# MESSAGE

The Independent Commission Against Corruption (ICAC) experienced one of its most challenging years in 2000. As problems triggered by the Asian Financial Crisis continued to surface, more corrupt activities were brought to our attention. During the year, the caseload handled by our investigative arm reached an unprecedented high level and services provided by our corruption prevention and education arms were also in great demand.
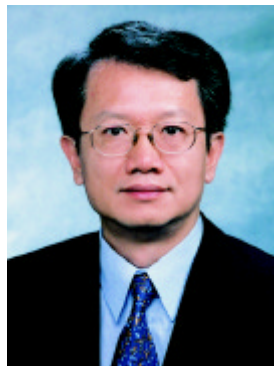
Responding to the challenge, the ICAC's objective is simple – regardless of the workload, we will continue to launch an all-out fight against corruption and we will also make sure that in dealing with the rising demand, our quality of work will not be compromised. To achieve this, our work plan for the coming year is to implement a host of new initiatives to enhance our professional capability and engage our community more directly in our anti-corruption endeavours. Some of our new initiatives serve to provide our Operations Department with better support in respect of deployment of operational expertise and upgrading facilities and technology essential for effective detection work. Others serve to encourage a greater involvement of the community, be they members of the general public or personnel connected with specific trades and organisations, in programmes that reinforce our commitment to building up a probity culture.

Details of our initiatives and the rationale behind setting them are set out in this booklet. We welcome your views and suggestions on how we can best achieve the objectives set. With your support, Hong Kong will continue to keep an impressive record of fighting graft.

(Alan N Lai)
Commissioner,
Independent Commission Against Corruption

Fighting Corruption

Policy Objective
and
Key Result Areas

FIGHTING CORRUPTION

Our Policy Objective is to pursue the corrupt through effective investigation and prosecution, eliminate opportunities for corruption by introducing corruption resistant practices, educate the public on the evils of corruption and foster their support in fighting corruption.

Overall Targets

Our targets this year in pursuing this Policy Objective are –

- to investigate all pursuable corruption complaints

- to seek out unreported corruption

- to make corruption a high risk crime

- to reduce corruption opportunities in public sector practices and procedures

- to enhance private sector corruption prevention awareness

- to promote intolerance of corruption in the community

- to maintain community confidence in and support for the Independent Commission Against Corruption (ICAC)

Progress

The 2000 targets were the same as those set out above. In the year to June 2001, we received a total of 4 604 corruption reports, among which 3 290 were pursuable. Some 184 of these cases were generated through our proactive approach. During the same period, we completed investigation on 2 705 cases. The caseload as at 1 July 2001 was 1 842.

We carried out studies of the practices and procedures of government departments and public bodies to reduce opportunities for corruption. In selecting areas for examination, we gave priority to systems and procedures which were corruption-prone. We provided timely corruption prevention advice to government departments to ensure that the necessary safeguards

would be incorporated into new policies or procedures before they took effect. We also produced Best Practice Packages on corruption-prone areas for distribution to private organisations.

On the education front, we stepped up the appeal for public support by organising seminars, conferences and publicity campaigns. Educational programmes for various sectors such as government departments, public bodies, private companies, professional groups, district organisations, youths and new arrivals were launched.

Some indicators of our effectiveness can be found in the results of our 2001 annual survey. While nearly all surveyed (99%) considered the ICAC deserved their support, and 69% said that the ICAC was effective. Public tolerance of corruption was low. On a 10-point scale to assess the degree of public tolerance with 0 representing total rejection and 10 total tolerance of corruption, government departments and the business sector register a mean score of 1.3 and 2.1 respectively.

We also achieved the following progress in our four Key Result Areas (KRAs).

1   Seek out and eradicate corruption through professional and effective investigation

In April 2001, we formalised the establishment of our Quick Response Team (QRT), which was previously staffed by internal re-deployment of investigative resources within the Operations Department; resources could then be ploughed back to the Investigating Sections, enabling them to focus on major and complex cases. The QRT handled a total of 1 292 cases of a minor nature capable of quick resolution in the year ending 30 June 2001, representing 39% of 3 290 pursuable corruption reports received in the period.

To enhance the professionalism of our investigative workforce and to promote continuous professional development, we have established a programme of seminars, workshops, experience-sharing groups and residential training sessions. In February 2001, we established, on a trial basis, an Assessment Centre (AC) for the Assistant Investigator (AI) to Investigator (I) promotion exercise in order to improve our recruitment and promotion selection processes. The AC has proved to be an effective and objective system for identifying AIs for

promotion to Is in 2001. It can also identify areas in which individual officers should further enhance their professional skills.

To facilitate effective cross-boundary corruption investigation and enhance mutual liaison with the Mainland and international anti-corruption law enforcement agencies, we organised the first biennial International Anti-Corruption Symposium in November 2000. The Symposium attracted over 400 delegates from 140 agencies from 35 jurisdictions.

2   Educate the public on the anti-corruption legislation and the consequences of corruption, as well as enlist public support

In the past 12 months, we continued to publicise anti-corruption messages and deepen community support through intensive contact with different strata of the community. We also continued to keep corruption issues in the public eye through extensive use of the mass media.

Progress over the year was satisfactory. A total of 300 000 people were reached through 7 000 liaison activities. The majority of the participants (around 80%) found the activities relevant to them and useful in enhancing their understanding of anti-corruption legislation. Additionally, we drove home our messages to about 833 000 people through 300 special projects. These projects included a series of family-based and youth-oriented educational programmes, meet-the-public sessions and a number of joint programmes with district organisations.

In addition to direct contact with the public, we produced a variety of programmes to disseminate anti-corruption messages and promote positive values through the media. A newly-produced ICAC television drama series was broadcasted between February and March 2001 and scored an average of 74% audience share, corresponding to 1.38 million viewers. Moreover, we completed the revamping of the ICAC Corporate Website in July 2001, beefing up its content and enhancing its user-friendliness. Since then, a hit rate of around 5 million was recorded by end-September 2001. We also launched a youth website "Teensland" to further cultivate positive values among young people in April 2000. A hit rate of about 7 million was recorded since its launch.

3   Promote the integrity of the civil service and of public sector practices and procedures

In the past 12 months, we continued to commit much of our corruption preventive educational efforts to the public sector. Progress was satisfactory. Training seminars were delivered to some 16 400 civil servants from 50 government departments. At the same time, we provided similar training to more than 10 000 employees in 54 public bodies.

In March 2001, we completed the two-year Civil Service Integrity Programme jointly organised with the Civil Service Bureau (CSB). We contacted all 67 government departments to render them assistance in formulating departmental guidelines governing civil service integrity and mapping out tailor-made preventive educational programmes for their staff. Response was positive and we conducted follow-up activities with the full support of these departments. During the year, we also assisted CSB in setting up a "Resource Centre on Civil Service Integrity Management" (RCIM) on the Government intranet. Our half-yearly civil service newsletter entitled "Integrity On-line", first published in January 2000, has been uploaded onto the RCIM to be launched by October 2001.

In the year to June 2001, Corruption Prevention Department completed 105 assignment studies on government departments and public bodies. In addition, we gave advice to government departments and public bodies through consultation on 252 occasions.

Government departments and public bodies took active steps to implement our corruption prevention recommendations. We are pleased to note that 90% of our recommendations were implemented within 12 months.

4   Promote best practices, high ethical standards and fairness in the private sector

In the past 12 months, we continued to promote ethics in the private sector and encourage organisations of various trades to take preventive measures against corruption. Progress was satisfactory. During the year, about 430 business organisations lent their support to the ICAC in conducting training seminars for 44 000 employees.

Apart from training seminars, we launched 29 special programmes for the business sector. These included a banking conference jointly organised with banking regulators and related professional bodies, a conference for the construction industry and workshops for professional accountants as well as business executives of small and medium-sized enterprises. For the banking industry, we also produced a practical guide for its managers and established a Corruption Prevention Network to sustain co-operation among banks in addressing commonly concerned corruption prevention issues.

During the year, a task force was formed within the ICAC with representatives from its three departments to map out and implement a comprehensive corruption prevention programme for building management jointly organised with Home Affairs Bureau/Home Affairs Department. Main component activities included producing corruption prevention packages for Owners' Corporations, producing spot series to promote clean building management and organising a series of workshops and exhibitions in various districts.

With regard to private sector companies seeking corruption prevention advice on their systems and operations, we responded on 308 occasions in the year to June 2001, all within two working days as pledged. So far we have compiled 25 Best Practice Packages.

Progress on each previously announced initiative under the above KRAs is set out in the "Detailed Progress" section of this report.

Looking Forward

To achieve our overall targets this year, we will undertake the following initiatives and targets under each of the KRAs for the coming year.

1 Seek out and eradicate corruption through professional and effective investigation

The continuing upsurge in corruption reports since the Asian financial downturn in 1997 has aroused much public concern. We consider that there is an urgent need to reinforce investigative capability, and improve the overall service quality of the Operations Department so as to cope with the all-time record corruption reports received (44% increase in 2000 over 1997), and to address the increasing complexity of corruption and related crime.

To enhance professionalism in the investigation and prosecution of criminal corruption cases, the Department is determined to further improve case management procedures and operational command and control facilities, and to expand and improve the scope and security of the Department's information technology capability.

To combat cross-boundary corruption, we will continue to enhance mutual liaison and co-operation with Mainland and overseas anti-corruption law enforcement agencies. We plan to host the second Anti-Corruption Symposium in late 2002.

We will assess our performance in respect of this KRA against the following indicators –

- The percentage of complainants making pursuable corruption reports contacted for interview within 48 hours. Our target is 100% in 2002.

- The percentage of complainants making non-corruption reports contacted within two working days. Our target is 100% in 2002.

- The percentage of pursuable corruption investigations completed within 12 months. Our target is 90% in 2002.

We will pursue the following initiatives and targets to deliver results in this area –

Initiative *	Target
To reinforce our investigative capability to cope with the upsurge in caseload and corruption reports received *(Operations Department, Independent Commission Against Corruption (Op D, ICAC))*	To restructure the investigation teams in 2002-2003 with a view to providing appropriate level of operational expertise necessary to tackle growing caseloads and increasing sophistication in corruption offences
To improve the capability and security of our information technology systems *(Op D, ICAC)*	• To review and enhance in 2002-2003 the security of the computer systems in the Op D to guard against invasion, and to safeguard confidential information and personal data • To conduct a study in 2002-2003 on the viability of introducing electronic communication of graphic images and data in field operations
To enhance efficiency and quality of video interviews and transcription processes in criminal corruption investigations *(Op D, ICAC)*	• To conduct a study in 2002-2003 on the technical and evidential viability of developing digital technology in video interview procedures and corresponding improvements to the layout design of video interview rooms

*   the bracketed information denotes the agency with lead responsibility for the initiative

Initiative	Target
	• To install video interview facilities in the Commission Training School to enhance training and performance in video interview techniques
To enhance our case management capability through a comprehensive review of case preparation and prosecution, with a view to identifying opportunities and strategies *(Op D, ICAC)*	• To expand in 2002-2003 the staffing of the Central Property Unit so as to provide dedicated support for the physical security and administration of case property • To examine the feasibility of installing a computerised monitoring system to track and maintain the evidential integrity of case exhibits

2 Educate the public on the anti-corruption legislation and the consequences of corruption, as well as enlist public support

The success of the ICAC hinges on public support. The public's readiness to help eradicate corruption through abiding by the law and reporting corruption-related crime makes a big difference to our work. Therefore, it is essential that the community is fully alert to the consequences of corruption. We have designed a comprehensive educational and publicity plan to enhance public knowledge of the evils of corruption. It comprises television shows, radio programmes, websites and advertisements, as well as intensive, direct contacts with members of the public. Through this educational and publicity plan, we hope that the public will learn more about the anti-corruption laws and understand better the importance of our work.

Young people are our future. Therefore it is of paramount importance to foster an anti-corruption culture among them. To achieve this, we continue to instil positive values in the young people and motivate them to play an active role in the fight against corruption through various educational programmes. We encourage teachers and youth workers to use teaching aids provided by the ICAC to reinforce our messages. At the district level, our regional offices co-organise youth projects with related bodies to further promote anti-corruption messages among youngsters.

To maintain our prominence in the districts and provide a forum for enlisting community support, we conduct intensive liaison activities with district organisations and personalities. Besides co-organising anti-corruption programmes, we also launch different district projects aiming at enhancing the knowledge of selected targets on the anti-corruption work of the ICAC. Meet-the-public sessions and briefings for new arrivals are organised at our regional offices on a regular basis. These projects also enhance the transparency of the ICAC.

A clean and fair electoral system is important to Hong Kong. In addition to conducting briefing sessions for candidates, agents and helpers before and during each election, we also launch a series of activities to promote clean election culture in schools.

We will assess our performance in respect of this KRA against the following indicators –

- The number of people who attend liaison activities and projects carrying anti-corruption messages. Our target is 600 000 people in 2002.

- The percentage of people having a better understanding of anti-corruption legislation after training or direct contact. Our target is 80% in 2002.

We will pursue the following initiatives and targets to deliver results in this area –

Initiative	Target
To consolidate the anti-corruption culture among the young by running a series of moral education programmes *(Community Relations Department, Independent Commission Against Corruption (CRD, ICAC))*	• To set up in 2002-2003 an electronic resource centre on moral education materials for teachers and youth workers • To launch in 2002-2003 a campus chapter and an associated Webjay programme on the ICAC Youth Website with the emphasis on students' participation • To produce in the first half of 2002 a TV programme showing different ways to live a fuller life by young people

Initiative	Target
To reinforce the commitment of the community in building up a probity culture through a mass media campaign and a Community Integrity Programme *(CRD, ICAC)*	• To launch a mass media campaign by the end of 2001 • To develop in late 2002 an activity package on the theme of Community Integrity Programme for district organisations to organise anti-corruption activities • To encourage district organisations to organise 20 district projects on the theme of Community Integrity Programme in late 2002 to early 2003

3 Promote the integrity of the civil service and of public sector practices and procedures

A clean public sector is important to maintaining Hong Kong's stability. To prevent corruption in the public sector, we examine areas of work in government departments and public bodies which are likely to be corruption-prone. We conduct studies, make recommendations on preventive measures, and follow up with monitoring reviews. Through consultation, we also provide timely corruption prevention advice to government departments and public bodies during their formulation of new initiatives, policies and procedures. This process helps the institutions concerned to incorporate preventive measures before a new policy or system is launched.

A clean and honest civil service is important to Hong Kong's success. To raise civil servants' awareness of the dangers of corruption and remind them of their role in fighting corruption, corruption prevention training is regularly provided to government staff, especially new recruits, or those who work in areas which are susceptible to corruption. We also collaborate with government departments to entrench the culture of probity among government staff. In planning our corruption prevention strategy, we always take into account significant changes and new initiatives in government departments to ensure that timely training and advice are provided to their staff.

We will continue to promote corruption prevention awareness and ethical commitment in public bodies by assisting them to promulgate corporate codes of conduct and conducting training seminars for their staff.

We will assess our performance in respect of this KRA against the following indicators –

- The number of assignment reports completed. Our target is to complete 105 assignment reports in 2002.

- The number of occasions on which advice is given to government departments and public bodies through consultation. Our target is 260 occasions in 2002.

- The percentage of agreed corruption prevention recommendations implemented in government departments and public bodies within 12 months. Our target is 80%.

- The number of government departments and public bodies arranging ICAC training seminars. Our target is 60 government departments and public bodies in 2002.

- The number of civil servants who have attended ICAC training seminars. Our target is 18 000 civil servants in 2002.

- The number of public body employees who have attended ICAC training seminars. Our target is 6 500 public body employees in 2002.

We will pursue the following initiatives and targets to deliver results in this area –

Initiative	Target
To sustain a civil service culture of probity jointly with Civil Service Bureau (CSB) through the civil service integrity management programme *(Community Relations Department, Independent Commission Against Corruption (CRD, ICAC))*	• To organise in 2002 jointly with CSB a forum on the current integrity challenges for senior government officials • In collaboration with CSB, to assist departments, through training programmes and publicity efforts to entrench the culture of probity among civil servants in the years 2002 and 2003
To promote corruption prevention awareness and ethical commitment in public sector organisations *(Corruption Prevention Department, Independent Commission Against Corruption (CPD, ICAC) and CRD, ICAC)*	• To assist all public bodies scheduled under the Prevention of Bribery Ordinance in promulgating a corporate code of conduct for staff in the years 2002 and 2003 • To conduct 20 seminars in the years 2002 and 2003 to enhance corruption prevention awareness in the scheduled public bodies

Initiative	Target
To assist Buildings Department (BD) in the formulation and implementation of new policies and procedures for the control of unauthorised building works *(CPD, ICAC)*	• To conduct in 2002 a review of BD's policies and procedures for the control of unauthorised building works • To assist BD in putting in place corruption prevention safeguards in employing external agencies and personnel in support of its efforts in the control of unauthorised building works in 2002
Together with Housing Department (HD), to assist the Property Services Companies (PSCs) on HD's approved list in drawing up corruption resistant systems in delivering estate management services in public housing estates *(CPD and CRD, ICAC)*	• To assist all approved PSCs in drawing up a code of conduct for staff in 2002 • To promulgate a set of best practices on estate management and minor maintenance for all approved PSCs in 2002 • To organise 20 corruption prevention training seminars for approved PSCs in 2002
Together with Social Welfare Department, to promote corruption prevention practices in non-governmental organisations (NGOs) participating in the "Lump Sum Grant" scheme *(CPD and CRD, ICAC)*	• To conduct in 2002 two reviews respectively on staff administration and procurement procedures of NGOs with a view to promulgating best practices • To raise corruption prevention awareness in all such NGOs through visits and training seminars in the years 2002 and 2003

4 Promote best practices, high ethical standards and fairness in the private sector

To maintain Hong Kong's competitiveness as an international business centre and to preserve a level playing field, a high standard of business ethics is important. We encourage and help private organisations to put in place internal controls and safeguards against corruption and malpractice. The Advisory Services Group of the Corruption Prevention Department provides tailor-made corruption prevention advice to private companies. The Group also compiles Best Practice Packages for easy reference by private companies.

Staff of our eight regional offices visit business enterprises regularly to promote our services and encourage their management to take positive action in corruption prevention. We provide training for staff of different ranks to hammer home our anti-corruption messages and promote ethics. We provide preventive educational services to property management companies and Owners' Corporations too. We also keep close contact with related professional bodies as well as trade associations and organise conferences as well as seminars for their members and business executives in related fields. In parallel, the Hong Kong Ethics Development Centre, set up with the support of leading chambers of commerce and professional bodies to promote business ethics on a long-term basis, continues to provide corruption prevention services to businessmen through a specially designed website, newsletters, training videos, training courses and tailor-made packages.

We will assess our performance in respect of this KRA against the following indicators –

- The number of occasions on which private sector organisations are given corruption prevention advice. Our target is 300 occasions in 2002.

- The response time to private sector requests for advice. Our target is to respond within two working days.

- The percentage of organisations which have been a victim of corruption offered corruption prevention services. Our target is to offer corruption prevention services to 100% of affected organisations.

- The number of private sector organisations arranging ICAC training seminars. Our target is 400 private sector organisations in 2002.

- The number of private sector employers/employees who have attended training seminars. Our target is 33 000 private sector employers/employees in 2002.

We will pursue the following initiatives and targets to deliver results in this area –

Initiative	Target
To sustain long-term ethical training in the construction industry *(Community Relations Department and Corruption Prevention Department, Independent Commission Against Corruption (CRD and CPD, ICAC))*	• To develop e-learning packages for construction-related professions in 2002 • To encourage construction-related professional bodies to incorporate ethics training in their Continuing Professional Development programmes
To raise management professionals' awareness of integrity issues relating to the electronic working environment *(CRD, ICAC)*	To produce a package to address integrity issues relating to the e-working environment in 2002-2003
To enhance investors' awareness of the anti-corruption legislation in Hong Kong and Shanghai *(CRD, ICAC)*	To produce a legal guide jointly with the Shanghai Municipal People's Procuratorate in 2002

Initiative	Target
To alert practitioners in the tourism and related industries to anti-corruption laws and promote ethical practices *(CRD and CPD, ICAC)*	• To organise an industry-wide conference in late 2002 • To offer corruption prevention services to major companies in the industries in the years 2002 and 2003 • To conduct 30 seminars for practitioners in 2003
To assist telecommunication service providers in enhancing staff awareness in ethical issues and encourage them to adopt a set of best practices in the protection of customer information *(CRD and CPD, ICAC)*	• To promulgate a set of best practices for the protection of customer information for the industry in the first half of 2002 • To conduct 20 training workshops for supervisors and front-line staff of telecommunication service providers in 2002-2003
To promote corruption and fraud prevention measures in the handling of credit card data in the retail business *(CRD and CPD, ICAC)*	• To promulgate a set of guidelines on the secure handling of credit card data by retailers through their major trade associations in 2002 • To organise jointly with major credit card issuers in 2002 a conference to raise awareness among the retailers on the secure handling of credit card data

Fighting Corruption

Detailed Progress

1	**Seek out and eradicate corruption through professional and effective investigation**

To achieve results in this area, various initiatives have been undertaken in the past years. Details are set out below –

Initiative *	Target #	Present Position +
To improve our recruitment and promotion selection processes so that candidates can be tested and selected on the basis of their potential and actual ability in core competency skills *(Operations Department, Independent Commission Against Corruption (Op D, ICAC))*	To establish a recruitment and promotion selection Assessment Centre in the Operations Department Training School to enhance the existing recruitment and promotion processes by 2001-2002 *(2000)*	An Assessment Centre for the Assistant Investigator to Investigator promotion exercise was set up in February 2001 with manpower drawn from the Operations Department Training School and Investigating Sections. *(Action in Progress: On Schedule)*
To promote operational efficiency by formalising the establishment of the Quick Response Team (QRT) to process cases capable of quick resolution in order to cope with the increasing corruption investigation caseload *(Op D, ICAC)*	To formalise the permanent establishment of the QRT in 2001-2002 *(2000)*	A QRT comprising one Chief Investigator, two Senior Investigators and eight Assistant Investigators was formed in April 2001. *(Action Completed)*

*   the bracketed information denotes the agency with lead responsibility for the initiative

\#   the bracketed information denotes the year in which the target was set

+   the bracketed information denotes the status of the target

Initiative	Target	Present Position
To enhance mutual liaison and co-operation with Mainland and overseas anti-corruption law enforcement agencies in order to facilitate effective cross-boundary corruption investigation *(Op D, ICAC)*	● To organise the first biennial International Anti-Corruption Symposium in November 2000 ● To enhance the content of a quarterly International Anti-Corruption Newsletter on the ICAC Website and to establish hyper-links between the ICAC Website and websites of other anti-corruption agencies by 2001-2002 *(2000)*	● The first International Anti-Corruption Symposium was held in November 2000. *(Action Completed)* ● The contents of the quarterly Anti-Corruption Newsletter were improved and posted on the ICAC Website. ● Hyperlinks were established with four websites of other anti-corruption agencies. Liaison continues with other agencies for hyperlink networking, including the Supreme People's Procuratorate of the Mainland. *(Action in Progress: On Schedule)*
To address growing concern over instances of misuse of public office for gain by government officers *(Op D, ICAC)*	To complete a research study on the desirability of making misuse of public office for gain a statutory offence by 2001-2002 *(2000)*	● On the recommendation of the Operations Review Committee, a study report was forwarded to the Director of Administration for consideration.

Initiative	Target	Present Position
		● An inter-departmental working group has been formed, comprising representatives from the Chief Secretary for Administration's Office, Civil Service Bureau, Department of Justice and ICAC, to consider the way forward. *(Action in Progress: On Schedule)*
To enhance the efficiency and effectiveness of the ICAC workforce *(Op D, ICAC)*	● To establish a programme of seminars, workshops, experience-sharing groups and residential training sessions to promote continuous professional development in 2001-2002 ● To set up a new ICAC residential training facility by October 2000 *(2000)*	● A programme of seminars, workshops, experience-sharing groups and residential training sessions to promote continuous professional development was established. ● A permanent training camp was set up in Tuen Mun. *(Action Completed)*

Initiative	Target	Present Position
To enhance our case management capability through a comprehensive review of case preparation and prosecution, with a view to identifying opportunities and strategies *(Op D, ICAC)*	To conduct a research project aimed at establishing in 2000-2001, a standardised system for the collation and preparation of evidence, with a capability for electronic processing of documentary exhibits *(1999)*	• A working group has been established to review existing case property management procedures and processing of documentary exhibits including the design of a comprehensive system to record movement of exhibits and scan documentary exhibits for use by investigating officers. • Through redeployment of staff, two Central Property Stores were set up in August 2000 within the Op D *(Action in Progress: On Schedule)*
To promote operational efficiency by upgrading IT facilities for investigation *(Op D, ICAC)*	To provide a computer workstation to each officer engaged in day-to-day investigation of corruption reports by 2000-2001 *(1999)*	All investigating staff were provided with a computer workstation in November 2000. *(Action Completed)*

2

Educate the public on the anti-corruption legislation and the consequences of corruption, as well as enlist public support

To achieve results in this area, various initiatives have been undertaken in the past year. Details are set out below –

Initiative	Target	Present Position
To instigate a programme to instil anti-corruption values in young people *(Community Relations Department, Independent Commission Against Corruption (CRD, ICAC))*	● To develop an interactive toy for primary school classroom talks and promote it in 2000-2001	● Production of the interactive toy was completed in March 2001. A pamphlet was sent to all primary schools to promote the toy in early March 2001. Response was favourable as 200 schools have already been distributed the teaching toy.
	● To launch a programme, funded by the Quality Education Fund, to encourage young people to organise projects on positive values in 2000-2001	● The programme was launched in June 2000 and concluded in July 2001. A series of activities were conducted for 16 200 young people throughout the period.
	● To revamp the talk content for secondary school students by incorporating more interactive components in 2000-2001 *(2000)*	● The talk content was revamped in October 2000. *(Action Completed)*

Initiative	Target	Present Position
To reinforce "Report Corruption" messages by publicising ICAC's reporting hotline through Announcements of Public Interest, posters and district publicity programmes *(CRD, ICAC)*	To launch the publicity programme in 2000-2001 *(2000)*	The publicity programme was launched from October 2000 to May 2001. *(Action Completed)*
To foster an anti-corruption culture in the community through family-based education *(CRD, ICAC)*	• To produce and launch a family-based package for parents in 2001-2002 • To hold 30 seminars for members of school parents' associations in 2001-2002 • To promote the family-based package through a territory-wide publicity programme and a series of district projects in 2001-2002 *(2000)*	• Production of the family-based package for parents was underway. It will be launched in October 2001. • Ten parenting seminars have been organised. • The territory-wide publicity programme will be held in January 2002. A total of 10 district projects have been launched. *(Action in Progress: On Schedule)*

3 Promote the integrity of the civil service and of public sector practices and procedures

To achieve results in this area, various initiatives have been undertaken in the past years. Details are set out below –

Initiative	Target	Present Position
To promote civil service integrity jointly with the Civil Service Bureau (CSB) by assisting government departments in implementing departmental integrity programmes *(Community Relations Department, Independent Commission Against Corruption (CRD, ICAC))*	• To assist the CSB to set up an electronic information and resources centre in 2001-2002 to facilitate departmental managers to access ethics development materials such as rules and regulations on integrity management • To organise in conjunction with the CSB workshops or experience-sharing sessions for departmental managers on common integrity issues in 2001-2002 *(2000)*	• Assistance has been provided to CSB in setting up the centre. Relevant ICAC materials on integrity management have been uploaded onto the Government intranet. *(Action Completed)* • The seminar cum workshops jointly organised with CSB for 100 departmental managers will be held in November 2001. *(Action in Progress: On Schedule)*

Initiative	Target	Present Position
To advise government departments on corruption prevention measures in the process of outsourcing government functions and services by –		
● Reviewing the procedures used by government departments in outsourcing their services to ensure that corruption resistant procedures are in place	● To complete three detailed studies in 2001	● Three assignment studies have been completed.
● Compiling a set of corruption prevention best practice guidelines on outsourcing for reference by government departments	● To promulgate guidelines in the first half of 2001 *(2000)*	● We have sent copies of corruption prevention best practice guidelines on outsourcing to all government departments. *(Action Completed)*
(Corruption Prevention Department, Independent Commission Against Corruption (CPD, ICAC))		

Initiative	Target	Present Position
To minimise the opportunities for corruption, together with the Housing Department (HD), in the construction of public housing units by –		
• Advising the HD to formulate an effective corruption prevention strategy	• To assist the HD Anti-Corruption Strategy Committee in the formulation of an effective corruption prevention strategy in the first half of 2001	• We have provided assistance to the HD Anti-Corruption Strategy Committee in formulating a departmental corruption prevention strategy *(Action Completed)*
• Providing prompt corruption prevention input in the formulation of new construction systems and procedures under the quality housing reform programme of the Housing Authority (HA)	• To provide assistance to the HA as the reform programme progresses	• We have advised HA on the new procedures arising from the reform programme. We will continue to provide corruption prevention advice to HA as the reform programme progresses. *(Action in Progress: On Schedule)*
• Organising specially designed training seminars to raise the corruption prevention awareness of HD site supervisors *(CPD and CRD, ICAC)*	• To conduct 50 training seminars in 2001-2002 *(2000)*	• Thirty training seminars were conducted. *(Action in Progress: On Schedule)*

Initiative	Target	Present Position
To promulgate corruption resistant systems and procedures, together with the Works Bureau, in the employment of works-related consultants and their resident site staff by government *(CPD and CRD, ICAC)*	● To complete a comprehensive review of the existing guidelines governing the management of consultants by the Works Departments in the first half of 2001 ● To promulgate a code of conduct for government consultants and their resident site staff in the first half of 2001 ● To provide ICAC's corruption prevention advisory and training services to all consultant firms on government's approved lists in the first quarter of 2001 *(2000)*	● A comprehensive review of the existing guidelines governing the management of consultants by the Works Departments has been completed. ● We have, in conjunction with the Works Bureau, promulgated the code of conduct for all government consultants and their resident site staff in June 2001. ● We have offered our advisory and training services to all consultant firms on government approved lists. *(Action Completed)*
To assist the Urban Renewal Authority (URA) in implementing corruption resistant procedures in carrying out its functions *(CPD, ICAC)*	● To assist the URA to identify corruption-prone areas and formulate a corruption prevention strategy in the first six months of its operation	● We have assisted the URA to identify corruption-prone areas and formulate a corruption prevention strategy in July 2001, two months after URA's establishment. *(Action Completed)*

Initiative	Target	Present Position
	• To conduct two studies within the first year of URA's operation to review in detail URA's work in relation to its statutory functions *(2000)*	• Two studies will be completed within the first year of URA's operation. *(Action in Progress: On Schedule)*
To conduct jointly with Civil Service Bureau (CSB) the second phase of the Civil Service Integrity Programme *(CRD, ICAC)*	• To approach the remaining 46 government departments in 2000-2001 • To conduct 200 training seminars in 2000-2001 *(1999)*	• Forty-six government departments were contacted in 2000-2001. • Nine hundred training seminars were conducted in 2000-2001. *(Action Completed)*
To assist CSB to build in corruption prevention safeguards in the new staff management systems arising from the Civil Service Reform *(CPD, ICAC)*	To provide prompt corruption prevention input in the formulation of the new management systems *(1999)*	We have advised CSB on the new staff management systems arising from the Civil Service Reform. *(Action Completed)*

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4   **Promote best practices, high ethical standards and fairness in the private sector**

To achieve results in this area, various initiatives have been undertaken in the past year. Details are set out below –

Initiative	Target	Present Position
To launch a comprehensive corruption prevention programme on building management for Owners' Corporations (OCs) and property management companies *(Community Relations Department and Corruption Prevention Department, Independent Commission Against Corruption (CRD and CPD, ICAC))*	● To produce a corruption prevention package for OCs by March 2001 ● To organise three regional seminars for office bearers of OCs in 2001 ● To organise 18 roving exhibitions jointly with district organisations in 2001 ● To provide corruption prevention services to all major property management companies in 2001 *(2000)*	● The corruption prevention package for OCs was produced in March 2001. *(Action Completed)* ● Three seminars were organised for office bearers of OCs. Another 15 seminars will be organised by January 2002. *(Action in Progress: On Schedule)* ● Thirty-four roving exhibitions jointly organised with district organisations were conducted. *(Action Completed)* ● We have provided corruption prevention services to all major property management companies. *(Action Completed)*

Initiative	Target	Present Position
To work closely with banking regulators and professional bodies to enhance ethical practices in the industry *(CRD, ICAC)*	• To produce a practical guide for bank managers together with the Hong Kong Monetary Authority, Hong Kong Association of Banks, Hong Kong Institute of Bankers and the DTC Association by March 2001	• The practical guide was launched in March 2001. *(Action Completed)*
	• To conduct 50 training seminars for bank managers in 2001-2002	• Thirty training seminars have been conducted for bank executives and managers. *(Action in Progress: On Schedule)*
	• To produce an on-line training package for all banking staff in 2001-2002 *(2000)*	• Production was underway. The package will be launched in early 2002. *(Action in Progress: On Schedule)*
To alert practitioners in the insurance industry to anti-corruption laws and promote ethical practice in the industry *(CRD and CPD, ICAC)*	• To organise an industry-wide conference in late 2001	• The conference will be jointly organised with the Office of Commissioner of Insurance and professional bodies in November 2001. *(Action in Progress: On Schedule)*
	• To offer corruption prevention services to all insurance companies in 2001-2002 *(2000)*	• We have offered corruption prevention services to all insurance companies. *(Action Completed)*

Initiative	Target	Present Position
To step up corruption prevention education for the construction industry *(CPD and CRD, ICAC)*	• To raise the awareness of management and professionals by organising an industry-wide conference jointly with trade associations and professional bodies in the first half of 2001	• A construction conference was held in May 2001, attended by professional and management staff in the construction industry. *(Action Completed)*
	• To approach all major construction contractors and consultant firms to offer advisory and training services in 2001-2002	• We have approached all major construction contractors and consultant firms to offer advisory and training services. *(Action Completed)*
	• To encourage all tertiary institutions to incorporate ICAC sessions into programmes organised for students in the construction industry-related professions	• All five tertiary institutions which offer Construction industry-related programmes were encouraged to incorporate ICAC sessions. *(Action Completed)*
	• To conduct 100 on-site training talks for site supervisors and workers in 2001-2002 *(2000)*	• Forty training talks have been conducted for site supervisors and workers. *(Action in Progress: On Schedule)*

Initiative	Target	Present Position
To raise the profile of the Hong Kong Ethics Development Centre *(CRD, ICAC)*	To launch a [website] for the Centre in 2001 *(2000)*	The website will be launched in November 2001. *(Action in Progress: On Schedule)*
To promote fairness and high ethical standards in the IT field by organising a conference for related professional associations *(CRD, ICAC)*	To organise the conference in the second half of 2001 *(2000)*	The conference will be organised jointly with IT and related professional bodies and major chambers of commerce in November 2001. *(Action in Progress: On Schedule)*
To promote ICAC's corruption prevention services to small and medium-sized enterprises *(CPD, ICAC)*	To actively seek platforms from all chambers of commerce and major trade associations to encourage their members to use ICAC's advisory services in 2001 *(2000)*	We have approached all chambers of commerce and major trade associations and encouraged their members to use ICAC's advisory services. *(Action Completed)*