

The Prevention of Bribery Ordinance (POBO)

Section 9 - Bribery

without employer's approval



solicits or accepts advantages

Any employee who, without the employer's approval, solicits or accepts an advantage (e.g. referral fee, tea money or rebate) when conducting his employer's affairs or business, shall commit an offence. The offeror of the advantage is also guilty of an offence.

Advantage refers to anything that is of value such as gift (in money or in kind), loan, employment and service.

Regardless of amount, the one who solicits, accepts or offers advantage may be liable for an offence.

Section 9(3) – False Document

uses false document



to deceive or mislead employer

An employee, with intent to deceive and mislead his employer, uses any false document (e.g. qualification or work record) shall be guilty of an offence.

Maximum penalty:

\$500,000 fine and 7 years' imprisonment



Please visit the ICAC website if you want to know more about the Prevention of Bribery Ordinance.

www.icac.org.hk



Say No to Corruption, Report It!

Report to the ICAC immediately if you discover or suspect any corruption:

In Person

24-hour Report Centre

Regional Offices



By Phone

25 266 366 (24-hour hotline)



By Mail

G.P.O. Box 1000, Hong Kong



All reports are handled in strict confidence

Scan the QR code for details




Please scan the QR code for more anti-corruption information in English and other languages including Bahasa Indonesia / हिन्दी / नेपाली / ਪੰਜਾਬੀ / Tagalog / ไทย / Tiếng Việt / اردو



Report Qualifications Honestly

Falsifying Credentials Brings Criminal Liability





You can jump the line to enrol in a two-day training course for experienced operators of excavator with proof of work experience.

1 Hong was new to the construction site. He hoped to obtain the qualification to operate an excavator so that he could earn more money.

Jack, a fellow townsman, advised Hong to offer a fee to a middleman who would provide Hong with false employment proof of three years' work experience.

TWO WEEKS LATER ...



Mm...something's wrong with the document!

2 With the fabricated proof of work experience, Hong intended to enrol in a two-day excavator course at a professional training centre, but the staff became suspicious.



Please help...

3 Hong offered the staff a red packet, hoping he would turn a blind eye and allow him to enrol in the two-day course.



4 The staff refused and reported the incident to the ICAC. Eventually, Hong was arrested by the ICAC for violating the Prevention of Bribery Ordinance.

- Operating heavy machinery on construction sites (such as excavators, bulldozers, and loaders) requires professional skills and relevant experience.
- Hong intentionally enrolled in the course using fabricated proof of work experience, which may constitute conspiracy to defraud.
- Hong bribed the staff of the Mandatory Safety Training course provider to accept the fabricated proof of work experience and allow him to enrol in the course, which may violate the Prevention of Bribery Ordinance.
- Hong's actions tarnished the reputation of the construction industry and posted a significant safety risk. Operating an excavator on a construction site without adequate training could lead to serious accidents, severely impacting his safety and that of other workers at the construction site.

