

Head 72 — INDEPENDENT COMMISSION AGAINST CORRUPTION

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

Estimate 2017–18 **\$1,074.2m**

Establishment ceiling 2017–18 (notional annual mid-point salary value) representing an estimated 1 464 non-directorate posts as at 31 March 2017 rising by 17 posts to 1 481 posts as at 31 March 2018..... **\$891.6m**

In addition, there will be an estimated 17 directorate posts as at 31 March 2017 and as at 31 March 2018.

Commitment balance..... **\$4.8m**

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

	2015–16 (Actual)	2016–17 (Original)	2016–17 (Revised)	2017–18 (Estimate)
Financial provision (\$m)	71.6	71.6	79.4 (+10.9%)	79.6 (+0.3%)
				(or +11.2% on 2016–17 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) of the Independent Commission Against Corruption (ICAC) examines public sector procedures and makes recommendations to minimise opportunities for corruption through “assignment” studies, monitors completed assignments to ensure effective implementation of the agreed recommendations, and gives quick corruption prevention advice through consultation. The CPD also provides advice for private organisations and has been increasingly proactive in preventing corruption in the private sector where public interest is involved.

4 In 2016, the CPD completed 69 assignment reports. They covered various government departments and public bodies with a wide range of activities including law enforcement, procurement, licensing and inspection systems, public works, as well as private organisations which received substantial public subvention.

5 The CPD issued the sample code of conduct for the reference of managers and staff of kindergartens to enhance good governance and integrity management. Upon request, the CPD provided tailor-made advice for individual school sponsoring bodies and kindergartens in formulating or revising their codes.

6 The CPD promoted the Integrity and Corruption Prevention Guide on Managing Relationship with Public Servants to more than 16 500 business operators having regular dealings with government bureaux/departments, such as suppliers, contractors, licensees and regulatees.

7 The CPD continued to provide corruption prevention advice on the administration of public elections. In early 2016, the CPD conducted two briefing sessions for the new term of District Council (DC) Members and their assistants to raise their corruption prevention awareness while discharging their official duties. The briefing materials had also been promulgated to all DC Members.

8 In view of the substantial public expenditure and public interest involved in public private partnership programmes for healthcare services, the CPD developed and promulgated a corruption prevention guide for reference by the programme administrators, viz. the Hospital Authority and the Department of Health, as well as the service providers engaged in the programmes, e.g. private clinics, medical laboratories.

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9 In collaboration with the works departments and the Construction Industry Council, the CPD published a series of corruption prevention articles in their electronic newsletters to raise the integrity awareness of the staff of works departments and construction practitioners. In view of the increasing use of the New Engineering Contracts (NEC) in government public works projects, the CPD continued to assist the Development Bureau to compile Practice Notes on the use of NEC for adoption by the works departments.

10 The Hong Kong Exchanges and Clearing Limited amended the Listing Rules upgrading the obligation of disclosing a listed company's anti-corruption policy under its Environmental, Social and Governance Reporting Guide. To support the implementation of the new requirement which took effect in the 2016 financial cycle, the CPD launched a corruption prevention guide for reference by listed companies.

11 The CPD also continued to provide, on request, tailor-made corruption prevention advice for private organisations of different trades and industries. In 2016, through the proactive and cross public-private sector strategies, the CPD provided advisory services for private organisations on 880 occasions.

12 The key performance measures are:

Targets

	Target	2015 (Actual)	2016 (Actual)	2017 (Plan)
assignment reports produced	65	69	69	65
response to private sector requests for corruption prevention advice within two working days (%)	100	100	100	100

Indicators

	2015 (Actual)	2016 (Actual)	2017 (Estimate)
areas awaiting study	229	219	220
previous assignments requiring monitoring	668	636	630
no. of occasions private sector organisations given corruption prevention advice	644	880	N.A.§
no. of occasions public sector organisations advised through consultation	627	540	N.A.§

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

Matters Requiring Special Attention in 2017–18

13 During 2017–18, the CPD will:

- assist the newly established Property Management Services Authority in setting up an integrity management system and a corruption-resistant licensing and enforcement system for property management companies and practitioners;
- continue to promulgate the sample code of conduct to kindergartens and explore with the school sponsoring bodies the corruption prevention needs of kindergartens receiving government subsidies;
- provide timely advice to the Airport Authority in its development of the Three-Runway System to ensure that the letting and implementation of the projects are transparent and corruption-resistant;
- launch the Corruption Prevention Advisory Service web portal to provide a user-friendly electronic platform for access to corruption prevention knowledge and tools; and
- in collaboration with the catering industry, develop a corruption prevention guide for practical use by catering operators, and related training modules for incorporation in the professional training programmes of the trade associations and catering groups.

Programme (2): Operations

	2015–16 (Actual)	2016–17 (Original)	2016–17 (Revised)	2017–18 (Estimate)
Financial provision (\$m)	776.5	782.1	806.3 (+3.1%)	822.3 (+2.0%)
				(or +5.1% on 2016–17 Original)

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Aim

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

Brief Description

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

16 In 2016, a total of 1 906 pursuable corruption reports (excluding election reports) were received by the ICAC, representing an increase of about four per cent compared with 1 840 reports received in 2015. Separately, 808 pursuable election-related corruption reports, among which 629 related to the 2015 District Council Election and 133 related to the Legislative Council Election, were received during the year. Given the complexity and magnitude of many corruption cases, the intensity of investigation efforts required remained high. On 31 December 2016, the investigation caseload of the Commission stood at 1 805 cases (including 575 election cases).

17 To cope with the complexity and sophistication in corruption and related crime investigations, the OPS accomplished the following in 2016–17:

- enhanced the professional and operational capabilities of investigating officers through implementing integrated training programmes on all fronts,
- monitored various levels of elections through effective investigation into suspected corrupt and illegal conduct,
- strengthened its capabilities in computer forensics through training and exchange with local and overseas counterparts in order to provide professional support to corruption investigations, and
- launched the New Generation Operations Department Information System to enhance its information technology capabilities in support of investigation management.

18 The key performance measures are:

Targets

	Target	2015 (Actual)	2016 (Actual)	2017 (Plan)
complainants making pursuable corruption reports contacted for interview within 48 hours (%)	100	100	100	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	85.1	88.8	90.0

Indicators^Ψ

	2015 (Actual)	2016 (Actual)
pursuable corruption reports ^Ω	1 840 [^] (1 956)	1 906 (1 986)
non-pursuable corruption reports ^Ω	756 [^] (847)	823 (905)
investigations completed [#]	1 492	1 992
persons prosecuted [#]	207	197
persons convicted [#]	213	141
persons formally cautioned [#]	34	30
government officers recommended for disciplinary or administrative action	90	55

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

Ω A corruption report may contain multiple complaints in respect of different government departments/public bodies/industries. Figures in brackets represent the corresponding number of corruption complaints.

^ The figure for 2015 was updated to take account of six reports that were subsequently re-classified as pursuable and one non-corruption report that was re-classified as a corruption non-pursuable report.

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

Matters Requiring Special Attention in 2017–18

19 During 2017–18, the OPS will:

- continue to monitor elections at all levels through effective investigation into suspected corrupt and illegal conduct;
- continue to flexibly deploy investigative resources in a strategic and co-ordinated manner in order to address the increasingly complex corruption cases on, amongst others, building management and publicly listed companies;
- continue to enhance the professional and operational capabilities of investigating officers through implementing integrated training programmes on all fronts;
- further strengthen its capabilities in computer forensics through training and exchange with local and overseas counterparts in order to provide professional support to corruption investigations; and
- organise the International Seminar on Financial Investigation to enhance mutual liaison, co-operation and professional exchange with anti-corruption agencies and other stakeholders from around the world.

Programme (3): Preventive Education

	2015–16 (Actual)	2016–17 (Original)	2016–17 (Revised)	2017–18 (Estimate)
Financial provision (\$m)	78.0	77.7	81.1 (+4.4%)	85.7 (+5.7%)
				(or +10.3% on 2016–17 Original)

Aim

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

Brief Description

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

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

22 The Hong Kong Business Ethics Development Centre (HKBEDC) established by the CRD continued to provide business ethics training tailor-made for different trades and professions, including company directors, accountants, chartered secretaries and financial and insurance intermediaries, etc. In 2016, thematic seminars on integrity management were organised for small and medium enterprises and the catering industry. Leveraging on the network with local and foreign business chambers and professional bodies, the CRD continued to update the business community on its anti-corruption efforts through briefings and publicity on their web platforms and newsletters. With the support of 18 organisations, which included regulators, professional bodies and ten local and foreign member chambers of the HKBEDC’s advisory body, the three-year programme to promote ethical governance among listed companies was in full steam with the training package comprising a case study and training videos being developed for company directors and related professionals.

23 In 2016, other than providing direct integrity training to 27 289 government officers in 69 bureaux/departments, the CRD, in collaboration with the Civil Service Bureau, stepped up integrity training for high-ranking civil servants, including a talk to directorate officers attending the Advanced Leadership Enhancement Programme, a thematic seminar on Misconduct in Public Office offence for senior officers, and a briefing to departmental secretaries. Besides, the CRD organised the fifth briefing for Principal Officials and Officials appointed under the Political Appointment System.

24 The CRD continued to provide preventive education services on building management to owners’ corporations and launched a publicity drive for them and flat owners. Through visits, talks, seminars and promotional activities, around 12 600 people were reached. Moreover, the CRD promoted ethical governance and anti-corruption knowledge to other non-profit-making organisations including voluntary agencies and school management bodies. Education work for ethnic minorities, in particular the young generation, was stepped up in partnership with relevant government departments and non-governmental organisations. To acquaint new arrivals with the probity culture of Hong Kong, preventive efforts were strengthened through display of publicity materials at major immigration control points, the airport and Registration of Persons Offices of the Immigration Department.

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25 The CRD continued its vigorous efforts to nurture the core value of integrity in the young generation. Apart from organising ICAC Ambassador and i-Teen Leadership Programmes respectively for tertiary and secondary students, the CRD also conducted probity promotional activities and produced the ICAC Moral Education e-Book for primary school students. In 2016, to tap the students' talents and creativity, a multimedia project for primary schools was launched, in addition to an Announcement in the Public Interest (API) project for tertiary students. To further enhance youth engagement in the anti-corruption cause, a Youth Chapter was being set up under the ICAC Club in partnership with Vocational Training Council. Students of Hong Kong Institutes of Vocational Education and Hong Kong Design Institute were recruited as members of the Youth Chapter to initiate projects to illustrate integrity themes.

26 A commemorative publication for the 25th anniversary of the ICAC Moral Education Periodical, which contained sharing on positive values by more than 50 prominent leaders from different sectors, was launched at the 2016 Hong Kong Book Fair.

27 Regarding the 2016 Legislative Council Election, apart from widely publicising anti-vote-rigging messages during the voter registration period, the CRD launched a full-fledged education and publicity campaign to promote clean election through briefings (e.g. for candidates, election helpers, political parties and Functional Constituencies, elderly voters and tertiary students), production of information booklets and guidelines for candidates and electors, roving exhibitions and multi-media publicity through radio programmes, APIs, printed advertisements, a dedicated website as well as web videos on social media.

28 The key performance measures are:

Targets

	Target	2015 (Actual)	2016 (Actual)	2017 (Plan)
business organisations reached	at least 1 500	2 237	2 351	1 800
government departments/public bodies reached.....	at least 120	135	138	125
secondary schools reached.....	at least 400	402	437	400
tertiary education institutions reached	at least 19	20	20	20
non-profit-making organisations reached.....	at least 1 000	2 312	2 057	1 400

Indicators

	2015 (Actual)	2016 (Actual)	2017 (Estimate)
business organisations which have used ICAC's corruption prevention service.....	561	594	500
employees in the business sector who have received training in corruption prevention and business ethics.....	43 872	41 412	40 000
employees and members of non-profit-making organisations who have received training in corruption prevention	17 151	13 658	8 000 ^Δ
civil servants/staff of public bodies who have received training in corruption prevention	31 118	34 821	31 000
secondary/tertiary students who have received training in corruption prevention and ethics	77 893	74 717 ^μ	70 000 [@]
election candidates/agents contacted.....	2 572	3 735	N.A. [¶]
candidates/agents who have attended the Elections (Corrupt and Illegal Conduct) Ordinance briefings.....	1 578	550	N.A. [¶]

^Δ A downward trend is anticipated because, unlike the previous two years, only very few election-related liaison activities will be conducted in 2017.

^μ While the declining student population had affected the number of students reached through face-to-face training, another 29 000 tertiary and secondary students were reached by the CRD through campus integrity activities in 2016.

[@] A downward trend is anticipated in view of the continuous downward trend of youth population and smaller class size.

[¶] An estimate cannot be provided as it depends on the number of candidates standing for elections and by-elections, if any.

Matters Requiring Special Attention in 2017–18

29 During 2017–18, the CRD will:

- push ahead with the Ethics Promotion Programme for Listed Companies by launching a training package on ethical governance of listed companies and organising a large-scale conference on business ethics;
- implement the “Support Clean Elections” programme for the Chief Executive Election in 2017 to educate candidates, election helpers and voters to abide by the law in participating in election activities;

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- enhance integrity training for government officers including high-ranking civil servants and public officials to heighten their vigilance on corruption pitfalls and Misconduct in Public Office Offence;
- launch a two-year “Youth Integrity Fest” programme comprising campus activities, multi-media productions as well as a youth highlight event to reinforce the core value of integrity among the youth; and
- produce a multi-language publicity package including audio-visual materials to enhance the dissemination of anti-corruption messages and Hong Kong’s probity culture to new arrivals and ethnic minorities.

Programme (4): Enlisting Support

	2015–16 (Actual)	2016–17 (Original)	2016–17 (Revised)	2017–18 (Estimate)
Financial provision (\$m)	80.5	80.2	83.8 (+4.5%)	86.6 (+3.3%)
				(or +8.0% on 2016–17 Original)

Aim

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

Brief Description

31 The aim of the programme is achieved by:

- organising activities and seminars in the community to keep the public vigilant against corruption and abreast of the work of the ICAC; and
- publicising various initiatives of the ICAC in the mass and new media to enhance public understanding of the Commission’s work, encourage reporting of corruption and enlisting their support.

32 The CRD continued to garner support from different sectors of the community in organising tailor-made activities to put across anti-corruption messages. Altogether 337 multi-faceted activities were organised in partnership with 819 organisations. In 2016, the CRD formally launched a multi-year “All for Integrity” territory-wide public engagement programme comprising a slogan and icon design competition, district projects with mass activities featuring characteristics of all 18 districts, campus activities in kindergartens, primary and secondary schools, parenting activities, and visits to the ICAC by district organisations, etc. Moreover, the ICAC participated in the Hong Kong Book Fair and the Hong Kong Brands and Products Expo to disseminate probity messages to the public through integrated online-offline activities, reaching about 135 500 counts of people. Through community engagement projects, a total of 1 837 organisations and about 789 500 people were reached.

33 On the mass media front, the new television drama series “ICAC Investigators 2016” adapted from real ICAC cases were broadcast on TVB Jade in April and May 2016. With the subsequent re-run in August, the total viewership of the TV drama reached 9.65 million.

34 The CRD continued to enhance the impact and penetration in putting across anti-corruption messages to the community through ICAC’s websites, social media and smartphone app. Lively and interactive elements had been injected to encourage reporting corruption and enhance public awareness of the evils of corruption. Since its launch in March 2016, the “All for Integrity” Facebook fanpage with updates on various public engagement activities, report corruption messages and anti-corruption tips had attracted over 96 000 user engagement. Altogether about 4.39 million visits were recorded for various online platforms of the ICAC and its partners in 2016.

35 The key performance measures are:

Targets

	Target	2015 (Actual)	2016 (Actual)	2017 (Plan)
response to requests for anti-corruption service/information within two working days (%).....	100	100	100	100
advertising campaign.....	1 in every 2 years‡	1	0	1
ICAC drama series.....	1 series every 2 years	0	1	0

‡ The target is revised from one per year to “one in every two years” as from 2016 so as to maximise the publicity impact for each new advertising campaign and to achieve efficiency savings.

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Indicators

The ICAC conducts an annual opinion survey to monitor public perception of the prevalence of corruption, their attitude towards corruption and their views on ICAC's work. The salient findings of the surveys conducted in 2014, 2015 and 2016 are:

	2014 (Actual)	2015 (Actual)	2016 (Actual)
respondents who perceived the ICAC as deserving their support (%).....	96.9	97.0	96.2
respondents who considered corruption very common/quite common (%).....	27.6	28.1	29.6
respondents who were willing to report corruption (%).....	76.7	78.8	78.1
respondents who had not come across corruption in the past 12 months (%).....	97.8	98.1	98.5
respondents whose relatives or friends had not come across corruption in the past 12 months (%).....	95.5	95.1	95.0
respondents who considered keeping Hong Kong corruption-free important to the overall development of Hong Kong (%).....	98.7	99.0	99.2

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

	2015 (Actual)	2016 (Actual)	2017 (Estimate)
organisations which have jointly organised publicity projects with the ICAC or provided assistance in ICAC publicity projects ϕ	807	819	750
corruption reports received excluding election reports Ω	2 596 α (2 803)	2 729 (2 891)	N.A.β
corruption reports which are non-anonymous (%) Ω	71	72	N.A.β

ϕ Revised description of the previous indicator “organisations which have jointly organised projects with the ICAC” as from 2017 to more accurately reflect the co-operation and support.

Ω A corruption report may contain multiple complaints in respect of different government departments/public bodies/industries. Figures in brackets represent the corresponding number of corruption complaints.

α The figure for 2015 was updated to take account of one non-corruption report that was re-classified as a corruption report.

β Not possible to estimate.

The ICAC has maintained a number of online platforms to promote anti-corruption and probity messages and has also actively engaged partners to promote probity messages through their online platform. The number of visits is:

	2015 (Actual)	2016 (Actual)	2017 (Estimate)
no. of visits to ICAC's online platforms and no. of reach to online platforms of ICAC's partners η	4 500 000	4 390 000 λ	4 300 000

η Revised description of the previous indicator “number of visits to ICAC's online platforms” as from 2015.

λ This figure has not included another 1.07 million views which were generated from an online project to promote clean Legislative Council Election in 2016.

Matters Requiring Special Attention in 2017–18

36 The 2016 annual survey shows that public support for and confidence in the ICAC remain strong. The CRD will continue to carry out the annual survey in 2017 to assess the community's attitude towards corruption. The findings will help align ICAC's education and publicity strategies to meet public needs.

37 During 2017–18, the CRD will:

- augment the impact of the multi-year “All for Integrity” Programme to enhance Hong Kong's probity culture by partnering with different sectors, including the business sector, government departments, youth bodies and district organisations, etc. to organise probity promotion programmes of different formats;
- organise an online-offline publicity programme to mark the 20th anniversary of the ICAC Club in 2017 to sustain the engagement of the public in providing voluntary service for ICAC's community education activities; and
- enhance the use of mass media and social media to drive home the anti-corruption message to the general public, including launching a new advertising campaign in 2017.

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ANALYSIS OF FINANCIAL PROVISION

	2015–16 (Actual) (\$m)	2016–17 (Original) (\$m)	2016–17 (Revised) (\$m)	2017–18 (Estimate) (\$m)
Programme				
(1) Corruption Prevention	71.6	71.6	79.4	79.6
(2) Operations	776.5	782.1	806.3	822.3
(3) Preventive Education	78.0	77.7	81.1	85.7
(4) Enlisting Support.....	80.5	80.2	83.8	86.6
	1,006.6	1,011.6	1,050.6 (+3.9%)	1,074.2 (+2.2%)
				(or +6.2% on 2016–17 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2017–18 is \$0.2 million (0.3%) higher than the revised estimate for 2016–17. This is mainly due to increase in personal emoluments, partly offset by decrease in departmental expenses.

Programme (2)

Provision for 2017–18 is \$16.0 million (2.0%) higher than the revised estimate for 2016–17. This is mainly due to the filling of vacancies and creation of 15 posts, partly offset by decrease in departmental expenses.

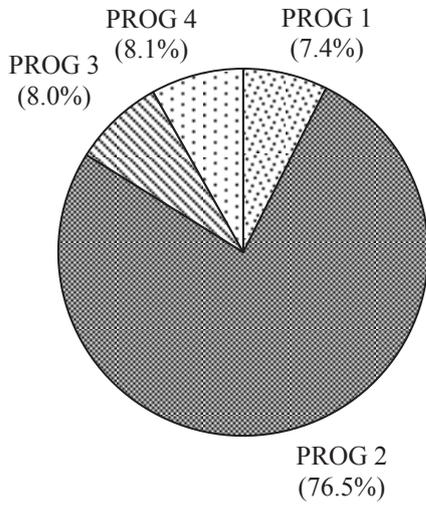
Programme (3)

Provision for 2017–18 is \$4.6 million (5.7%) higher than the revised estimate for 2016–17. This is mainly due to the filling of vacancies, creation of one post and increase in non-recurrent expenditure, partly offset by decrease in departmental expenses and expenses for publicity activities.

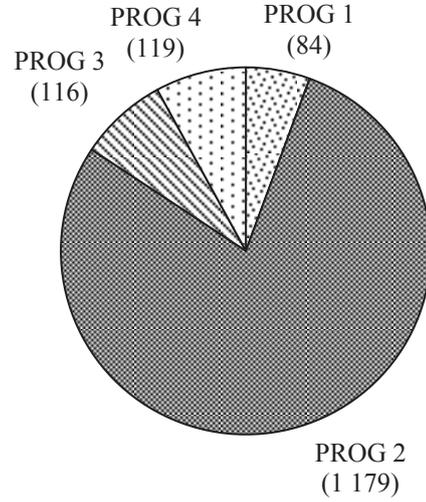
Programme (4)

Provision for 2017–18 is \$2.8 million (3.3%) higher than the revised estimate for 2016–17. This is mainly due to the filling of vacancies and creation of one post, partly offset by decrease in departmental expenses and expenses for publicity activities.

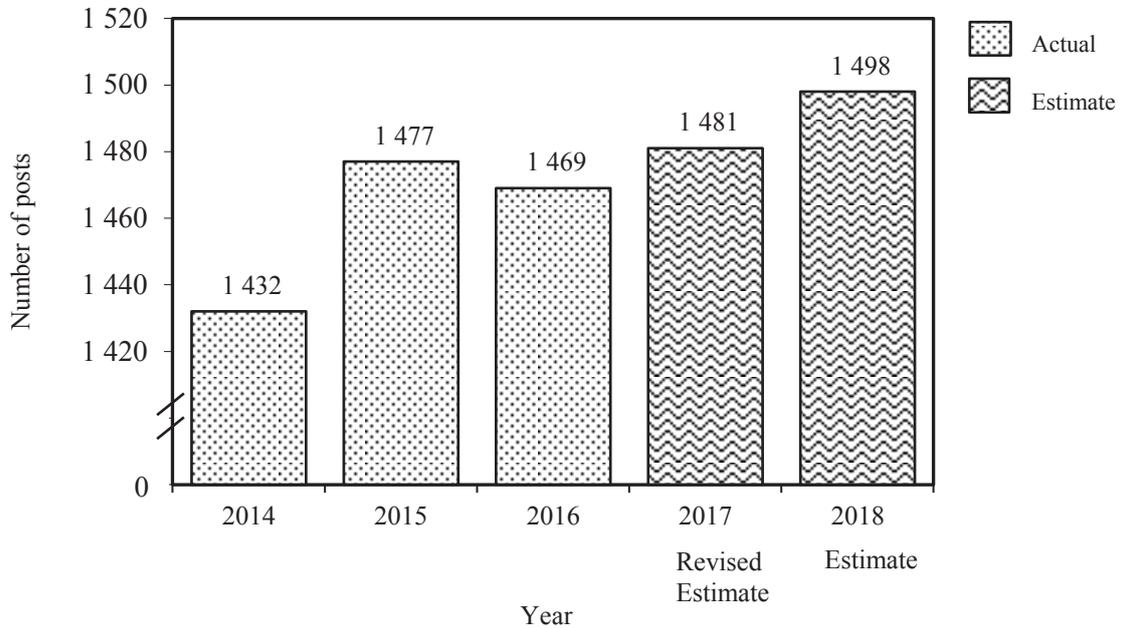
Allocation of provision to programmes (2017-18)



Staff by programme (as at 31 March 2018)



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



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Sub-head (Code)	Actual expenditure 2015–16	Approved estimate 2016–17	Revised estimate 2016–17	Estimate 2017–18
	\$'000	\$'000	\$'000	\$'000
Operating Account				
Recurrent				
000	991,213	993,415	1,032,376	1,047,885
103	14,996	15,000	15,000	15,000
203	412	450	450	450
	<u>1,006,621</u>	<u>1,008,865</u>	<u>1,047,826</u>	<u>1,063,335</u>
Total, Recurrent.....				
Non-Recurrent				
700	—	—	—	1,800
	<u>—</u>	<u>—</u>	<u>—</u>	<u>1,800</u>
	Total, Non-Recurrent.....			
	<u>1,006,621</u>	<u>1,008,865</u>	<u>1,047,826</u>	<u>1,065,135</u>
Total, Operating Account				
Capital Account				
Plant, Equipment and Works				
661	—	2,757	2,757	9,071
	<u>—</u>	<u>2,757</u>	<u>2,757</u>	<u>9,071</u>
	Total, Plant, Equipment and Works.....			
	<u>—</u>	<u>2,757</u>	<u>2,757</u>	<u>9,071</u>
	Total, Capital Account.....			
	<u>—</u>	<u>2,757</u>	<u>2,757</u>	<u>9,071</u>
Total Expenditure				
	<u>1,006,621</u>	<u>1,011,622</u>	<u>1,050,583</u>	<u>1,074,206</u>

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Details of Expenditure by Subhead

The estimate of the amount required in 2017–18 for the salaries and expenses of the Independent Commission Against Corruption (ICAC) is \$1,074,206,000. This represents an increase of \$23,623,000 over the revised estimate for 2016–17 and \$67,585,000 over the actual expenditure in 2015–16.

Operating Account

Recurrent

2 Provision of \$1,047,885,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the ICAC.

3 The establishment as at 31 March 2017 will be 1 481 permanent posts. It is expected that there will be a net increase of 17 permanent posts in 2017–18. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2017–18, but the notional annual mid-point salary value of all such posts must not exceed \$891,645,000.

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

	2015–16 (Actual) (\$'000)	2016–17 (Original) (\$'000)	2016–17 (Revised) (\$'000)	2017–18 (Estimate) (\$'000)
Personal Emoluments				
- Salaries.....	815,054	832,673	856,499	876,895
- Allowances.....	22,711	22,972	21,993	22,033
- Job-related allowances.....	6,808	6,645	6,604	6,422
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	22,298	22,218	22,406	23,126
Departmental Expenses				
- Remuneration for special appointments	3,383	3,360	3,479	7,129
- General departmental expenses	99,587	83,903	99,427	91,526
Other Charges				
- Investigation expenses	3,489	5,100	5,100	5,100
- Publicity	17,821	16,477	16,807	15,586
- Grant to the ICAC Welfare Fund.....	62	67	61	68
	991,213	993,415	1,032,376	1,047,885

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

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

Capital Account

Plant, Equipment and Works

7 Provision of \$9,071,000 under *Subhead 661 Minor plant, vehicles and equipment (block vote)* represents an increase of \$6,314,000 (229%) over the revised estimate for 2016–17. This is mainly due to increased requirement for carrying out projects that are related to minor plant, vehicles and equipment.

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Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.2016	Revised estimated expenditure for 2016–17	Balance
			\$'000	\$'000	\$'000	\$'000
<i>Operating Account</i>						
700		<i>General non-recurrent</i>				
	801	“Youth Integrity Fest” programme	4,000	—	—	4,000
	802	Production of publicity package for new arrivals and ethnic minorities.....	800	—	—	800
		Total	<u>4,800</u>	<u>—</u>	<u>—</u>	<u>4,800</u>