

## Annex - Questionnaire

### Measures taken to implement the Convention and the commitments contained in the UNGASS political declaration, as well as good practices and progress made in the use of international cooperation mechanisms under the Convention<sup>1</sup>

<b>Country</b>	The People's Republic of China
<b>Implementing authority/authorities</b>	Independent Commission Against Corruption (ICAC), Hong Kong Special Administrative Region (HKSAR)
<b>Corresponding paragraph(s) of the UNGASS political declaration and/or article(s) of the Convention</b>	<u>UNCAC</u> Article 8
<b>Title of initiative</b>	Integrity programme for the public sector
<b>Keywords of initiative</b>	Preventive education, government departments, public bodies, Code of conduct, public bodies, public sector, integrity training, probity
<b>Short summary of initiative</b> (please indicate the start date/duration if relevant)	To promote integrity, honesty and responsibility in the public sector, ICAC has been providing corruption prevention education services to both civil servants of government departments and public servants of public bodies. ICAC assists individual government departments and public bodies to map out suitable integrity management plan through training and promotional programmes on anti-corruption messages and integrity-related issues. Separately, ICAC has issued updated Sample Codes of Conduct for Members and Employees of Public Bodies embedding essential anti-corruption and probity requirements, and been assisting individual public bodies to review and enhance their codes of conduct and probity guidelines since 2021.
<b>Detailed description of initiative</b>	<p><b><u>For government bureaux and departments</u></b></p> <p>ICAC has been working closely with the Civil Service Bureau (CSB), which oversees the civil service of HKSAR, in integrity promotion. In 2006, ICAC partnered with CSB to launch the Ethical Leadership Programme (ELP) for government <u>bureaux and departments</u> to establish a long-term platform for regular dialogues and experience sharing on integrity management. Each bureau/department has appointed a senior directorate officer as an Ethics Officer to take charge of integrity-related activities and map out the strategy and work plan that suit its own needs and priorities.</p> <p>Apart from training services and tailor-made training resources for the civil servants, ICAC also organises theme-based training regularly for management staff, middle-ranking officers and staff with job needs of various government bureaux and departments.</p>

<sup>1</sup> Please use one form per initiative described

	<p><b><u>For public bodies</u></b></p> <p>Over a hundred organisations in Hong Kong are designated or defined by law as “public bodies” because their operations and services are closely related to people's livelihood and have significant bearings on public interests. Employees and members of the governing body (e.g. the council, board or committee) of these public bodies are considered “public servants” and are required to stay vigilant of corruption risks to ensure that services delivered by their organisations are free from corruption and malpractices.</p> <p>To entrench the integrity culture in public bodies, ICAC launched the <b>Integrity Promotion Campaign for Public Bodies</b> in late 2021 to develop diversified anti-corruption education and publicity resources, to strengthen and extend the coverage of integrity training for public servants, and to promote integrity management to public bodies on all fronts.</p> <p>Also, ICAC has all along been advising and assisting public bodies in the HKSAR to build procedural safeguards in their systems and draw up probity guidelines for their members and employees. To help public bodies uphold a high integrity standard expected of their members and employees in performing increasingly important public functions, ICAC has promulgated updated Sample Codes of Conduct for Members and Employees of Public Bodies since 2021. The Sample Codes feature fortified mitigating measures on declared conflict of interest, essential corruption prevention and integrity rules, and supplementary provisions for flexible adoption by public bodies according to their organisational structure and operational needs. In addition to uploading the Sample Codes to ICAC’s Corruption Prevention Advisory Service Web Portal, ICAC has proactively introduced the Sample Codes to public bodies through marketing letters, regular liaison meetings, seminars, workshops. As a follow-up, ICAC has also assisted individual public bodies in drawing up or revising their own codes of conduct or integrity guidelines, taking into account the specific corruption risks of their operations.</p>
<p><b>Lessons learned in implementing the initiative</b></p>	<p>To suit the need of individual government departments and public bodies for them to map out suitable integrity management plan, apart from providing face-to-face integrity training for different target participants, ICAC also produces <b>a wide range of products</b>, such as e-learning courses, videos, animations, reference packages, practical guides, feature articles and comics, etc. It is observed that government departments and public bodies have well utilised the resources to foster an integrity culture in the public sector.</p> <p>As public bodies are independent entities established under different ordinances or contractual arrangements, they do not have a common set of conduct and probity rules. Adding the substantial diversity of their business natures and functions (some operate like commercial entities), awareness of the standard of integrity expected of them as public servants vary. It is necessary on one hand to set out key and essential probity rules meeting the expected standard for public servants, and on the other to take into consideration their different business environment and operational needs, secure their buy-in, and adjust the requirements as appropriate.</p>
<p><b>Challenges encountered in implementing the initiative</b></p>	<p>Due to the operational routine or small establishment of some government departments and public bodies, it is <b>infeasible for some of their members to attend face-to-face integrity training</b>, hence, there is a certain demand for online training and self-learning e-course. To address such needs, ICAC has</p>

	<p>launched e-learning courses for civil servants and staff of public bodies' self-learning on the anti-corruption laws in Hong Kong, as well as skills in handling conflict of interest and other ethical challenges.</p>
<p><b>Link to more information</b></p>	<p>Public Bodies under the Prevention of Bribery Ordinance (Cap. 201)  <a href="https://www.elegislation.gov.hk/hk/cap201?xid=ID_1438402825765_003">https://www.elegislation.gov.hk/hk/cap201?xid=ID_1438402825765_003</a></p> <p>Corruption preventive education services provided to public sector  <a href="https://www.icac.org.hk/en/crd/work/ps/index.html">https://www.icac.org.hk/en/crd/work/ps/index.html</a></p> <p>Integrity Management in the Civil Service  <a href="https://www.csb.gov.hk/english/rcim/index.html">https://www.csb.gov.hk/english/rcim/index.html</a></p> <p>Integrity Promotion Campaign for Public Bodies  <a href="https://www.icac.org.hk/icac/pb/en/index.html">https://www.icac.org.hk/icac/pb/en/index.html</a></p> <p>Sample Codes of Conduct for Members and Employees of Public Bodies and Guide on Using the Sample Codes:  <a href="https://cpas.icac.hk/EN/Info/Lib_List?cate_id=3&amp;id=2577">https://cpas.icac.hk/EN/Info/Lib_List?cate_id=3&amp;id=2577</a></p>