

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

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

**Estimate 2009–10** ..... **\$808.1m**

**Establishment ceiling 2009–10** (notional annual mid-point salary value) representing an estimated 1 372 non-directorate posts as at 31 March 2009 rising by seven posts to 1 379 posts as at 31 March 2010 ..... **\$612.6m**

In addition, there will be an estimated 14 directorate posts as at 31 March 2009 and as at 31 March 2010.

### 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

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	51.3	52.3	54.9 (+5.0%)	55.5 (+1.1%)  (or +6.1% on 2008–09 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 88 assignment reports in 2008. 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 produced a building management toolkit for use by Owners' Corporations (OCs) and property management companies in the implementation of building maintenance projects and participated in a series of workshops that the Independent Commission Against Corruption (ICAC) co-organised with the Hong Kong Housing Society (HKHS) and the Home Affairs Department (HAD) in promulgating the toolkit. The CPD also responded to requests for corruption prevention advice on the management of maintenance projects from individual OCs.

6 Following the District Council (DC) Election in November 2007, the CPD organised jointly with HAD a series of seminars for the elected DC members and their assistants to raise their corruption prevention awareness in implementing district projects, taking into account the expanded role of DCs in district management.

7 With a view to fostering good governance in government-funded public organisations, the CPD compiled a Best Practice Module (BPM) for this purpose and would organise workshops for these public organisations to promulgate the BPM.

8 Another BPM on Verification of Insurance Claims was compiled with the aim of assisting insurers in adopting corruption-resistant procedures. To promulgate the BPM, the CPD would organise, jointly with the Office of the Commissioner of Insurance (OCI) and the Hong Kong Federation of Insurers, a seminar for the insurers in early 2009, to be followed by offering tailor-made corruption prevention advice to individual insurance companies on request.

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

9 The CPD continued to provide user-friendly corruption prevention advisory services to private sector organisations of different trades and industries. In 2008, the CPD provided corruption prevention advice to private sector organisations requesting our service on 371 occasions. All requests were responded to within two working days as pledged.

10 The key performance measures are:

### *Targets*

	Target	2007 (Actual)	2008 (Actual)	2009 (Plan)
assignment reports produced.....	80	92	88	80
response to private sector requests for corruption prevention advice within two working days (%) .....	100	100	100	100

### *Indicators*

	2007 (Actual)	2008 (Actual)	2009 (Estimate)
areas awaiting study.....	266	266	260
previous assignments requiring monitoring.....	654	655	650
no. of occasions private sector organisations given corruption prevention advice .....	364	371	N.A.§
no. of occasions public sector organisations advised through consultation .....	325	429	N.A.§

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

### *Matters Requiring Special Attention in 2009–10*

11 During 2009–10, the CPD will:

- minimise corruption risks by assisting government departments in the speedy implementation of projects and recruitment of temporary staff by promulgating procedural checklists for adoption by departments on procurement, staff recruitment, project administration and by establishing a special unit to respond promptly to departments' request for tailor-made corruption prevention advice;
- develop and promulgate a tailor-made BPM on internal control for use by the Small and Medium Enterprises (SMEs) in their operations;
- promulgate a BPM, together with the relevant regulatory bodies, to assist charitable organisations in reviewing and strengthening their governance framework and management practices in respect of control over fund raising activities and disbursement of donation proceeds;
- develop corruption prevention modules together with local tertiary institutions for inclusion in construction-related undergraduate programmes and assist the institutions in teaching the modules;
- publish a user-friendly toolkit on financial management, in collaboration with the related professional bodies, for use by OCs;
- review the procedures for licensing and control of catering operations and public entertainment establishments where public safety and hygiene are of prime concern, with a view to minimising the risk of corruption and abuse;
- assist the Hospital Authority in delivering public medical services through public-private partnership with private medical practitioners to ensure that their arrangements are fair, transparent and corruption-resistant; and
- continue to provide timely advice to the 2009 East Asian Games (Hong Kong) Limited so as to ensure that its operations in preparation for the Games are corruption-resistant.

### **Programme (2): Operations**

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	523.6	575.3	566.7 (–1.5%)	615.0 (+8.5%)
				(or +6.9% on 2008–09 Original)

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

### *Aim*

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

### *Brief Description*

**13** 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 ICAC and to encourage the community to report corruption with a view to deterring the corrupt.

**14** In 2008, a total of 2 621 pursuable corruption reports were received by the Commission, representing a decrease of about five per cent compared with 2 762 cases received in 2007. Given the complexity and magnitude of many corruption cases, the intensity of investigation efforts required remained high. On 31 December 2008, the investigation caseload of the Commission stood at 2 230 cases (including 711 election cases).

**15** To cope with the complexity and sophistication in corruption and related crime investigations, the OPS accomplished the following in 2008–09:

- maintained close liaison with overseas anti-corruption agencies to enhance its effectiveness in evidence collation and in forging partnerships to combat corruption;
- adopted amendments to local legislation in the confiscation of corrupt proceeds and in mutual legal assistance in compliance with the United Nations Convention Against Corruption;
- monitored various levels of elections including the Legislative Council (LegCo) Election through effective investigation into suspected corrupt and illegal conduct; and
- intensified physical, self-defence and use-of-force training for investigators to enhance their operational effectiveness in handling high-risk operations.

**16** The key performance measures are:

### *Targets*

	Target	2007 (Actual)	2008 (Actual)	2009 (Plan)
complainants making pursuable corruption reports contacted for interview within 48 hours (%).....	100	99.97	99.97	<b>100</b>
complainants making non-corruption reports contacted within two working days to obtain consent to refer their reports to relevant authorities (%) .....	100	100	100	<b>100</b>
pursuable corruption investigations completed within 12 months (%).....	90.0	89.8	88.4	<b>90.0</b>

### *Indicators<sup>Ψ</sup>*

	2007 (Actual)	2008 (Actual)
pursuable corruption reports.....	2 762	<b>2 621</b>
non-pursuable corruption reports .....	838	<b>756</b>
investigations completed .....	2 613	<b>2 631</b>
persons prosecuted#.....	346	<b>333</b>
persons convicted# .....	290 <sup>Ω</sup>	<b>315</b>
persons formally cautioned#.....	45	<b>52</b>
government officers recommended for disciplinary or administrative action ....	123	<b>105</b>

<sup>Ψ</sup> 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.

<sup>Ω</sup> Figure for 2007 updated to take account of six successful appeals.

### *Matters Requiring Special Attention in 2009–10*

**17** During 2009–10, the OPS will:

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

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

- collaborate with overseas anti-corruption agencies to combat cross-border corruption and laundering of corrupt proceeds;
- strengthen its capability in financial investigation through training in forensic accounting, asset tracing, preparation of financial profiles and analysis and presentation of financial data;
- enhance its competencies in computer forensics investigation through training and liaison with experts from local and overseas law enforcement agencies and professional institutions; and
- organise the Fourth ICAC International Symposium to enhance mutual liaison, co-operation and professional exchange with overseas anti-corruption law enforcement agencies.

### Programme (3): Preventive Education

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	60.0	63.6	64.6 (+1.6%)	<b>67.7</b> (+4.8%)
				(or +6.4% on 2008–09 Original)

### Aim

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

### Brief Description

**19** 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.

**20** In 2008, the CRD contacted 1 333 business organisations to promote corruption prevention services as well as business and professional ethics. As a result, about 984 corruption prevention training seminars were conducted for 10 458 managers and 29 969 front line staff of various trades including banking, finance, insurance, tourism, estate agency, construction and building management.

**21** To promote business ethics in cross-boundary SMEs and to encourage them to adopt corruption prevention measures, the CRD collaborated with the Guangdong Provincial People’s Procuratorate (GDPP) to organise the “Business Ethics Conference for Small and Medium Enterprises” in April 2008 with the support of 19 chambers of commerce and trade bodies. Some 180 SME operators attended the Conference in which the “Corruption Prevention Guide for SME Entrepreneurs Investing in Hong Kong and Guangdong” jointly published with GDPP was launched. The Guide aims at equipping cross-boundary business operators with legal knowledge and skills in managing corruption risks and providing them with advice on corruption prevention practices. Under the two-year Integrity Management Promotion Programme for SMEs inaugurated in the Conference, we have promoted the Guide and corruption prevention services to SMEs through the networks of chambers of commerce and trade bodies. Five trade associations have requested the ICAC to organise seminars/workshops in Hong Kong and Guangdong for their member companies. In addition, we have enlisted the support of the Hong Kong Chamber of Small and Medium Business to incorporate ethical management into the assessment criteria of its 2008 Best SME’s Award Scheme to encourage SME operators to implement good business practices.

**22** To sustain the momentum of the “Ethics – The Core Value of Leadership” Directors’ Training Programme launched in 2007, the CRD has produced a toolkit to facilitate training for company directors. The toolkit, comprising practical tools and references, was launched in the “Conference on Corporate Governance in the Financial Sector” jointly organised with the Ministry of Supervision of the People’s Republic of China and the Commission Against Corruption of Macao in early December 2008. With the support of 13 local regulatory and professional bodies and major chambers of commerce, the Conference was participated by about 300 directors and senior executives of listed companies and recognised by four professional bodies as part of their members’ Continuing Professional Development programmes. The CRD would also organise regular seminars on corporate governance in collaboration with the co-organisers of the Conference.

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

**23** To promote integrity management in the insurance industry, the CRD launched a two-year ethics programme in end 2007 with the OCI and six self-regulatory bodies/professional associations in the industry. New talk contents were developed by the CRD and endorsed by the OCI in April 2008 for the Continuing Professional Development programmes for insurance managers and agents with highlights on professional ethics and management of corruption risk. A seminar was organised in early 2009 to launch a corruption prevention guide for life insurance intermediaries.

**24** In 2008, the CRD provided corruption prevention training for 21 076 civil servants of various ranks from different government bureaux/departments. Under the “Ethical Leadership Programme” launched in 2006, we continued to join forces with the Civil Service Bureau (CSB) to help government departments consolidate an ethical culture through a network of over 150 Ethics Officers (EOs) from 81 bureaux/departments. Three thematic workshops were held for EOs in 2008 on specific topics and concerns, including service contract management, staff management and supervisory accountability. A dedicated intranet website “Online Community for Ethics Officers” was launched in late 2008 to enhance information sharing among EOs, the ICAC and CSB. We would continue to provide assistance to various departments in organising ethics training for their staff.

**25** To tackle the corruption problem in building management, in particular building maintenance and renovation works, an “Integrity and Quality Building Management and Maintenance Programme” was launched in May 2008. The programme comprised a series of activities to publicise the message of clean and accountable building renovation and maintenance, including the promulgation of a Building Maintenance Toolkit, setting up one-stop enquiry hotline and a dedicated website to provide easy public access to corruption prevention guidelines and related materials, as well as producing a training video for OCs. Mass media was widely used to promote the programme and ICAC’s message regarding building management, including a television show cum launching ceremony and a television spot series telecast in June 2008, and a radio spot series broadcast in October 2008. The CRD has also joined hands with the HAD, HKHS and DCs to organise 34 projects (including workshops, roving exhibitions, competitions and carnivals) in all 18 districts to promote integrity and quality building management and maintenance. With on-going preventive education service provided through visits to 194 OCs and 155 talks for OC members, a total of about 43 987 people were reached through various activities in 2008.

**26** The CRD launched a comprehensive education and publicity campaign in April 2008 to promote the message of “Support Clean Elections” for the LegCo Election held on 7 September 2008. The campaign included the production of 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 the operation of a 24-hour enquiry hotline during the election period. The “Support Clean Elections” message was further promoted through a new Announcement of Public Interest (API), posters, leaflets, outdoor media display and a dedicated website. Apart from explaining the ECICO in briefings organised by the Electoral Affairs Commission and government departments concerned for candidates and election agents, the CRD also approached major political parties/organisations and all listed bodies of functional constituencies by conducting 16 briefings for their 516 members and election helpers. Together with the HAD, we briefed members of residents’ associations, OCs and mutual aid committees on the points-to-note while participating in electioneering activities.

**27** To promote positive values amongst young people, the CRD partnered with major youth uniformed organisations in launching a large-scale education programme in May 2008 for their 180 000 members. The participating youth uniformed organisations included Junior Police Call, Scout Association of Hong Kong, Hong Kong Girl Guides Association, Hong Kong Air Cadet Corps, Civil Aid Service Cadet Corps, Hong Kong Adventure Corps and Hong Kong Sea Cadet Corps. These organisations were encouraged to promulgate integrity messages in their regular activities and incorporate positive values, such as integrity, honesty and fair play, in their assessment criteria for awarding badges to their members.

**28** To encourage young people to explore positive values in life, the CRD launched a territory-wide video competition project for young people in July 2008. The project was open to secondary school students and young people who were asked to produce a short video on the theme “Wealth and Life”. About 600 secondary school students and young people in 125 teams registered for the competition. Based on the winning entries, we would produce a teaching package to support moral education for secondary school students.

**29** The key performance measures are:

### *Targets*

	Target	2007 (Actual)	2008 (Actual)	2009 (Plan)
business organisations contacted .....	at least 1 000	1 414	1 333	<b>1 300</b>
government departments/public bodies reached.....	at least 60	118	121	<b>120</b>
visits made to secondary schools .....	at least 400	434	408	<b>400</b>
tertiary institutes reached .....	11	11	11	<b>11</b>

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

### *Indicators*

	2007 (Actual)	2008 (Actual)	2009 (Estimate)
business organisations which have used ICAC's corruption prevention service .....	420	410	<b>400</b>
managers in the business sector who have received training in corruption prevention and business ethics .....	11 528	10 458	<b>10 000</b>
front line workers in the business sector who have received training in corruption prevention and business ethics .....	32 883	29 969	<b>26 000</b>
civil servants/staff of public bodies who have received training in corruption prevention .....	28 442	26 725	<b>25 000</b>
secondary/tertiary students who have received training in corruption prevention and ethics .....	83 855	83 709	<b>80 000</b>
election candidates/agents contacted .....	3 227	319	<b>N.A.¶</b>
candidates/agents who have attended ECICO briefings .....	2 079	455	<b>N.A.¶</b>

¶ Difficult to forecast as it depends on the number of candidates standing for elections and by-elections, if any, in 2009.

### *Matters Requiring Special Attention in 2009–10*

**30** During 2009–10, the CRD will:

- explore the possibility of incorporating corruption prevention elements and professional ethics into the qualifying examinations and continuing development programmes of professionals and selected trades, including construction-related professionals, insurance intermediaries, estate agents and securities practitioners;
- promote the “Corruption Prevention Guide for SME Entrepreneurs Investing in Hong Kong and Guangdong” launched in 2008 and offer corruption prevention services to SMEs through chambers of commerce and trade bodies;
- launch a two-year integrity programme for government-funded organisations to assist them in developing integrity building strategies and enhancing staff awareness of the importance of ethics in discharging their duties;
- promulgate a financial management toolkit through seminars and workshops at the district level in order to help building management bodies implement accountable financial management; and
- launch an “ICAC Ambassadors Programme” for senior secondary school students in support of the “Other Learning Experience” requirement of the new senior secondary academic structure to be implemented in 2009. The student ambassadors will help promote positive values among their schoolmates.

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

	2007–08 (Actual)	2008–09 (Original)	2008–09 (Revised)	2009–10 (Estimate)
Financial provision (\$m)	62.0	65.7	66.7 (+1.5%)	<b>69.9</b> (+4.8%)
				(or +6.4% on 2008–09 Original)

### *Aim*

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

### *Brief Description*

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

- organising activities and seminars at the district level to keep the community abreast of the work of the ICAC;
- 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.

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

**33** The CRD continued to engage the community in building up a probity culture. In 2008, 243 multi-faceted activities were launched in partnership with all 18 DCs and 529 district organisations. Through seminars, workshops, roving exhibitions and other component activities, more than 400 000 people from 1 664 district organisations were reached. To enlist the support of District Councillors and collect their views on the work of the ICAC, a familiarisation visit to the ICAC Building was organised in April 2008 with the participation of 16 DC Chairmen and Vice-Chairmen. In addition, the CRD held 35 “Meet-the-Public” sessions in 2008 to gauge public opinion on anti-corruption work.

**34** To entrench our work in the community and galvanise public support for the ICAC, the CRD launched a mobile exhibition vehicle in August 2008 to spread probity messages across the community. The mobile exhibition features major corruption cases, interactive computer games with anti-corruption messages and a new documentary “*From Strength to Strength*” outlining ICAC’s work and achievements since 1997. With the assistance of more than 200 ICAC Club members who have volunteered their service, the exhibition vehicle would visit about 200 venues in the 18 districts in its first year of operation. In addition to attracting an estimated 150 000 visitors, the vehicle would also serve as a mobile advertising platform for publicising ICAC messages to people on the street.

**35** The CRD continued to make extensive use of the mass media to enhance the ICAC’s transparency and enlist public support for the anti-corruption cause. Apart from broadcasting an API on television, radio and public transport for encouraging the public, especially young people, to report corruption, an eight-episode radio programme was launched in January 2008 and uploaded to the ICAC website subsequently for educating the public on the evils of corruption.

**36** The CRD continued to enhance public understanding of the ICAC’s work and hammer home probity messages to specific targets through its websites. New contents have regularly been injected to 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.

**37** The key performance measures are:

### *Targets*

	Target	2007 (Actual)	2008 (Actual)	2009 (Plan)
response to requests for anti-corruption service/information within two working days (%) .....	100	100	100	<b>100</b>
advertising campaign .....	1	1	1	<b>1</b>
ICAC drama series .....	1 series every 2 years	1	0	<b>1</b>

### *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 2006 to 2008 are:

	2006 (Actual)	2007 (Actual)	2008 (Actual)
respondents who perceived the ICAC as deserving their support (%).....	98.9	98.5	<b>99.4</b>
respondents who considered corruption very common/quite common (%).....	33.6	28.8	<b>28.6</b>
respondents who perceived that corruption would increase in the following year (%) .....	15.0	18.6	<b>25.0</b>
respondents who said their confidence in the ICAC would not drop in the following year (%).....	97.1	95.8	<b>98.3</b>
respondents who were willing to report corruption (%).....	78.7	72.5	<b>81.3</b>
respondents who would reveal identity when reporting corruption to the ICAC (%) .....	72.0	71.2	<b>73.8</b>

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

	2007 (Actual)	2008 (Actual)	2009 (Estimate)
organisations which have jointly organised projects with the ICAC .....	517	529	<b>500</b>
corruption reports received (excluding election reports).....	3 600	3 377	<b>N.A.β</b>
corruption reports which are non-anonymous (%).....	73	74	<b>N.A.β</b>

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

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

---

### *Matters Requiring Special Attention in 2009–10*

**38** The 2008 Annual Survey shows that public support and confidence in the ICAC remain strong. The CRD will continue to carry out the annual survey in 2009 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 2009–10, the CRD will:

- produce the ICAC Drama Series 2009 to educate the public on the evils of corruption and enlist public support for the work of the ICAC;
- 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, publicity functions for the ICAC Drama Series 2009 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.



## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

### ANALYSIS OF FINANCIAL PROVISION

Programme	2007–08 (Actual) (\$m)	2008–09 (Original) (\$m)	2008–09 (Revised) (\$m)	2009–10 (Estimate) (\$m)
(1) Corruption Prevention.....	51.3	52.3	54.9	55.5
(2) Operations.....	523.6	575.3	566.7	615.0
(3) Preventive Education.....	60.0	63.6	64.6	67.7
(4) Enlisting Support.....	62.0	65.7	66.7	69.9
	696.9	756.9	752.9 (–0.5%)	808.1 (+7.3%)
				(or +6.8% on 2008–09 Original)

#### Analysis of Financial and Staffing Provision

##### Programme (1)

Provision for 2009–10 is \$0.6 million (1.1%) higher than the revised estimate for 2008–09. This is mainly due to the filling of vacancies and salary increments for staff.

##### Programme (2)

Provision for 2009–10 is \$48.3 million (8.5%) higher than the revised estimate for 2008–09. This is mainly due to the filling of vacancies, salary increments for staff and creation of five posts.

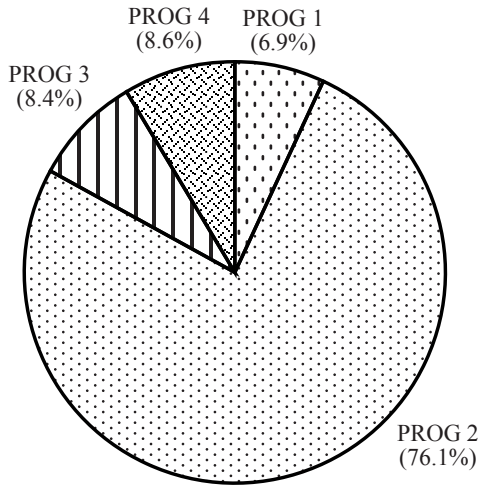
##### Programme (3)

Provision for 2009–10 is \$3.1 million (4.8%) higher than the revised estimate for 2008–09. This is mainly due to the filling of vacancies, salary increments for staff and creation of two posts.

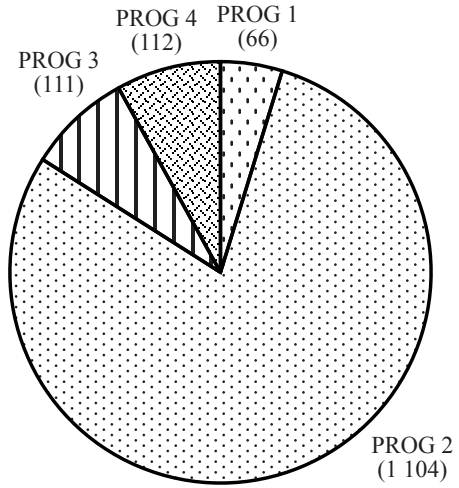
##### Programme (4)

Provision for 2009–10 is \$3.2 million (4.8%) higher than the revised estimate for 2008–09. This is mainly due to the filling of vacancies and salary increments for staff.

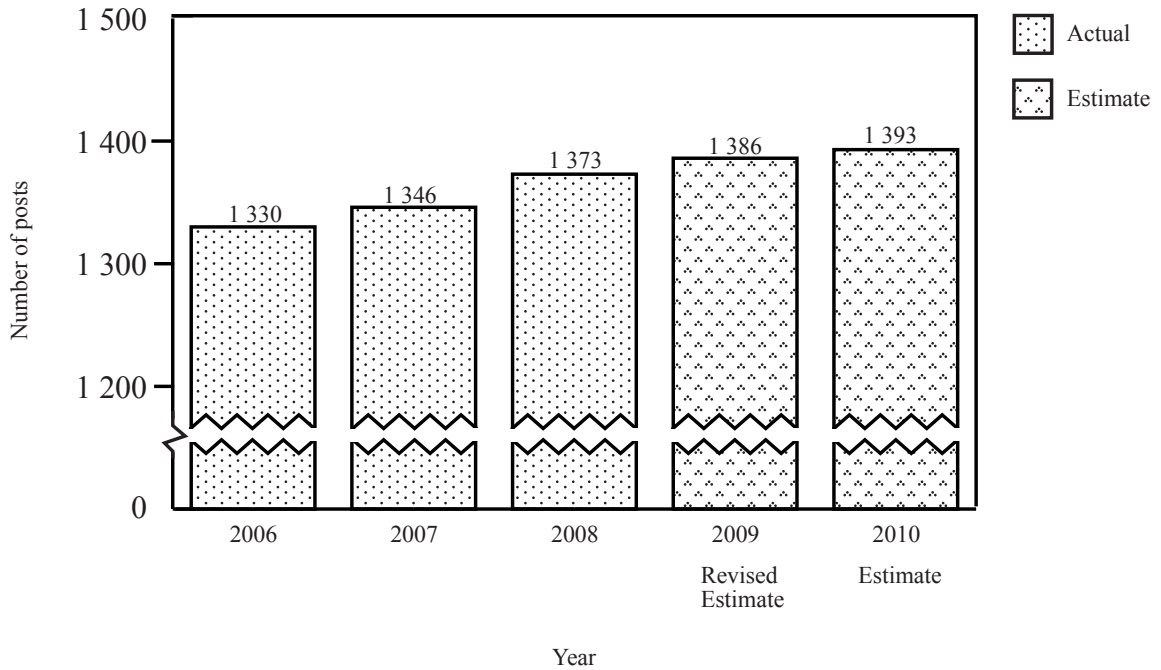
*Allocation of provision to programmes (2009-10)*



*Staff by programme (as at 31 March 2010)*



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



## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

Sub-head (Code)	Actual expenditure 2007-08	Approved estimate 2008-09	Revised estimate 2008-09	Estimate 2009-10	
	\$'000	\$'000	\$'000	\$'000	
<b>Operating Account</b>					
Recurrent					
000	Operational expenses .....	678,160	739,757	735,777	<b>790,518</b>
103	Rewards and special services.....	16,491	16,500	16,500	<b>17,000</b>
203	Expenses of witnesses, suspects and detainees..	467	630	590	<b>630</b>
	Total, Recurrent.....	<u>695,118</u>	<u>756,887</u>	<u>752,867</u>	<b>808,148</b>
	Total, Operating Account .....	<u>695,118</u>	<u>756,887</u>	<u>752,867</u>	<b>808,148</b>
<b>Capital Account</b>					
Plant, Equipment and Works					
	Minor plant, vehicles and equipment (block vote).....	1,822	—	—	—
	Total, Plant, Equipment and Works.....	<u>1,822</u>	<u>—</u>	<u>—</u>	<u>—</u>
	Total, Capital Account.....	<u>1,822</u>	<u>—</u>	<u>—</u>	<u>—</u>
	Total Expenditure .....	<u><u>696,940</u></u>	<u><u>756,887</u></u>	<u><u>752,867</u></u>	<u><b>808,148</b></u>

## Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

### Details of Expenditure by Subhead

The estimate of the amount required in 2009–10 for the salaries and expenses of the Independent Commission Against Corruption is \$808,148,000. This represents an increase of \$55,281,000 over the revised estimate for 2008–09 and of \$111,208,000 over actual expenditure in 2007–08.

#### *Operating Account*

#### Recurrent

**2** Provision of \$790,518,000 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 2009 will be 1 386 permanent posts. It is expected that seven permanent posts will be created in 2009–10. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2009–10, but the notional annual mid-point salary value of all such posts must not exceed \$612,573,000.

**4** There are seven 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:

	2007–08 (Actual) (\$'000)	2008–09 (Original) (\$'000)	2008–09 (Revised) (\$'000)	2009–10 (Estimate) (\$'000)
Personal Emoluments				
- Salaries .....	535,565	582,364	575,540	<b>623,440</b>
- Allowances .....	18,307	19,320	21,200	<b>21,200</b>
- Job-related allowances .....	8,076	8,220	7,960	<b>7,900</b>
Personnel Related Expenses				
- Mandatory Provident Fund contribution .....	13,622	14,800	14,200	<b>15,200</b>
Departmental Expenses				
- Remuneration for special appointments ...	2,434	2,317	2,460	<b>2,460</b>
- General departmental expenses .....	85,762	98,972	97,160	<b>103,252</b>
Other Charges				
- Investigation expenses .....	2,462	4,200	2,800	<b>4,000</b>
- Publicity .....	11,876	9,500	14,400	<b>13,000</b>
- Grant to the ICAC Welfare Fund .....	56	64	57	<b>66</b>
	678,160	739,757	735,777	<b>790,518</b>

**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.