# Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

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

**Estimate 2010–11**................................................................................................................................ **$814.2m**

**Establishment ceiling 2010–11** (notional annual mid-point salary value) representing an estimated
1 379 non-directorate posts as at 31 March 2010 and as at 31 March 2011........................................... **$612.6m**

In addition, there will be an estimated 14 directorate posts as at 31 March 2010 and as at 31 March 2011.

## Controlling Officer's Report

### Programmes

| | |
|---|---|
| **Programme (1) Corruption Prevention** | These programmes contribute to Policy Area 13: Anti- |
| **Programme (2) Operations** | corruption (Commissioner, Independent Commission Against |
| **Programme (3) Preventive Education** | Corruption). |
| **Programme (4) Enlisting Support** | |

### Detail

**Programme (1): Corruption Prevention**

| | 2008–09 (Actual) | 2009–10 (Original) | 2009–10 (Revised) | 2010–11 (Estimate) |
|---|---|---|---|---|
| Financial provision ($m) | 55.6 | 55.5 | 55.5 (—) | **55.6** (+0.2%) |

(or +0.2% on 2009–10 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. On request, the CPD also provides advice to private sector organisations to prevent corruption and fraud.

**4**  The CPD completed 80 assignment reports in 2009. They covered a wide range of public sector activities including law enforcement, public procurement, licensing and inspection systems, and public works.

**5**  During the year, in response to the need of government departments for speedy implementation of projects and recruitment of temporary staff, the CPD compiled three procedural checklists covering procurement, staff recruitment, and project administration for departments' quick reference to ensure that there are adequate corruption prevention safeguards in the process.

**6**  To help Small and Medium Enterprises (SMEs) uphold integrity and strengthen corporate governance, the CPD produced the guidebook "Governance and Internal Control – A Best Practice Checklist" covering key business areas such as procurement, inventory control and staff administration for their use. The guidebook was launched at a conference attended by leaders of over 50 local SME trade associations.

**7**  Addressing public concern on the management of charitable organisations and fund-raising activities, the CPD compiled a best practice checklist for the charitable sector in 2009 and promulgated it through a seminar jointly organised with the Hong Kong Council of Social Service, the Hong Kong Jockey Club and the Community Chest. A series of follow-up workshops were organised for promoting the checklist among charitable organisations and raising their awareness in corruption prevention.

**8**  To provide Owners' Corporations (OCs) and property management companies with user-friendly guidelines on proper financial control in respect of building management funds, the CPD published a Building Financial Management Toolkit and promulgated it in a series of workshops jointly organised with the Home Affairs Department (HAD), the Hong Kong Housing Society (HKHS), the Hong Kong Institute of Certified Public Accountants (HKICPA) and the Hong Kong Association of Property Management Companies (HKAPMC). Corruption prevention advice on financial management matters was given to individual OCs on request.

**9** The CPD completed a study on the Hospital Authority's public-private partnership initiatives relating to the Cataract Surgeries Programme and the Tin Shui Wai Primary Care Partnership Project and offered corruption prevention advice to ensure that the procedures and practices for the implementation of the two initiatives are fair, transparent and corruption-resistant.

**10** In view of the rising public concern about food safety and hygiene, the CPD reviewed the Food and Environmental Hygiene Department's procedures for licensing of restaurants and karaoke establishments and the enforcement of licence conditions, and recommended measures to minimise the risk of corruption and abuse.

**11** In the year, the CPD provided timely advice to the 2009 East Asian Games (Hong Kong) Limited, in particular on its outsourcing of services, ticketing procedures and anti-doping arrangement, to help ensure that sufficient corruption prevention safeguards are put in place.

**12** The CPD adopted a proactive approach in building up corruption resistance among tertiary students. In 2009, the CPD developed eight corruption prevention modules for five local tertiary institutions for inclusion in their construction-related undergraduate programmes, delivered 11 lectures to over 650 students and was involved in the setting and marking of examination questions and coursework for the related programmes.

**13** The CPD also continued to provide, on request, tailor-made corruption prevention advice to private sector organisations of different trades and industries. In 2009, the CPD provided advisory service to private sector organisations on 377 occasions. All requests were responded to within two working days as pledged.

**14** The key performance measures are:

*Targets*

|  | Target | 2008 (Actual) | 2009 (Actual) | **2010 (Plan)** |
|---|---|---|---|---|
| assignment reports produced ........................ | 70 | 88 | 80 | **72** |
| response to private sector requests for corruption prevention advice within two working days (%) ............................. | 100 | 100 | 100 | **100** |

*Indicators*

|  | 2008 (Actual) | 2009 (Actual) | **2010 (Estimate)** |
|---|---|---|---|
| areas awaiting study ................................................ | 266 | 238 | **230** |
| previous assignments requiring monitoring ............................ | 655 | 628 | **620** |
| no. of occasions private sector organisations given corruption prevention advice............................................. | 371 | 377 | **N.A.§** |
| no. of occasions public sector organisations advised through consultation ........................................................ | 429 | 529 | **N.A.§** |

§ An estimate cannot be provided as it depends on the number of organisations requesting our services.

*Matters Requiring Special Attention in 2010−11*

**15** During 2010–11, the CPD will:

• develop a user-friendly toolkit on major administrative functions of OCs for use by their management committees;

• provide timely advice to government departments involved in the delivery of major environmental protection projects undertaken through innovative contracting arrangements to ensure that the arrangements are transparent and corruption-resistant;

• develop and promulgate a tailor-made best practice checklist for non-governmental organisations to assist them in improving their governance practices and adopting internal control safeguards in their operations;

• provide timely advice to the newly established Hong Kong Council for Testing and Certification to ensure that its governance structure and operational procedures are corruption-resistant;

• develop corruption prevention modules together with local tertiary institutions for inclusion in their industry and trade specific professional courses, and assist the local tertiary institutions in teaching the modules; and

• develop and promulgate in partnership with the Education Bureau a best practice checklist for schools receiving recurrent government subvention to strengthen their internal control procedures and administration.

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## Programme (2): Operations

| | 2008–09 (Actual) | 2009–10 (Original) | 2009–10 (Revised) | **2010–11 (Estimate)** |
|---|---|---|---|---|
| Financial provision ($m) | 562.2 | 615.0 | 600.9 (−2.3%) | **622.6 (+3.6%)** |

<div align="right">(or +1.2% on<br>2009–10 Original)</div>

### *Aim*

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

### *Brief Description*

**17**  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.  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.

**18**  In 2009, a total of 2 530 pursuable corruption reports were received by the Commission, representing a decrease of about three per cent compared with 2 621 cases received in 2008.  Given the complexity and magnitude of many corruption cases, the intensity of investigation efforts required remained high.  On 31 December 2009 the investigation caseload of the Commission stood at 1 792 cases (including 149 election cases).

**19**  To cope with the complexity and sophistication in corruption and related crime investigations, the OPS accomplished the following in 2009–10:

- implemented its proactive operational strategy in seeking out unreported corruption through more effective deployment of resources in intelligence collation;

- collaborated with overseas anti-corruption agencies to combat cross-boundary corruption and laundering of corrupt proceeds including mutual legal and case assistance;

- enhanced its capability and competencies in financial and computer forensics investigation through professional training and liaison with experts from local and overseas law enforcement agencies and professional institutions; and

- organised the Fourth ICAC International Symposium to enhance mutual co-operation and exchange professional experience and knowledge with overseas law enforcement agencies and form strategic partnerships with various stakeholders to combat corruption.

**20**  The key performance measures are:

### *Targets*

| | Target | 2008 (Actual) | 2009 (Actual) | **2010 (Plan)** |
|---|---|---|---|---|
| complainants making pursuable corruption reports contacted for interview within 48 hours (%) | 100 | 99.97 | 99.96 | **100** |
| complainants making non-corruption reports contacted within two working days to obtain consent to refer their reports to relevant authorities (%) | 100 | 100 | 100 | **100** |
| pursuable corruption investigations completed within 12 months (%) | 90.0 | 88.4 | 84.8 | **90.0** |

### *Indicators*Ψ

| | 2008 (Actual) | 2009 (Actual) |
|---|---|---|
| pursuable corruption reports | 2 621 | 2 530 |
| non-pursuable corruption reports | 756 | 920 |
| investigations completed | 2 631 | 2 404 |
| persons prosecuted# | 333 | 340 |
| persons convicted# | 314Ω | 271 |

|  | 2008 (Actual) | 2009 (Actual) |
|---|---|---|
| persons formally cautioned# ................................................................................ | 54Δ | 54 |
| government officers recommended for disciplinary or administrative action ..... | 105 | 66 |

Ψ The indicators do not include election cases in order to provide a more accurate indication of general corruption trends.
# Including cases carried forward from previous years and completed.
Ω Figure for 2008 updated to take account of one successful appeal.
Δ Figure for 2008 updated due to further information received after the cut-off date for finalising the 2009–10 Controlling Officer's Report.

*Matters Requiring Special Attention in 2010–11*

**21** During 2010–11, the OPS will:

• provide continuous training in law enforcement to address the diverse professional needs of the investigation force, and organise product knowledge workshops on corruption-prone areas;

• review its policy and strategy on human resource development and deployment for more effective and efficient use of resources;

• carry out a feasibility study on enhancing the capability of the Department's Information System which has been in operation for nearly ten years; and

• restructure the Financial Investigation Section in accordance with the recommendation of the Standing Committee on Disciplined Services Salaries and Conditions of Service to further strengthen in-house professional manpower to advise on the investigation of complex corruption cases, in areas such as asset and fund tracing, money laundering, restraint and confiscation of crime proceeds, etc., and to give expert evidence in court.

**Programme (3): Preventive Education**

|  | 2008–09 (Actual) | 2009–10 (Original) | 2009–10 (Revised) | **2010–11 (Estimate)** |
|---|---|---|---|---|
| Financial provision ($m) | 65.1 | 67.7 | 64.5 (−4.7%) | **66.9 (+3.7%)** |

(or −1.2% on 2009–10 Original)

*Aim*

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

*Brief Description*

**23** The Community Relations Department (CRD) achieves the aim through a preventive education programme, comprising the following five 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;

• providing corruption prevention advice to office bearers and management of non-profit-making organisations; and

• educating candidates and voters to ensure clean elections.

**24** In 2009, the CRD contacted 1 430 business organisations to promote corruption prevention services as well as business and professional ethics. As a result, 776 corruption prevention training seminars were conducted for 10 066 managers and 26 531 front line staff of various trades including banking, finance, insurance, tourism, estate agency, construction and building management.

**25** To promote corporate governance and business ethics, the CRD organised a business ethics conference for SMEs in September 2009. Some 200 operators from 53 local business chambers and trade associations attended the event during which the "Governance and Internal Control – A Best Practice Checklist" developed by the CPD was launched. A publicity campaign was launched from May 2009 to disseminate the "Don't Bribe" message to SMEs through the media, related trade bodies and various ICAC e-channels.

26 The two-year "Professional Ethics Programme for the Insurance Sector" jointly launched with the Office of the Commissioner of Insurance, self-regulatory bodies and professional associations since end-2007 continued to address integrity issues concerning insurance practitioners. A seminar attended by 200 senior insurance managers was held in January 2009 during which a "Practical Guide on Professional Ethics for Life Insurance Intermediaries" and a "Best Practice Module on Verification of Insurance Claims" were launched for the life insurance sector. New ICAC talk contents were developed for the continuing professional development programmes. A seminar attended by about 200 general insurance brokers and managers was organised in October 2009.

27 To promote ethical practices to professionals, the CRD engaged the support of various professional bodies to incorporate corruption prevention elements and professional ethics into their continuing professional development programmes, including the Hong Kong Institute of Directors, the HKICPA, the CPA Australia Hong Kong China Division, the Hong Kong Securities Association, the Hong Kong Institution of Engineers (HKIE), the Hong Kong Institute of Architects (HKIA) and the Hong Kong Institute of Surveyors. The CRD also updated the integrity-related content of the web-based learning package for the HKIE members whilst the estate agency industry, the insurance industry, the HKIE and the HKIA included professional ethics in their qualifying examinations.

28 In 2009, the CRD provided corruption prevention training for 23 347 civil servants of various ranks from different government bureaux and departments. Through partnership with the Civil Service Bureau, the CRD continues to run the Ethical Leadership Programme to implement a probity culture in government bureaux and departments via their Ethics Officers (EOs). Two thematic workshops were held for EOs in 2009 on specific topics and concerns, including misconduct and disciplinary action. An online discussion forum was set up on the intranet website "Online Community for Ethics Officers" to facilitate sharing on ethical issues.

29 The ICAC in collaboration with the HAD, the HKHS, the HKICPA and the HKAPMC, launched a territory-wide programme in October 2009 to promote integrity and quality in building and financial management. The programme featured the promulgation of the Building Financial Management Toolkit, a new training video for OCs, and seminars and workshops for building management bodies in the 18 districts. In view of the substantial public funds involved in the "Operation Building Bright" scheme launched by the Government, the HKHS and the Urban Renewal Authority (URA), the ICAC also stepped up efforts to promote the importance of integrity in building management and maintenance to property owners and related parties. Four briefings for listed consultants and contractors of the HKHS and the URA, and 14 workshops for OCs eligible for the scheme were conducted in 2009 to alert them to the common corruption loopholes and to offer advice on preventive measures. With on-going preventive education service provided through visits to 125 OCs and 121 talks for OC members, a total of 60 544 people were reached through various activities in 2009.

30 The CRD adopted a target-oriented strategy to penetrate integrity messages to young people at various stages of their development. An "ICAC Ambassadors Programme" for senior secondary school students was launched in October 2009 in support of the "Other Learning Experiences" requirement of the New Senior Secondary Curriculum. About 1 100 students from 135 schools have been recruited as ICAC Ambassadors to promote positive values to their peers. With the support from the curriculum development committees of the Education Bureau, integrity messages have been incorporated in the curricula for junior secondary school and primary school students. A seminar on moral education was organised in November 2009 to provide a platform for experience sharing among some 400 educators and youth workers.

31 The CRD stepped up its publicity efforts promoting integrity messages through popular web platforms. An "ICAC Channel" was set up on the "YouTube" uploading video clips that carry probity messages. We also used "Facebook" as a platform for exchange and discussion on ethical issues.

32 The key performance measures are:

*Targets*

| | Target | 2008 (Actual) | 2009 (Actual) | **2010 (Plan)** |
|---|---|---|---|---|
| business organisations contacted | at least 1 000 | 1 333 | 1 430 | **1 400** |
| government departments/public bodies reached | at least 60 | 121 | 128 | **120** |
| visits made to secondary schools | at least 400 | 408 | 418 | **400** |
| tertiary institutes reached | 11 | 11 | 11 | **11** |

*Indicators*

| | 2008 (Actual) | 2009 (Actual) | **2010 (Estimate)** |
|---|---|---|---|
| business organisations which have used ICAC's corruption prevention service | 410 | 421 | **420** |
| managers in the business sector who have received training in corruption prevention and business ethics | 10 458 | 10 066 | **10 000** |
| front line workers in the business sector who have received training in corruption prevention and business ethics | 29 969 | 26 531 | **27 000** |

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|  | 2008 (Actual) | 2009 (Actual) | **2010 (Estimate)** |
|---|---|---|---|
| civil servants/staff of public bodies who have received training in corruption prevention.......................................... | 26 725 | 29 734 | **25 000** |
| secondary/tertiary students who have received training in corruption prevention and ethics ........................................ | 83 709 | 81 252 | **80 000** |
| election candidates/agents contacted........................................ | 319 | 105 | **N.A.¶** |
| candidates/agents who have attended the Elections (Corrupt and Illegal Conduct) Ordinance briefings............................ | 455 | 14 | **N.A.¶** |

¶ Difficult to forecast as it depends on the number of candidates standing for elections and by-elections, if any, in 2010.

*Matters Requiring Special Attention in 2010−11*

**33** During 2010–11, the CRD will:

- develop a closer working relationship with our counterparts in Guangdong and Macao through the setting up of a joint working group to strengthen corruption prevention and educational support for SMEs in particular those operating in the Pearl River Delta;

- liaise with accreditation and verification/testing service providers for developing strategies and measures to enhance their staff integrity in discharging duties, especially when conducting cross-boundary services;

- promulgate a user-friendly toolkit on major administrative functions of OCs through seminars and workshops at the district level;

- embark on a territory-wide ambassador programme for students of secondary schools and tertiary institutes to nurture a culture of probity, morality and ethical leadership in the younger generations, and form an "ICAC Ambassador Association" to enhance networking and exchanges among the Ambassadors;

- organise a junior reporters scheme and partner with other organisations to disseminate probity messages to secondary school students through different activities in support of the "Other Learning Experiences" requirement of the New Senior Secondary Curriculum;

- develop a liberal studies teaching package for senior secondary school students to support teaching and learning of the themes of "Rule of Law" and "Quality of Life" in the new Liberal Studies curriculum;

- commence a youth leadership programme with a view to stimulating exchanges amongst local university students and their counterparts from the Mainland and overseas, through a participatory approach in workshops, training camps and case studies; and

- organise an anti-corruption Announcement of Public Interest (API) competition for students in Hong Kong, Guangdong and Macao to promote positive values across the Pearl River Delta.

**Programme (4): Enlisting Support**

|  | 2008–09 (Actual) | 2009–10 (Original) | 2009–10 (Revised) | **2010–11 (Estimate)** |
|---|---|---|---|---|
| Financial provision ($m) | 67.2 | 69.9 | 66.6 (−4.7%) | **69.1** (+3.8%) |

(or −1.1% on 2009–10 Original)

*Aim*

**34** 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 offences.

*Brief Description*

**35** 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;

- publicising the activities of the ICAC in the mass media to enhance public understanding of the Commission's anti-corruption work; and

- encouraging report of corruption.

**36** The CRD continued to engage the community in entrenching a probity culture. In 2009, 244 multi-faceted activities were launched in partnership with all 18 District Councils (DC) and 519 district organisations. Through seminars, workshops, roving exhibitions and other component activities, more than 400 000 people from 1 601 district organisations were reached. In addition, the CRD held 29 "Meet-the-Public" sessions in 2009 to gauge public opinion on anti-corruption work.

**37** To enhance the transparency of the ICAC and to commemorate its 35th Anniversary, three Open Day sessions were held in February 2009. About 4 500 members of the public were given guided tours to various facilities of the new ICAC Building, which was open to the public for the first time. The event gained extensive and positive media publicity from the local media, and several Mainland media organisations. In addition, the CRD provided assistance to a Hong Kong-based satellite television station to produce a documentary on the history and work of the ICAC in the past 35 years. The documentary was telecast to local and Mainland audience.

**38** To encourage the public to report corruption, an API was broadcast on television, radio and public transport. To educate the public on the evils of corruption and to enlist public support, a five-episode drama series jointly produced with a television station was telecast in September and October 2009. The series was well received and attracted an average audience of 1.37 million per episode and an average audience share of 88.3 per cent.

**39** The CRD continued to enhance public understanding of the ICAC's work and press home probity messages to specific targets through its websites. New contents are regularly uploaded onto these websites, including the "Teensland" for teenagers, "Kidsland" for children and parents, "Moral Education Web" for educators and the web-based multi-media platform "I-Channel", so as to sustain visitors' interest and reinforce anti-corruption messages.

**40** The key performance measures are:

*Targets*

| | Target | 2008 (Actual) | 2009 (Actual) | **2010 (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*

The ICAC conducts an annual survey to monitor the public perception of the prevalence of corruption, the level of public confidence in the ICAC and their views on the ICAC's work. The salient findings of the surveys conducted in 2007 to 2009 are:

| | 2007 (Actual) | 2008 (Actual) | 2009 (Actual) |
|---|---|---|---|
| respondents who perceived the ICAC as deserving their support (%).......................................................... | 98.5 | 99.4 | 97.9 |
| respondents who considered corruption very common/quite common (%)........................................................ | 28.8 | 28.6 | 30.9 |
| respondents who and whose relatives or friends had not come across corruption in the past 12 months (%)α............ | 96.3 | 97.0 | 94.7 |
| respondents who said their confidence in the ICAC would not drop in the following year (%) ..................................... | 95.8 | 98.3 | 91.4 |
| respondents who were willing to report corruption (%)........... | 72.5 | 81.3 | 75.3 |
| respondents who would reveal identity when reporting corruption to the ICAC (%)................................................ | 71.2 | 73.8 | 67.8 |

α The questionnaire of ICAC Annual Survey 2009 has been revised and the question relating to perception of the level of corruption in the following year has been taken out. This deleted indicator is replaced by another one which reflects the actual experience in coming across corruption.

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

| | 2008 (Actual) | 2009 (Actual) | **2010 (Estimate)** |
|---|---|---|---|
| organisations which have jointly organised projects with the ICAC ................................................................ | 529 | 519 | **500** |
| corruption reports received (excluding election reports) ......... | 3 377 | 3 450 | **N.A.β** |
| corruption reports which are non-anonymous (%)................... | 74 | 69 | **N.A.β** |

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

*Matters Requiring Special Attention in 2010−11*

**41**  The 2009 Annual Survey shows that public support and confidence in the ICAC stay strong.  The CRD will continue to carry out the annual survey in 2010 to assess the community's attitude towards corruption and its perception of the ICAC's performance.  The findings will help align the ICAC's education and publicity strategies to meet public needs.

**42**  During 2010–11, the CRD will:

• launch a comprehensive campaign reaching out to all stakeholders of relevant international ranking institutions to elucidate the ethics and integrity building efforts made in the business community of Hong Kong;

• launch a publicity programme, comprising the production of a new API with supporting publicity, to enhance public vigilance to the threat of corruption;

• continue to enlist public support for the anti-corruption cause through community visits to the ICAC Building and joint projects with the DCs; and

• sustain our partnership with local leaders in organising community activities to raise public awareness of the importance of anti-corruption work.

## ANALYSIS OF FINANCIAL PROVISION

| Programme | 2008–09 (Actual) ($m) | 2009–10 (Original) ($m) | 2009–10 (Revised) ($m) | 2010–11 (Estimate) ($m) |
|---|---|---|---|---|
| (1) Corruption Prevention | 55.6 | 55.5 | 55.5 | **55.6** |
| (2) Operations | 562.2 | 615.0 | 600.9 | **622.6** |
| (3) Preventive Education | 65.1 | 67.7 | 64.5 | **66.9** |
| (4) Enlisting Support | 67.2 | 69.9 | 66.6 | **69.1** |
| | 750.1 | 808.1 | 787.5 (−2.5%) | **814.2 (+3.4%)** |

**(or +0.8% on 2009–10 Original)**

### Analysis of Financial and Staffing Provision

**Programme (1)**

Provision for 2010–11 is $0.1 million (0.2%) higher than the revised estimate for 2009–10. This is mainly due to the filling of vacancies and salary increments for staff, partly offset by the full-year effect of the 2009 pay adjustment.

**Programme (2)**

Provision for 2010–11 is $21.7 million (3.6%) higher than the revised estimate for 2009–10. This is mainly due to the filling of vacancies and salary increments for staff, partly offset by the full-year effect of the 2009 pay adjustment.
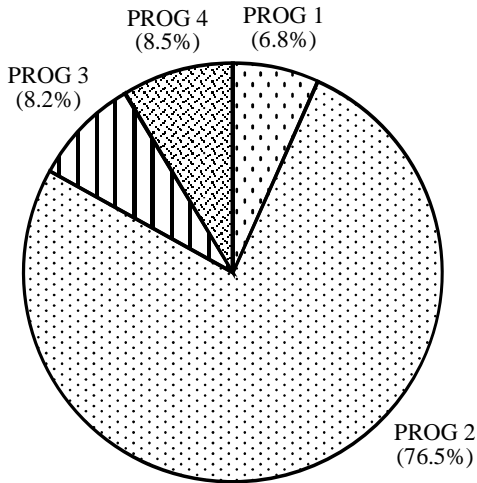
**Programme (3)**

Provision for 2010–11 is $2.4 million (3.7%) higher than the revised estimate for 2009–10. This is mainly due to the filling of vacancies and salary increments for staff, partly offset by the full-year effect of the 2009 pay adjustment.

**Programme (4)**

Provision for 2010–11 is $2.5 million (3.8%) higher than the revised estimate for 2009–10. This is mainly due to the filling of vacancies and salary increments for staff, partly offset by the full-year effect of the 2009 pay adjustment.
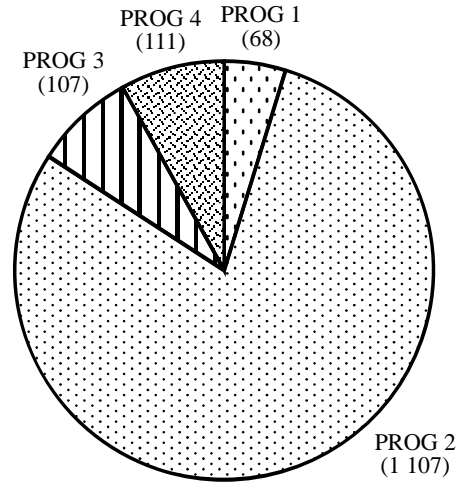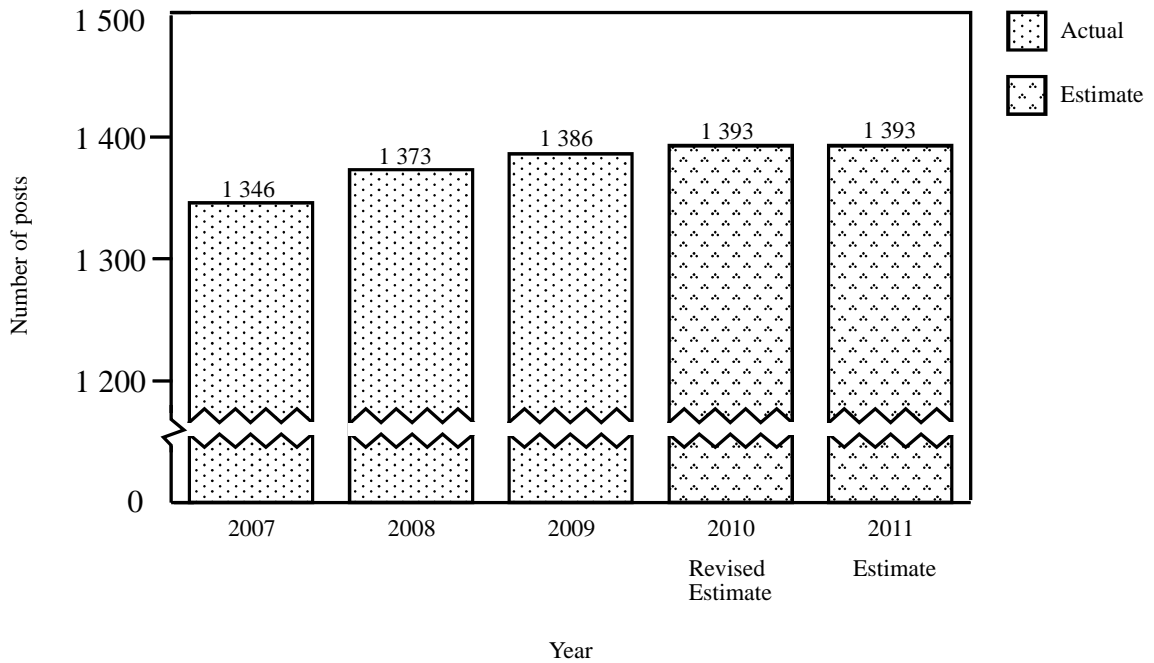
*Allocation of provision*
*to programmes*
*(2010-11)*

*Staff by programme*
*(as at 31 March 2011)*

PROG 4
(8.5%)

PROG 1
(6.8%)

PROG 3
(8.2%)

PROG 2
(76.5%)

PROG 4
(111)

PROG 1
(68)

PROG 3
(107)

PROG 2
(1 107)

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

Actual

Estimate

1 500

1 400

1 300

1 200

0

Number of posts

1 346

1 373

1 386

1 393

1 393

2007

2008

2009

2010

Revised
Estimate

2011

Estimate

Year

90

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

| Sub-head (Code) | | Actual expenditure 2008–09 $'000 | Approved estimate 2009–10 $'000 | Revised estimate 2009–10 $'000 | Estimate 2010–11 $'000 |
|---|---|---|---|---|---|
| | **Operating Account** | | | | |
| | Recurrent | | | | |
| 000 | Operational expenses.......................................... | 733,436 | 790,518 | 769,011 | **795,604** |
| 103 | Rewards and special services ............................. | 16,274 | 17,000 | 17,000 | **17,000** |
| 203 | Expenses of witnesses, suspects and detainees... | 361 | 630 | 630 | **630** |
| | Total, Recurrent ..................................... | 750,071 | 808,148 | 786,641 | **813,234** |
| | Total, Operating Account........................ | 750,071 | 808,148 | 786,641 | **813,234** |
| | **Capital Account** | | | | |
| | Plant, Equipment and Works | | | | |
| 661 | Minor plant, vehicles and equipment (block vote)................................................................ | — | — | 897 | **940** |
| | Total, Plant, Equipment and Works ........ | — | — | 897 | **940** |
| | Total, Capital Account ............................ | — | — | 897 | **940** |
| | Total Expenditure ................................... | 750,071 | 808,148 | 787,538 | **814,174** |

# Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

**Details of Expenditure by Subhead**

The estimate of the amount required in 2010–11 for the salaries and expenses of the Independent Commission Against Corruption is $814,174,000. This represents an increase of $26,636,000 over the revised estimate for 2009–10 and of $64,103,000 over actual expenditure in 2008–09.

*Operating Account*

Recurrent

**2** Provision of $795,604,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Independent Commission Against Corruption.

**3** The establishment as at 31 March 2010 will be 1 393 permanent posts. No net change in establishment is expected in 2010–11. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2010–11, but the notional annual mid-point salary value of all such posts must not exceed $612,572,000.

**4** There are five 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:

|  | 2008–09 (Actual) ($'000) | 2009–10 (Original) ($'000) | 2009–10 (Revised) ($'000) | **2010–11 (Estimate) ($'000)** |
|---|---|---|---|---|
| Personal Emoluments |  |  |  |  |
|   - Salaries | 575,599 | 623,440 | 593,381 | **623,805** |
|   - Allowances | 20,957 | 21,200 | 22,679 | **22,483** |
|   - Job-related allowances | 7,875 | 7,900 | 7,700 | **7,600** |
| Personnel Related Expenses |  |  |  |  |
|   - Mandatory Provident Fund contribution | 14,255 | 15,200 | 14,400 | **15,200** |
| Departmental Expenses |  |  |  |  |
|   - Remuneration for special appointments | 2,460 | 2,460 | 2,483 | **2,403** |
|   - General departmental expenses | 93,188 | 103,252 | 111,000 | **107,047** |
| Other Charges |  |  |  |  |
|   - Investigation expenses | 2,560 | 4,000 | 4,000 | **4,000** |
|   - Publicity | 16,485 | 13,000 | 13,310 | **13,000** |
|   - Grant to the ICAC Welfare Fund | 57 | 66 | 58 | **66** |
|  | 733,436 | 790,518 | 769,011 | **795,604** |

**6** Provision of $17,000,000 under *Subhead 103 Rewards and special services* is for expenditure on rewards and services of a confidential nature.

**7** Provision of $630,000 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 $940,000 under *Subhead 661 Minor plant, vehicles and equipment (block vote)* represents an increase of $43,000 (4.8%) over the revised estimate for 2009–10. This is mainly due to increased requirement for minor equipment.