

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

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

Estimate 2007–08 **\$701.2m**

Establishment ceiling 2007–08 (notional annual mid-point salary value) representing an estimated 1 332 non-directorate posts as at 31 March 2007 rising by 27 posts to 1 359 posts as at 31 March 2008..... **\$528.9m**

In addition, there will be an estimated 14 directorate posts as at 31 March 2007 and as at 31 March 2008.

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

	2005–06 (Actual)	2006–07 (Original)	2006–07 (Revised)	2007–08 (Estimate)
Financial provision (\$m)	42.5	45.0	44.8 (-0.4%)	47.3 (+5.6%)

(or +5.1% on
2006–07 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, the CPD also provides advice to private sector organisations to prevent corruption and fraud.

4 The CPD completed 96 assignment reports in 2006. 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, the CPD reviewed the procedures of the Home Affairs Department (HAD) in managing and funding district projects, and assisted the HAD in drawing up a Code of Conduct for the assistants of District Council (DC) members. A seminar for DC members and their assistants was also held to raise their corruption prevention awareness.

6 The CPD set up a dedicated team in April 2006 to advise government bureaux and departments involved in Public Private Partnership projects, particularly on the selection of private partners and consultants, with a view to ensuring that the procedures are fair and corruption resistant.

7 The CPD reviewed the procedures of the Construction Workers Registration Authority for the registration of construction workers, and made recommendations to speed up the registration process and enhance management monitoring by generating regular information reports on the status of the registration applications.

8 For the tourism industry, the CPD promulgated a Best Practice Module to assist travel agents in strengthening safeguards against abuse in their operational systems covering areas such as organisation of tours, hotel and passage bookings as well as staff administration.

9 In parallel with the Efficiency Unit (EU)'s review of the Government's outsourcing strategy, the CPD studied existing practices in letting and administering government service contracts involving non-skilled workers, and made recommendations on measures to prevent illegal wage deduction for incorporation into the revised edition of the EU's outsourcing guide.

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10 In the subvented sector, the CPD reviewed the procedures of the Department of Health in managing health subventions, and studied the procedures of the Social Welfare Department in administering vocational rehabilitation services operated by subvented organisations.

11 The CPD continued to provide user-friendly corruption prevention advisory services to private sector organisations covering a wide range of businesses. We proactively approached organisations which had been a victim of corruption or fraud to offer them advice on measures to tighten their internal control systems. In 2006, the CPD provided corruption prevention advice to private sector organisations on 366 occasions within two working days as pledged.

12 The key performance measures are:

Targets

	Targets	2005 (Actual)	2006 (Actual)	2007 (Plan)
assignment reports produced.....	95	96	96	96
response to private sector requests for corruption prevention advice within two working days (%)	100	100	100	100

Indicators

	2005 (Actual)	2006 (Actual)	2007 (Estimate)
areas awaiting study	246	254	260
previous assignments requiring monitoring.....	656	649	650
no. of occasions private sector organisations given corruption prevention advice	367	366	N.A.§
no. of occasions public sector organisations advised through consultation.....	305	348	N.A.§

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

Matters Requiring Special Attention in 2007–08

13 During 2007–08, the CPD will:

- assist the Food and Environmental Hygiene Department in putting in place corruption prevention safeguards in food surveillance and food testing procedures administered by the newly established Centre for Food Safety;
- assist the Lands Department in reviewing the procedures for land control, with a view to enhancing corruption prevention safeguards;
- assist the Environmental Protection Department in building in corruption prevention safeguards in the implementation of recycling schemes for waste products;
- provide corruption prevention best practice/guidelines to Owners' Corporations (OCs) for letting and administering building maintenance projects; and
- assist the Securities and Futures Commission in reviewing the procedures for supervision of securities brokers, with a view to enhancing the effectiveness of monitoring measures.

Programme (2): Operations

	2005–06 (Actual)	2006–07 (Original)	2006–07 (Revised)	2007–08 (Estimate)
Financial provision (\$m)	488.7	513.9	500.5 (–2.6%)	537.6 (+7.4%)
				(or +4.6% on 2006–07 Original)

Aim

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

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Brief Description

15 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.

16 In 2006, a total of 2 658 pursuable corruption reports were received by the Commission, representing a decrease of about 10% compared with 2 946 cases received in 2005. Given the complexity and magnitude of many corruption cases, the intensity of investigation efforts required remained high. On 31 December 2006, the investigation caseload of the Commission stood at 1 438 cases (including 41 election cases).

17 To cope with the complexity and sophistication in corruption and related crime investigations, the OPS accomplished the following in 2006–07:

- reviewed and developed training programmes for strategic areas, including arrest, search, use of firearms and witness protection, to help improve the operational effectiveness of front line investigating officers;
- established an additional Financial Investigation Section to deal with the increasingly complex, globalised and sophisticated corruption-related financial activities;
- organised the Third ICAC Anti-Corruption International Symposium to enhance mutual liaison, co-operation and professional exchange with the Mainland and overseas anti-corruption law enforcement agencies; and
- conducted a workshop with the Guangdong Provincial People’s Procuratorate and the Macao Commission Against Corruption to strengthen co-operation under the Mutual Case Assistance Scheme.

18 The key performance measures are:

Targets

	Target	2005 (Actual)	2006 (Actual)	2007 (Plan)
complainants making pursuable corruption reports contacted for interview within 48 hours (%)	100	99.8	99.9	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	91.4	89.6	90.0

Indicators

	2005 (Actual)	2006 (Actual)
pursuable corruption reports.....	2 946	2 658
non-pursuable corruption reports	739	681
investigations completed	2 731	2 571
persons prosecuted#	348	341
persons convicted#	255@	308
persons formally cautioned#.....	51	45
government officers recommended for disciplinary or administrative action.....	170	150

Including cases carried forward from previous years and completed.

@ Figure for 2005 updated to take account of eight successful appeals.

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

Matters Requiring Special Attention in 2007–08

19 During 2007–08, the OPS will:

- enhance its operational capability in intelligence gathering and analysis, witness protection and tactical support by the setting up of dedicated specialised teams;
- adopt a more strategic and co-ordinated approach to investigating the increasingly complex corruption problems in the building management sector;

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- monitor elections at all levels and ensure effective investigation and prosecution of criminal corruption cases; and
- intensify professional training for investigators, with a view to enhancing operational efficiency and effectiveness.

Programme (3): Preventive Education

	2005–06 (Actual)	2006–07 (Original)	2006–07 (Revised)	2007–08 (Estimate)
Financial provision (\$m)	53.7	53.9	54.6 (+1.3%)	57.2 (+4.8%)
				(or +6.1% on 2006–07 Original)

Aim

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

Brief Description

21 The Community Relations Department (CRD) achieves the aim through conducting 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.

22 In 2006, the CRD contacted 1 551 business organisations to promote corruption prevention services and business professional ethics. After completion of the Business Ethics Promotion Programme for listed companies in 2005, we continued to approach newly listed companies and maintained contacts with other listed companies to provide follow-up service. By end 2006, 75% of the 767 listed companies contacted had formulated/reviewed their staff code of conduct or were considering to do so. During the year, the CRD conducted 963 corruption prevention training seminars for 8 823 managers and 30 732 front line staff of various trades. These included banking, finance, insurance, tourism, estate agency, construction and building management.

23 To enhance the ethical standard and corruption prevention capabilities of real estate agencies, the CRD and the Estate Agents Authority (EAA), in collaboration with six key trade associations in the industry, launched in August 2006 a two-year “Professional Ethics Programme for Estate Agents”. Under the programme, a set of ethical management principles was promulgated for adoption by estate agencies. The CRD visited individual large and medium-sized estate agencies to help them adopt corruption prevention measures, and reached small real estate agencies through the network of the trade associations and the EAA. As at 31 December 2006, 24 agencies have been contacted. The EAA has also recognised the ICAC sessions as a core subject in its Continuing Professional Development Scheme for estate agents, and included the relevant sections of the Prevention of Bribery Ordinance in the syllabus for the licensing examination of estate agents.

24 To enhance the capability of the middle management of Hong Kong-funded banks/financial institutions operating in Hong Kong or in the Mainland in handling staff integrity issues, the CRD produced a “Tool Kit on Managing Staff Integrity for the Financial Services Sector”. The tool kit, comprising two practical guides and several training packages, was launched in December 2006 through train-the-trainers workshops for human resources and training personnel. In the light of new opportunities for access to the Mainland markets by local professionals and businessmen, the CRD has since 2004 collaborated with various professional and business associations in promoting cross-boundary ethical management. In 2006, 13 seminars were conducted for nine chambers of commerce and professional associations, including those of accountants and chartered secretaries.

25 During 2006, the CRD provided corruption prevention training for 22 546 civil servants at various ranks from 48 government bureaux/departments. The ICAC, in collaboration with the Civil Service Bureau (CSB) and the Works Branch (WB) of the Environment, Transport and Works Bureau, launched an enhanced integrity management programme for works departments. The WB produced an Integrity Management Manual consolidating various conduct guidelines and regulations for reference by its works department. To tie in with the promulgation of the Manual, the ICAC, the CSB and the WB agreed to organise 58 training sessions comprising some 150 integrity training workshops for around 7 800 managers/professional staff and site supervisors of individual works departments. By end 2006, 70 such workshops were conducted for about 3 300 staff at different ranks of the six works departments. These will continue in the first quarter of 2007. To facilitate training, the CRD produced a tailor-made training video on contract management and supervisory accountability.

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26 To provide a platform for sustained efforts in entrenching an integrity culture in the civil service, the ICAC and the CSB launched in late 2006 an ethical leadership programme for government bureaux/departments. Each bureau/department will nominate a senior directorate officer to serve as the Ethics Officer. With support and assistance from the ICAC and the CSB, Ethics Officers would help oversee and enhance the integrity management and promotion efforts in their bureaux/departments.

27 In July 2006, the CRD launched the “Ethical Leadership for the New Generation” Training Programme to equip tertiary students with the knowledge and skills to become ethical leaders. A series of training workshops, a training camp and a case study competition were organised between July and November 2006. These would culminate in a Youth Summit in March 2007 to conclude the programme. In addition, the CRD launched in March 2006 an audio-visual “Liberal Studies Teaching Package” to facilitate teachers in conducting moral and value education in senior secondary school curriculum. Copies of the package were distributed to all secondary schools, education faculties of tertiary education institutions and the Hong Kong Teachers’ Centre, and its contents were uploaded onto the ICAC’s Moral Education Web. A package on personal, social and humanities education for junior secondary students was also developed and was launched in early 2007.

28 The CRD continued to strengthen preventive education for OCs and stakeholders involved in building renovation work. In 2006, three seminars were jointly organised with the Hong Kong Housing Society for 303 applicants of its Building Management and Maintenance Scheme involving 203 building management bodies. The CRD also organised two workshops for 185 staff from 52 building consultant firms and 70 construction companies to explain the anti-corruption law and introduce corruption prevention measures, and distributed a set of tailor-made pamphlets on preventing corruption in managing building renovation projects for participants’ reference. The CRD continued to co-operate with the trade through the Corruption Prevention Network for Property Management established in May 2005, and helped member companies take positive actions against corruption through workshops and regular provision of reference materials. The CRD also provided on-going preventive education service to promote clean and effective building management through visits to 306 OCs, 161 talks for OC members and 76 district projects (including seminars and exhibitions), reaching some 13 000 people.

29 The CRD launched a number of initiatives to promote clean elections for the Election Committee (EC) Subsector Elections. These included producing an information booklet on the Elections (Corrupt and Illegal Conduct) Ordinance (ECICO) for candidates and their election agents as well as a reminder leaflet for voters, and operating a 24-hour enquiry hotline during the election period. The “Support Clean Elections” message was further promoted through posters, leaflets and the ICAC Corporate Website. An ICAC representative also attended briefings organised by the Electoral Affairs Commission respectively for Returning Officers/Assistant Returning Officers and candidates of the EC Subsector Elections to explain the ECICO.

30 The key performance measures are:

Targets

	Target	2005 (Actual)	2006 (Actual)	2007 (Plan)
business organisations contacted	at least 1 000	1 337	1 551	1 300
government departments/public bodies reached	at least 60	113	96	85
visits made to secondary schools	at least 400	401	481	400
tertiary institutes reached	11	11	11	11

Indicators

	2005 (Actual)	2006 (Actual)	2007 (Estimate)
business organisations which have used the ICAC’s corruption prevention service	468	454	400
managers in the business sector who have received training in corruption prevention and business ethics	7 257	8 823	7 000
front line workers in the business sector who have received training in corruption prevention and business ethics	28 528	30 372	28 000
civil servants/staff of public bodies who have received training in corruption prevention	23 142	29 080	25 000
secondary/tertiary students who have received training in corruption prevention and ethics	81 779	80 565	80 000
election candidates/agents contacted	149	5 658	N.A.¶
candidates/agents who have attended ECICO briefings	58	1 108	N.A.¶

¶ Difficult to forecast as it depends on the number of candidates standing for elections and by-elections, if any, in 2007.

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Matters Requiring Special Attention in 2007–08

31 During 2007–08, the CRD will:

- launch a two-year ethics programme to promote integrity management in the insurance industry and to enhance knowledge on anti-corruption legislation among front line insurance agents;
- launch a two-year preventive education programme to alert entrepreneurs of small and medium enterprises to the importance of good governance and ethical practice, and enhance their skills in preventing corruption in managing their business;
- launch a training module to provide systematic training for company directors to enhance their awareness of corporate corruption and capability in performing their roles in an ethical and accountable manner;
- organise an integrity programme for public officers engaged in the management of outsourced works and service contracts;
- step up the promotion of clean and effective building management to property owners, their management bodies and service providers; and
- implement an education and publicity programme to promote “Clean Election” among candidates, election agents and voters in each public election.

Programme (4): Enlisting Support

	2005–06 (Actual)	2006–07 (Original)	2006–07 (Revised)	2007–08 (Estimate)
Financial provision (\$m)	55.5	55.7	56.3 (+1.1%)	59.1 (+5.0%)
				(or +6.1% on 2006–07 Original)

Aim

32 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

33 The objective 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 reporting of corruption.

34 The CRD continued to engage the community in building up a probity culture. In 2006, 318 multi-faceted activities were launched in partnership with all 18 DCs and 541 district organisations. Through seminars, workshops, roving exhibitions and other component activities, more than 400 000 people from 2 400 district organisations were reached. During the year, the CRD continued to hold “Meet-the-Public” sessions regularly to gauge public views on anti-corruption work.

35 The CRD continued to make extensive use of the mass media to enhance the ICAC’s transparency and rally public support to the anti-corruption cause. Apart from broadcasting an Announcement in the Public Interest (API) on television, radio and public transport, we launched a six-episode spot series on television in March 2006 to explain the ICAC’s powers and accountability. An episode on the ICAC’s work and related anti-bribery law was also launched for Indonesian domestic workers working in Hong Kong in a radio programme initiated by the Race Relations Unit of the Home Affairs Bureau. In August 2006, a new cartoon series featuring “Gee-dor-dor”, a rabbit cartoon character created by the ICAC, was televised to promote positive values among children. To capitalise on the launch of the series, we introduced a teaching kit and a series of complementary activities, including a territory-wide musical competition for kindergartens.

36 To keep businessmen and investors abreast of Hong Kong’s anti-corruption work and promote better understanding of Hong Kong’s corruption scene, the ICAC launched in May 2006 an on-line newsletter, the ICAC Post. The newsletter was distributed through e-mail to various chambers of commerce, consulates, international rating agencies and other relevant organisations locally and abroad. Contents of the ICAC Web Channel, which attracted over 4.5 million hits in 2006, were also regularly updated to keep the public informed of the ICAC’s latest developments. A new Children Website, which aims to strengthen the promotion of moral education to young people, was launched in early January 2007.

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37 The key performance measures are:

Targets

	Target	2005 (Actual)	2006 (Actual)	2007 (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 ^Ψ	0

Ψ The production work of the drama series commenced in 2006 and it will be broadcast in 2007.

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 2004 to 2006 are:

	2004 (Actual)	2005 (Actual)	2006 (Actual)
respondents who perceived the ICAC as deserving their support (%)	99.1	98.9	98.9
respondents who considered corruption very common/quite common (%)	27.9	29.1	33.6
respondents who perceived that corruption would increase in the following year (%)	20.5	16.8	15.0
respondents who said their confidence in the ICAC would not drop in the following year (%).....	93.9	96.0	97.1
respondents who were willing to report corruption (%)	68.1	65.3	78.7
respondents who would reveal identity when reporting corruption to the ICAC (%)	71.8	70.7	72.0

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

	2005 (Actual)	2006 (Actual)	2007 (Estimate)
organisations which have jointly organised projects with the ICAC.....	429	541	475
corruption reports received (excluding election reports).....	3 685	3 339	N.A.β
corruption reports which are non-anonymous (%)	73	73	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 2007–08

38 The 2006 Annual Survey shows that public support and confidence in the ICAC remain stable. The CRD will continue to carry out the annual survey in 2007 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.

39 During 2007–08, the CRD will:

- continue to launch community activities and mass media publicity measures to assure the public of the ICAC's determination and effectiveness in keeping corruption at bay in strict accordance with the law;
- sustain our partnership with local leaders in organising community activities to raise public awareness about the importance of anti-corruption work;
- launch a publicity programme, comprising the production of a new API with complementary supporting publicity, to enhance public vigilance to the threat of corruption;
- release a TV drama series on completed ICAC cases to educate the public on the evils of corruption and to enlist public support; and
- launch an educational project in partnership with district organisations and primary schools to instil positive values among children.

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ANALYSIS OF FINANCIAL PROVISION

Programme	2005–06 (Actual) (\$m)	2006–07 (Original) (\$m)	2006–07 (Revised) (\$m)	2007–08 (Estimate) (\$m)
(1) Corruption Prevention	42.5	45.0	44.8	47.3
(2) Operations.....	488.7	513.9	500.5	537.6
(3) Preventive Education.....	53.7	53.9	54.6	57.2
(4) Enlisting Support	55.5	55.7	56.3	59.1
	640.4	668.5	656.2 (-1.8%)	701.2 (+6.9%)
				(or +4.9% on 2006–07 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2007–08 is \$2.5 million (5.6%) higher than the revised estimate for 2006–07. This is mainly due to salary increments for staff, creation of three posts to enhance corruption prevention in building management and recurrent expenditure for the new ICAC Headquarters building.

Programme (2)

Provision for 2007–08 is \$37.1 million (7.4%) higher than the revised estimate for 2006–07. This is mainly due to the filling of vacancies, salary increments for staff, creation of 19 posts to enhance investigative capability and operational efficiency as well as recurrent expenditure for the new ICAC Headquarters building.

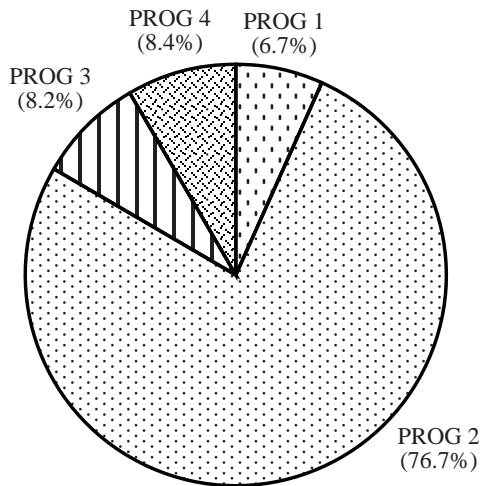
Programme (3)

Provision for 2007–08 is \$2.6 million (4.8%) higher than the revised estimate for 2006–07. This is mainly due to the filling of vacancies, salary increments for staff, creation of three posts to enhance preventive education work for building management and recurrent expenditure for the new ICAC Headquarters building.

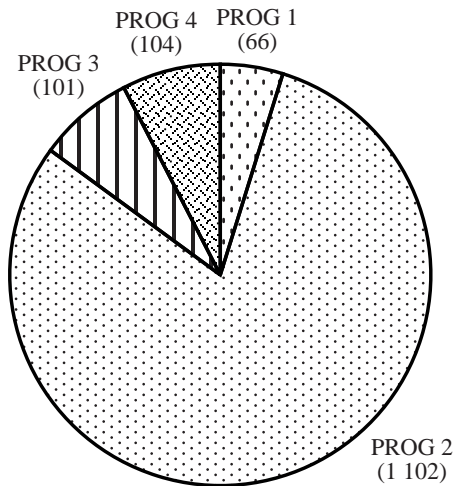
Programme (4)

Provision for 2007–08 is \$2.8 million (5.0%) higher than the revised estimate for 2006–07. This is mainly due to the filling of vacancies, salary increments for staff, creation of two posts to enhance preventive education work for building management and recurrent expenditure for the new ICAC Headquarters building.

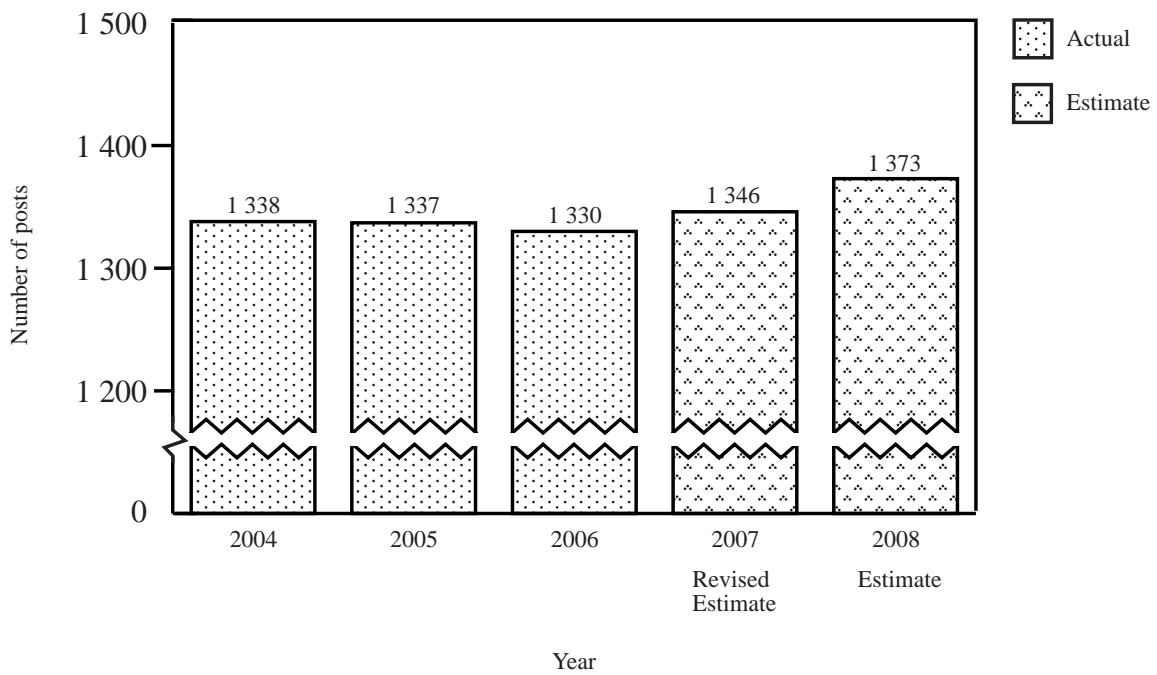
Allocation of provision to programmes (2007-08)



Staff by programme (as at 31 March 2008)



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



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Sub-head (Code)	Actual expenditure 2005-06	Approved estimate 2006-07	Revised estimate 2006-07	Estimate 2007-08	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses.....	623,929	652,570	638,747	684,123
103	Rewards and special services	15,266	15,268	16,800	16,500
203	Expenses of witnesses, suspects and detainees...	205	624	624	624
	Total, Recurrent	<u>639,400</u>	<u>668,462</u>	<u>656,171</u>	<u>701,247</u>
	Total, Operating Account.....	<u>639,400</u>	<u>668,462</u>	<u>656,171</u>	<u>701,247</u>
Capital Account					
Plant, Equipment and Works					
	Minor plant, vehicles and equipment (block vote)	1,040	—	—	—
	Total, Plant, Equipment and Works	<u>1,040</u>	<u>—</u>	<u>—</u>	<u>—</u>
	Total, Capital Account	<u>1,040</u>	<u>—</u>	<u>—</u>	<u>—</u>
	Total Expenditure.....	<u><u>640,440</u></u>	<u><u>668,462</u></u>	<u><u>656,171</u></u>	<u><u>701,247</u></u>

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Details of Expenditure by Subhead

The estimate of the amount required in 2007–08 for the salaries and expenses of the Independent Commission Against Corruption is \$701,247,000. This represents an increase of \$45,076,000 over the revised estimate for 2006–07 and of \$60,807,000 over actual expenditure in 2005–06.

Operating Account

Recurrent

2 Provision of \$684,123,000 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 2007 will be 1 346 permanent posts. It is expected that 27 permanent posts will be created in 2007–08. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2007–08, but the notional annual mid-point salary value of all such posts must not exceed \$528,878,000.

4 There are 11 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:

	2005–06 (Actual) (\$'000)	2006–07 (Original) (\$'000)	2006–07 (Revised) (\$'000)	2007–08 (Estimate) (\$'000)
Personal Emoluments				
- Salaries.....	509,689	543,243	509,094	551,521
- Allowances.....	16,717	19,342	19,090	19,090
- Job-related allowances.....	8,668	8,816	8,516	8,516
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	13,468	14,544	13,625	14,600
Departmental Expenses				
- Remuneration for special appointments ...	2,191	2,209	2,890	2,209
- General departmental expenses.....	59,770	51,600	70,000	75,130
Other Charges				
- Investigation expenses	3,091	4,562	4,200	4,200
- Publicity	10,279	8,193	11,276	8,793
- Grant to the ICAC Welfare Fund	56	61	56	64
	623,929	652,570	638,747	684,123

6 Provision of \$16,500,000 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.