidence in ICAC remain stable. CRD will continue to carry out the annual survey in 2005 to assess the community's attitude towards corruption and its perception of ICAC's performance. The findings will help align ICAC's education and publicity strategies to meet public needs.

38 During 2005–06, CRD will:

- continue to launch community activities and mass media publicity to assure the public of ICAC's determination and effectiveness to bring corruption under control;
- sustain our partnership with local leaders in organising community activities to raise public awareness about the importance of anti-corruption work; and
- launch radio programmes and make use of the web-based ICAC Channel to explain ICAC's anti-corruption work.

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

ANALYSIS OF FINANCIAL PROVISION

Programme	2003–04 (Actual) (\$m)	2004–05 (Original) (\$m)	2004–05 (Revised) (\$m)	2005–06 (Estimate) (\$m)
(1) Corruption Prevention.....	48.9	46.2	45.4	45.2
(2) Operations.....	534.5	520.2	510.3	506.6
(3) Preventive Education.....	59.0	56.7	55.0	54.7
(4) Enlisting Support.....	60.9	58.5	56.8	56.5
	703.3	681.6	667.5 (–2.1%)	663.0 (–0.7%)
				(or –2.7% on 2004–05 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2005–06 is \$0.2 million (0.4%) lower than the revised estimates for 2004–05. This is mainly due to the full-year effect of the 2005 civil service pay cut, partly offset by increased provision for filling vacancies.

Programme (2)

Provision for 2005–06 is \$3.7 million (0.7%) lower than the revised estimate for 2004–05. This is mainly due to the full-year effect of the 2005 civil service pay cut and lapse of three posts, partly offset by increased provision for filling vacancies.

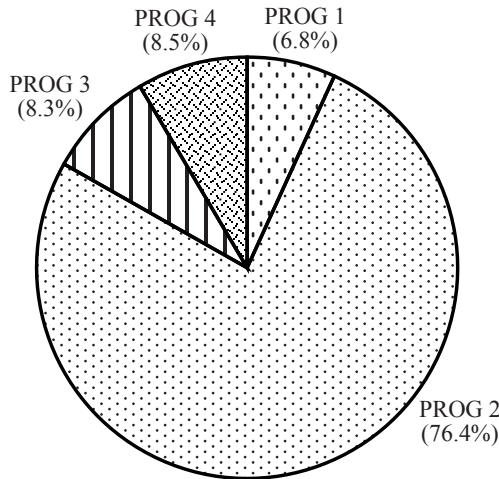
Programme (3)

Provision for 2005–06 is \$0.3 million (0.5%) lower than the revised estimate for 2004–05. This is mainly due to the full-year effect of the 2005 civil service pay cut, partly offset by increased provision for filling vacancies.

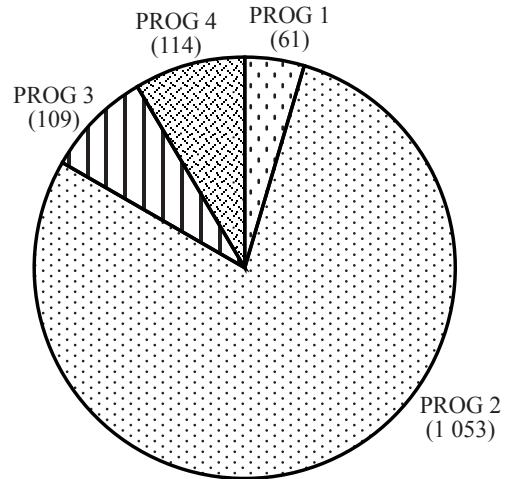
Programme (4)

Provision for 2005–06 is \$0.3 million (0.5%) lower than the revised estimate for 2004–05. This is mainly due to the full-year effect of the 2005 civil service pay cut, partly offset by increased provision for filling vacancies.

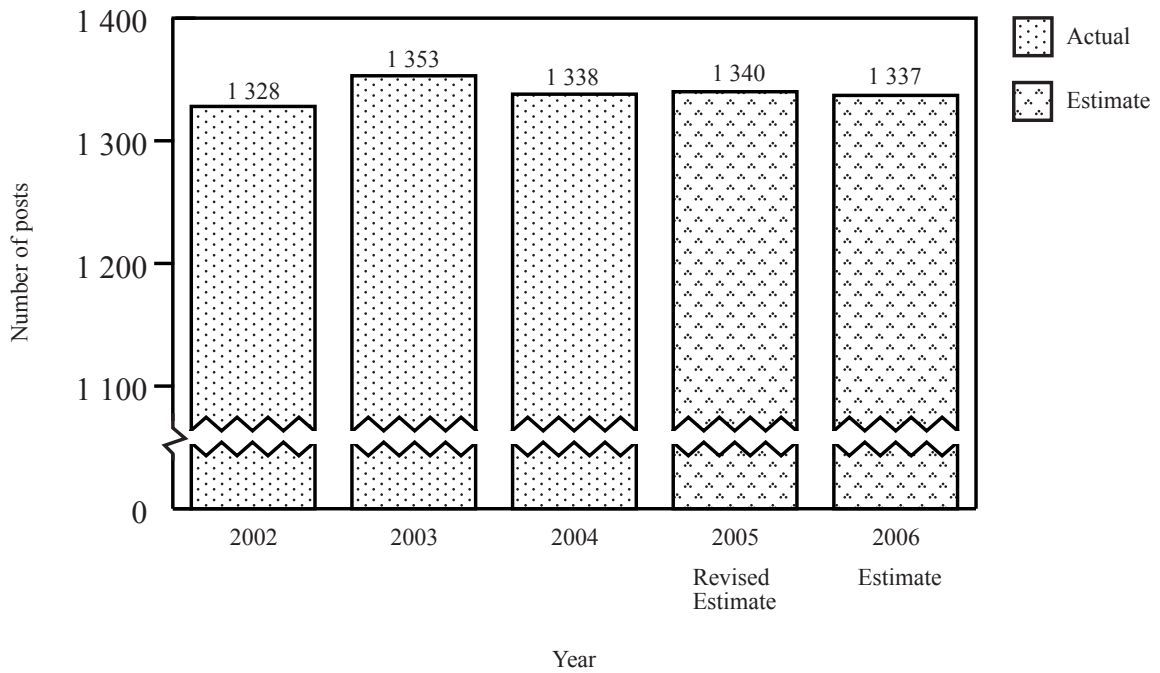
Allocation of provision to programmes (2005-06)



Staff by programme (as at 31 March 2006)



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



Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

Sub-head (Code)	Actual expenditure 2003-04	Approved estimate 2004-05	Revised estimate 2004-05	Estimate 2005-06	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses	686,043	665,048	650,432	646,262
103	Rewards and special services	14,768	14,768	15,268	15,268*
203	Expenses of witnesses, suspects and detainees ..	516	624	624	624*
	Total, Recurrent.....	<u>701,327</u>	<u>680,440</u>	<u>666,324</u>	<u>662,154</u>
Non-Recurrent					
	General non-recurrent	90	140	140	—
	Total, Non-Recurrent.....	<u>90</u>	<u>140</u>	<u>140</u>	—
	Total, Operating Account	<u>701,417</u>	<u>680,580</u>	<u>666,464</u>	<u>662,154</u>
Capital Account					
Plant, Equipment and Works					
661	Minor plant, vehicles and equipment (block vote).....	1,914	1,000	1,000	870
	Total, Plant, Equipment and Works.....	<u>1,914</u>	<u>1,000</u>	<u>1,000</u>	<u>870</u>
	Total, Capital Account.....	<u>1,914</u>	<u>1,000</u>	<u>1,000</u>	<u>870</u>
	Total Expenditure	<u><u>703,331</u></u>	<u><u>681,580</u></u>	<u><u>667,464</u></u>	<u><u>663,024</u></u>

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

Details of Expenditure by Subhead

The estimate of the amount required in 2005–06 for the salaries and expenses of the ICAC is \$663,024,000. This represents a decrease of \$4,440,000 against the revised estimate for 2004–05 and of \$40,307,000 against actual expenditure in 2003–04.

Operating Account

Recurrent

2 Provision of \$646,262,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the ICAC.

3 The establishment at 31 March 2005 will be 1 340 permanent posts. It is expected that three permanent posts will be deleted in 2005–06. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2005–06, but the notional annual mid-point salary value of all such posts must not exceed \$508,189,000.

4 There are 17 supernumerary posts in the pensionable rank of Independent Commission Against Corruption Officer (Pensionable) held against the same number of posts in various other ranks in order to enable selected pensionable government officers to remain in the service of the Commission on pensionable terms.

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

	2003–04 (Actual) (\$'000)	2004–05 (Original) (\$'000)	2004–05 (Revised) (\$'000)	2005–06 (Estimate) (\$'000)
Personal Emoluments				
- Salaries	577,296	570,215	549,615	543,280
- Allowances	15,710	13,867	18,838	18,242
- Job-related allowances	9,435	10,034	9,187	9,216
Personnel Related Expenses				
- Mandatory Provident Fund contribution	14,227	14,544	14,000	14,544
Departmental Expenses				
- Remuneration for special appointments ...	2,366	2,209	2,209	2,209
- General departmental expenses	52,679	41,692	43,772	45,956
Other Charges				
- Investigation expenses	4,562	4,234	4,562	4,562
- Publicity	9,709	8,193	8,193	8,193
- Grant to the ICAC Welfare Fund	59	60	56	60
	686,043	665,048	650,432	646,262

6 Provision of \$15,268,000 under *Subhead 103 Rewards and special services* is for expenditure on rewards and services of a confidential nature.

7 Provision of \$624,000 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.

Capital Account

Plant, Equipment and Works

8 Provision of \$870,000 under *Subhead 661 Minor plant, vehicles and equipment (block vote)* represents a decrease of \$130,000 (13.0%) against the revised estimate for 2004–05. This is mainly due to reduced requirement for new technical equipment.