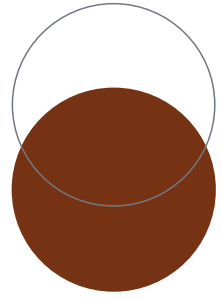


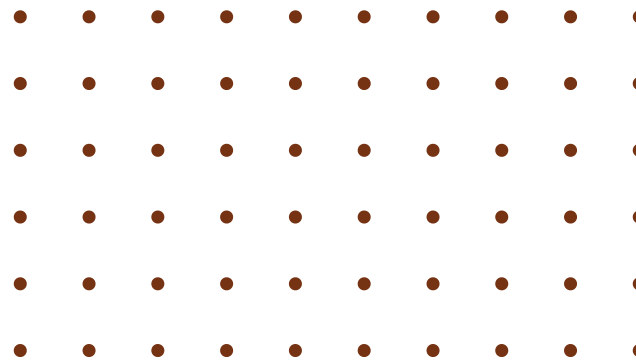


THE
LAW SOCIETY
OF HONG KONG
香港律師會



2022

Standing Committee on Member Services



STANDING COMMITTEE ON MEMBER SERVICES



The Standing Committee on Member Services formulates and oversees the implementation of strategies and programmes that enhance members' benefits and interests. It is the Standing Committee's mission to provide the best benefit for our members and to unite them with a common goal of developing the legal communities locally and internationally. The Standing Committee also makes recommendations to other Standing Committees on issues pertaining to members' legal practice. The Standing Committee met 10 times in 2022.

115th Anniversary of the Law Society

In 2007, the Law Society published "*The Law Society of Hong Kong 1907-2007 Celebrating a Centenary*" (the "Centenary Book") in celebration of her 100th anniversary. 2022 marked the 115th anniversary of the Law Society. To mark this important milestone, the Working Party on Historical Archive under this Standing Committee has been working on a new anniversary book which would cover the content of the Centenary Book and also the history of the Law Society from 2007 to 2022. The new anniversary book is expected to be launched in late 2023.

In August, a special boxset of 115th Anniversary-branded neckties was produced exclusively for sale to members in celebration of this milestone.

Expanding the Scope of Services

Pursuant to the Council's directions at its Strategic Planning Meeting in Q4 of 2021, a new Diversity and Inclusion Committee and a Working Party on Retention of Talent had been formed in 2022. The former focuses on promoting diversity and inclusion of the legal profession, and the latter is tasked to consider ways to attract young talents to join the profession and retain talent along the career path.

A new Working Party on Social Media was formed to consider ways to use social media as an additional communication mode to reach out to general members, and oversee the social media strategy and contents. The Law Society's official social media accounts on Facebook, Instagram, LinkedIn and YouTube were launched in April.

Legal Talent Recruitment Scheme (Trainee Solicitors) 2022

With the support of the Government, the Legal Talent Recruitment Scheme (Trainee Solicitors) ("the Scheme") was launched in July 2021 to facilitate the recruitment of trainee solicitors in order to retain talent within the legal sector, and to ensure that the legal sector has the required manpower resources when the market picks up in due course. Under the Scheme, eligible law firms could receive a government subsidy for the creation of new opening for trainee solicitors. The Scheme was opened for applications from 5 July 2021 to 28 January 2022. Over 100 applications have been approved under the Scheme.

Riding on the success of the Scheme, with further support of the Government, the Legal Talent Recruitment Scheme (Trainee Solicitors) 2022 ("the 2022 Scheme") was launched in April, with the same subsidy set aside for up to 130 new openings for trainee solicitors. The Scheme was opened for applications from 11 April to 28 February 2023.

Members' Forum

The Standing Committee organised two online Members' Forums themed "Stronger Strides Towards Stability, Sustainability & Vitality" on 29 March, and "Stronger Strides Towards Stability, Sustainability & Vitality TOGETHER" on 17 October respectively highlighting the Law Society's determination to overcome challenges arising from the rapidly changing environment, and members shared their thoughts and concerns with us on the way forward. Over 300 registrations had been received for the two Forums.

This year, the Standing Committee started a new Members' Forum series entitled "Embrace a Diverse Community". With the gradual relaxation of the social distancing measures, the first Forum under the series for members originating from Mainland China had been held in a physical format on 16 June.

Introducing new concept/approach to Members

In September, the Standing Committee introduced the approach of Design Thinking to law firms and members via hosting the webinar "Design Thinking for Law Firms – Meeting Your Clients' Needs". Around 80 members attended the innovative and interactive webinar.

Production of Law Society's own branded products

In February, the Standing Committee produced the Law Society's own branded face mask bearing the Law Society logo ("the Law Society Masks") for sale exclusive to members. Since June, the Law Society Masks were available in three different sizes i.e. standard adult size, women's size and kids' size to cater for different members' needs.

Year End Activity

In light of the gradual relaxation of social distancing measures towards the end of the year, the Standing Committee organised a trail hike from Mui Wo to Discovery Bay on 24 December which provided members and their families a fantastic opportunity to explore the natural environment, improve all-round fitness, and build resilience and fellowship among members.

DIVERSITY AND INCLUSION COMMITTEE

The Diversity and Inclusion Committee ("DIC") is a new committee established under the Standing Committee on Member Services to mainly focus on promoting diversity and inclusion ("D&I") in the profession.

DIC convened two meetings over the year to map plans for the committee including identifying key diversity areas that DIC should focus on, and proposing initiatives for promoting D&I among the profession. In the short term, DIC will focus on removal of unconscious bias in the workplace, particularly in the employer's policies and practices relating to recruitment, training, development, retention and promotions, as well as promotion of women to leadership positions.

IN-HOUSE LAWYERS COMMITTEE

In-house lawyers (“IHLs”) refer to those members who are not in private practice and mainly work in a legal capacity in commerce, trading, industrial, financial, educational, governmental or nonprofit sectors. The In-House Lawyers Committee (“IHLC”) is established to support the in-house sector of the legal profession in Hong Kong by creating a platform for sharing of experiences and resources, exchanging of views and ideas in relation to the role of IHLs. IHLC also works towards providing opportunities to facilitate and foster the relationship between IHLs and members in private practice. The Committee convened five meetings over the year.

With the support of the Department of Justice (“DoJ”) in offering the Justice Place as event venue, physical attendance at the Annual Conference of the In-House Lawyers (the “Conference”), flagship event of IHLC, was made possible again after three years. The 2022 Conference was held on 6 September, where participants attending in person was joined by a record-breaking of over 800 members and guests over Zoom, including delegates from the Greater China region. “The Corporate Connector” was selected to be the theme this year to highlight the extended roles of IHLs in the areas of data protection, employment issues, provision of cross-border legal services, involvement in the boardroom, and team leadership. Simultaneous interpretation in Putonghua was arranged to cater for guest participants at the event.

Apart from being the Supporting Organisation of the Conference, IHLC had also received support from the DoJ in its other events, which attracted a total of around 200 participants, including:

- a webinar featuring then Secretary for Justice Ms Teresa Cheng on the topic “Opportunities to Hong Kong’s legal and dispute resolution sectors under the 14th Five-year Plan and the GBA development” on 12 May; and
- a webinar under the series entitled “Sweat & Glory” held on 27 July where representatives of different divisions of DoJ shared their experience in working as a government counsel and provided useful information about developing a legal career in the public sector.

Along with the DoJ, the Hong Kong Chinese Enterprises Association Legal Affairs Steering Committee and China Legal Service (H.K.) Ltd, IHLC co-organised a seminar, in hybrid mode, on the topic “A New Chapter to Arbitration in Hong Kong: Outcome Related Fee Structures for Arbitration (“ORFSA”)” on 19 May. Renowned speakers from the field of arbitration introduced the Law Reform Commission Report on ORFSA, and discussed how ORFSA will change the arbitration landscape in Hong Kong. The seminar was well attended by around 380 participants, including participants joining in person at the South China International Arbitration Center (H.K.).

Four webinars were held under the Committee’s “In-House Lawyers Training Programme (in collaboration with law firms)” covering various topics pertinent to the daily practice of IHLs listed below. The webinars were attended by a total of around 400 participants.

- Preserving Wealth: How to Safeguard Corporate and Personal Interests [hosted by Withers] (14 June)
- Lands Department Consent Scheme for Sale of Residential Units in Uncompleted Developments [hosted by Woo Kwan Lee & Lo] (20 July)
- Litigation in Cybercrime [hosted by Stevenson, Wong & Co.] (18 October)
- Update on Practical Issues regarding Corporate and M&A Law [hosted by Jeffrey Mak Law Firm] (29 November)

INNOTECH COMMITTEE

The Innotech Committee provides technology knowhow and services to members as well as innovative ways of applying ICT to law firms and legal services. It met five times.

During the year, the Committee continued its exchanges with technology-related bodies to establish collaboration with The Law Society, initiated discussions with eBRAM (eBRAM International Online Dispute Resolution Centre Limited) on ways to enhance the use of LawTech in Hong Kong, and Hong Kong Internet Registration Corporation Limited on cybersecurity. As a supporting organisation of eBRAM, the Law Society organised a webinar with eBRAM upon the launch of the Hong Kong Legal Cloud, the first cloud-based document platform tailored to the unique needs of the legal professionals and disputes resolution communities, in March; and will arrange a webinar on introducing and demonstrating eBRAM's new LawTech Service Portal (the "Portal") in January 2023. Members can enjoy a free trial of the Portal which provides AI Machine Translation, Video Conference System, and e-Signature service.

Use of Technology for Court Hearings

Due to the outbreak of coronavirus pandemic, the Judiciary introduced the use of hardware-based video-conferencing facilities ("VCF") for remote hearings for suitable civil cases of the High Court, Court of Appeal, the Court of First Instance of the High Court (Judges and Masters), the Competition Tribunal (Judges and Masters), and the District Court (including Family Court) in 2020, and the use of browser-based VCF in 2021.

With the objective to enhance members' understanding on the use of the VCF solutions and test the compatibility of common VCF, webinars were arranged for members to observe actual testing sessions conducted by the Judiciary. A list of tested systems which are compatible with the court video conferencing facilities for remote hearings has been published in the dedicated webpage in The Law Society's website.

Following the testing sessions on the use VCF, the Committee collaborated with the Academy of Law on a webinar on electronic bundles (e-bundles), where members of the Committee participated in the live demonstration of a e-bundle hearing led by the Judiciary in July, to brief court users on the preparation and use of e-bundles and adducing digitalised evidence in court.

The Technology Roadmap

In December 2017, the Committee produced a Roadmap outlining what The Law Society should do to assist the profession to take advantage of the technology, the relevant time frame and the cost. The Roadmap also identified a few product deliverables to be further considered.

To ensure that the Roadmap deliverables will suit the needs of members especially small law firms, the Committee received a 6.3% response rate. The Survey results assisted the Committee in identifying tools which law firms considered relevant and useful for them to adapt to the changing legal landscape.

The Council expressed support for putting in resources to assist members to take advantage of technology.

The Committee produced the Technology Roadmap in December 2017 setting out concrete steps which The Law Society could take to assist the profession to take advantage of the technology, the relevant timeframe and the cost, and conducted a Law Firm Technology Survey on all law firms in September 2018 (“the Survey”).

Based on the findings of the Survey, the needs of members especially that of smaller law firms had been identified, including solutions on solicitors accounting, electronic document retention and law firm management, digitalisation in legal practice and technology related training seminars for both lawyers and support staff.

The Law Society partnered with Hong Kong Science and Technology Parks Corporation (HKSTP) on its Global Acceleration Academy Programme to source start-ups, locally and/or globally, to develop legal solutions for our members, and had identified a few technology service providers which may develop customised solicitors’ accounting solutions for members.

In light of the wider use of VCF in remote hearings, the Committee noticed the increasing demand for software which are capable of generating electronic bundles which comply with General Guidelines for Preparing Electronic Bundles in Portable Document Format issued by the Judiciary. The Committee also considered a number of software for members’ adoption.

The Law Society will continue its collaboration with relevant stakeholders and develop suitable products for members under the multi-year Roadmap.

Digitisation of Documents

Arranging space and resources for storage of documents has been a common problem faced by many law firms and members. The outbreak of the COVID-19 pandemic has accelerated the implementation of remote work arrangements and growing needs for digital storage. Since 2020, the Committee has been invited to review and make recommendations on storage and destruction of old files against the backdrop of cloud technology.

In September, the Committee issued a new guidance note on digitisation of physical documents and conversion of electronic record. A webinar was held by the Committee on 18 October to go through the steps to be made by members/ law firms when digitising relevant documents, in conjunction with the Guidance Note on Storage and Destruction of Old Files which sets out relevant guidelines on storage of different types of files.

Webinars

The Committee organised a series of webinars and workshops with various themes related to the use of lawtech, and all were well received.

- Webinar on the Development of Lawtech in Hong Kong in the Past 25 Years on 7 March
- Webinar on Legal Skills of the Future on 25 July
- Webinar on e-Discovery and Electronic Document Review on 3 November
- Webinar on Blockchain on 8 December

Articles

With a view to bring news updates about legal innovation and technology for members and subscribers, a dedicated section on InnoTech was created in the *Hong Kong Lawyer* in 2019.

The Committee contributed three articles to the InnoTech section on the following topics in 2022:

- “Latest Developments of NFTs in the Major Global Markets” (published in the April issue)
- “Touching the Virtual Realm – Who is the King of a Metaverse?” (published in the June issue)
- “Technology to Pave the Way for ESG” (published in the December issue)

The Law Society’s App

Are you one of the active users who have already downloaded The Law Society’s App (“the App”) on your iOS or Android device? Are you one of regular users who together interacted with the App to read *Hong Kong Lawyer*, see the President’s Letter and weekly circulars, search the members database, download event photos, keep track of and sign up for numerous recreation, sports, and members’ benefit events and CPD courses and add to your calendar with a simple click? The Law Society’s App has cumulated 28,736 downloads on iOS and Android devices since its release in 2013. In 2022, the “hit rate” for members clicking within the App has reached 2 million.

The Committee has listened to your suggestions and will continue to improve the functionality of the App.

MEMBER BENEFIT COMMITTEE

The Member Benefit Committee (“MBC”) works towards improving personal well-being of members through identifying and offering a wide range of services and products, and organising different networking and wellness activities for members as member benefits, thereby enhancing the development of the profession as a whole. MBC convened five meetings over the year.

With a view to help members recover from the pandemic, MBC organised four online health talks on the following topics:

- Joint Health: Common Work From Home Issues (26 May);
- The Benefits of Regular Exercise and Sports Injury Prevention (18 August);
- Boosting Your Body’s Natural Defences (27 September); and
- Digital Detox (30 November).

MBC continued its effort in sourcing and offering a wide range of services and products for members as year-round benefits, which were classified into the six categories namely:

- Culture & Lifestyle;
- Dine & Wine;
- Education & Learning;
- Health & Leisure;
- Household and Living; and
- IT Products & Services

The Committee has also sourced different festive offers for members to celebrate occasions such as Chinese New Year, Tuen Ng Festival and Mid-Autumn Festival.

“Lai see” packets featuring the zodiac sign for the Year of the Tiger were distributed to members at the beginning of the year.

The Law Society also continued its collaboration with American Express in offering The Law Society American Express Platinum Card exclusively for members.

PRACTICE MANAGEMENT COMMITTEE

The Practice Management Committee is dedicated to educating members on best-practices in managing and operating a law firm. The scope of its work includes providing guidance to members on the opportunities and risks arising from the business of operating a law practice, and on formulating strategies to expand law practice, manage risks in practice, enhance services to clients, motivate staff and manage finance and information. It aims to help law firms to achieve practice management excellence. It formulates guidelines and practice manuals and organises training programmes, seminars and conferences on practice management. The Committee held two formal meetings this year.

RME Practice Management Course

Section 6(6B) of the *LPO* has been amended to include a requirement that solicitors who intend to apply for an unconditional practising certificate must satisfy the Council, in addition to compliance with the two-year employment requirement, that they have successfully completed a practice management course provided or approved by The Law Society (“the Course”). The Committee had finalised the Course materials in 2016.

In 2017, the Council resolved conducting the Course on a trial basis as an RME elective and reviewing the feedback before determining whether the Course should be made mandatory.

The Course has been up and running as an RME elective since February 2019.

In view of the positive feedback from the participants of the Course, the Committee recommended to Council that the Course be made mandatory to solicitors who intend to apply for an unconditional practising certificate.

Helping Members to Manage and Grow their Businesses

To keep members apprised with the global development of the legal industry, the Committee organised two webinars during the year:

- The Committee joined hands with the Standing Committee on Member Services to organise a webinar on “Design Thinking for Law Firms – Meeting Your Clients’ Needs” on 26 September. The speaker introduced the fundamentals of design thinking and how it could be applied to law firms.

- Hybrid working has presented new and unique challenges to managements of law firms. The Committee organised a webinar on “Developing Legal Talent in Hybrid Working Environments” on 10 November. Speakers shared practical tips to groom young legal talents and encourage better collaborations in hybrid working environments.

ISLAMIC FINANCE WORKING PARTY

The Working Party makes recommendations on the legal development of Islamic financial products and services in Hong Kong and aims to equip members with updated knowledge and insights in the rapidly growing Islamic finance market in the world. It aims to facilitate the development of Islamic finance in Hong Kong and works closely with financial institutions, government, non-governmental organisations, international organisations and universities relating to Islamic finance. The Working Party also meets with lawyers from local firms and overseas to discuss developments in Islamic finance and identifies and reports on local Islamic product initiatives.

In celebration of the 25th anniversary of the establishment of the HKSAR, the Working Party held its annual event in the format of a webinar with the topic “Development of Islamic Finance and Community in Hong Kong after Handover” on 14 December, attracting around 100 members and industry players representing different sectors including Consul Generals, government officials, and representatives of banks and corporations. Speakers including IFWP Chair Amirali Nasir, IFWP Member Mr Kingsley Ong, and guest speakers Mr Syed Musheer Ahmed of FinStep Asia as well as Ms Grace Wong from the Marketing Development Division of the Hong Kong Monetary Authority, gave an overview of the development of Islamic finance in Hong Kong from 1997 to present, and looked into its future opportunities offered by national development. Topics covered at the webinar included the three sukuk issuances by the HKSAR Government, Halal certification, Islamic FinTech, and promotion, training and cooperation activities arranged on Islamic finance.

WORKING PARTY FOR SME FIRMS

The Working Party was established under the Practice Management Committee to make recommendations to the Committee on any support and guidance which the Working Party may consider desirable for small and medium-sized enterprise law firms (“SME Firms”); to provide a forum for networking, sharing of experience, exchange of views and discussion of common problems of sole practitioners and small partnership firms on practice management; and to provide a channel of communications between such firms and The Law Society.

The severity of the fifth wave of the pandemic has brought about rapid changes. To support SME law firms to cope with the challenges, the Working Party held one seminar in April on Funding Schemes for SME Firms. Speaker from the Hong Kong Productivity Council SME ReachOut shared with members on the government funding schemes, such as the Dedicated Fund on Branding, Upgrading and Domestic Sales (BUD Fund), Export Marketing Fund, Technology Voucher Programme, SME Financing Guarantee Scheme and their respective application requirements.

The Working Party also met with the Society of Chinese Accountants and Auditors to update each other on the latest developments in the legal and accounting services market in Hong Kong and the Greater Bay Area. Opportunities for closer collaboration in enhancing professional exchanges were explored at the meeting.

WORKING PARTY ON CLIENT ENGAGEMENT LETTERS

The Working Party was formed in 2020 with the primary aims of identifying practice areas where a signed client engagement letter would be considered an essential tool for managing the risks of a law firm, and developing proforma client engagement letters and explanatory and/or guidance notes for the use of the same. The Working Party finalised three sets of template Client Engagement Letters and a Practice Note, and was working with the service provider for the launch in 2023.

PRO BONO COMMITTEE

The Committee was formed to review the types of pro bono work undertaken by the profession, promote public awareness of pro bono services of The Law Society and encourage participation by the profession in pro bono work. The Committee convened six meetings this year.

Throughout the year, the Committee reviewed various pro bono schemes which The Law Society has organised and/or coordinated participation by its members, including the Free Legal Helpline, 45 minutes Free Legal Consultation, Free Legal Advice on Building Management, the Free Outreach Legal Advice Service on Building Management, and various programmes in collaboration with other organisations.

The Committee also held other activities such as organising webinars and articles writing to achieve its goals.

Free Legal Helpline

The Free Legal Helpline (“the Helpline”) was established in late August 2013 with an aim to offer pro bono legal advice to the public in need on five areas of law, namely Personal Injury, Matrimonial Law, Criminal Law, Wills & Probate and Employment Law.

The Pilot Scheme on Mediation under the Helpline has been extended to provide free telephone sessions on mediation.

To effectively assist the general public seeking legal consultation, the Helpline also maintains the Interactive Voice Response System (a technology that automates interactions with telephone callers) alongside with its in-person call pick-up and case vetting services. The Committee will continue to monitor the services provided under the Helpline.

Up to 31 December 2022, over 10,000 calls had been handled through the Helpline.

Figure 1: Number of cases received in 2022

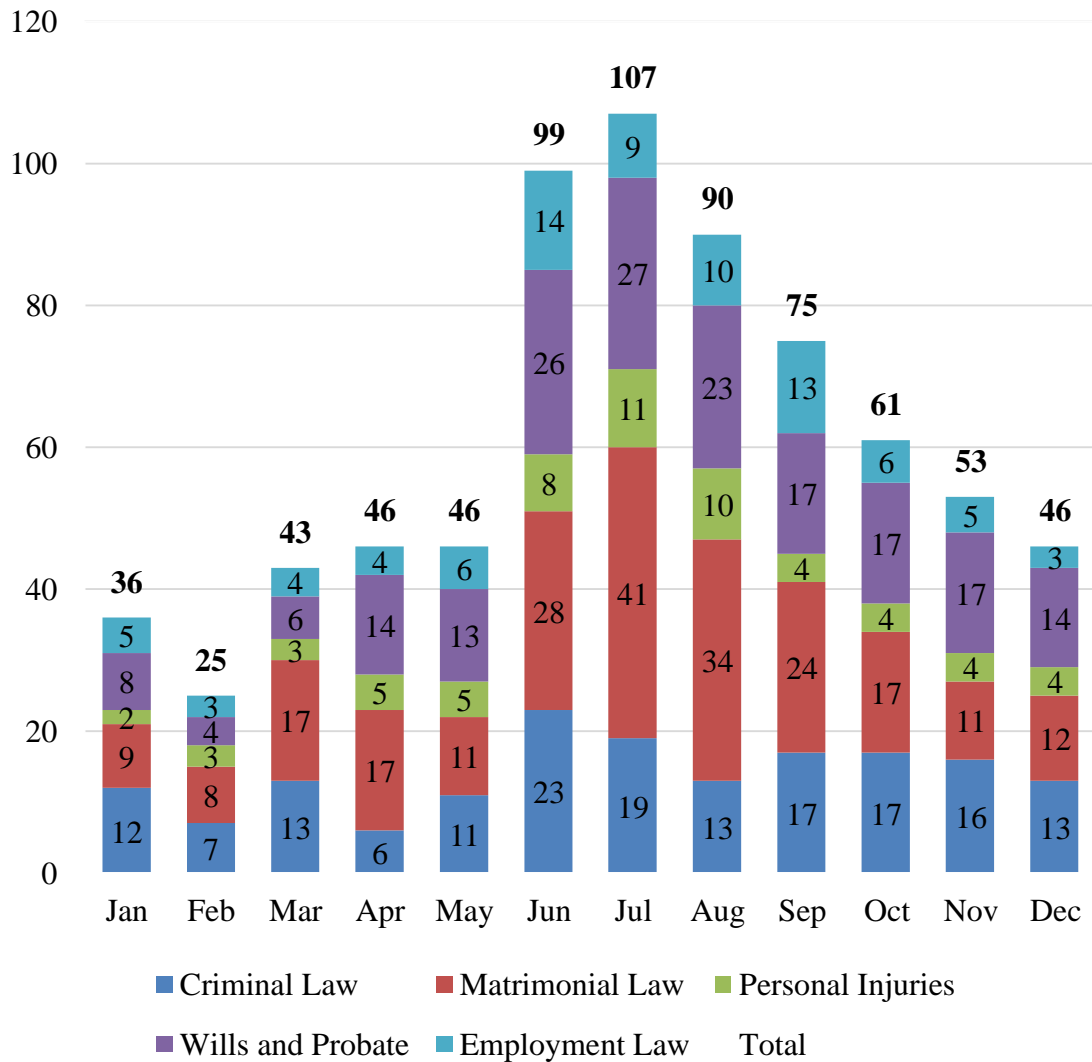
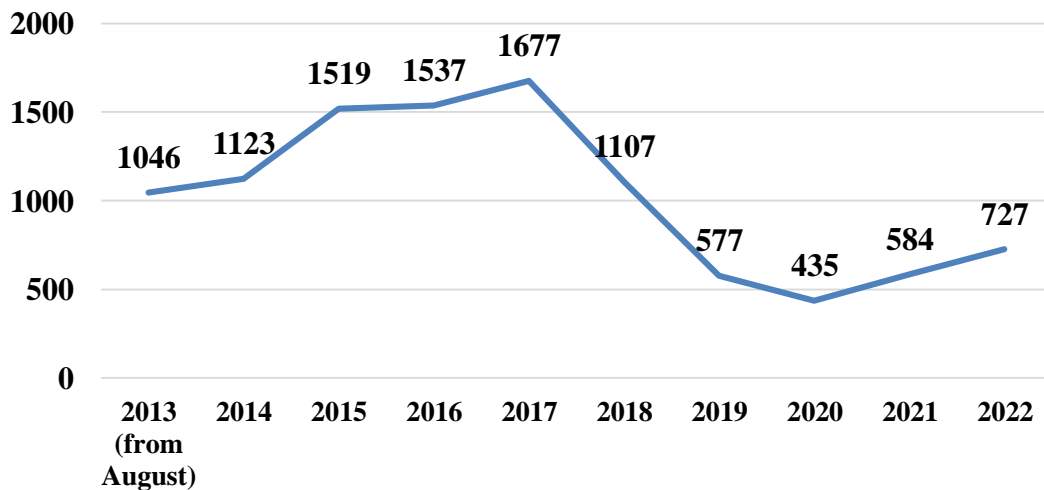


Figure 2 : Number of cases received during 2013 – 2022



Collaboration with Hong Kong Council of Social Service (“HKCSS”)

The Law Society has, since 2015, partnered with HKCSS on their “NGOs Governance Platform Project” to promote best practice and experience sharing on NGO governance among board members of their NGO members.

Collaboration with Education Bureau

The Committee continued its collaboration with the Education Bureau in its “Business-School Partnership Programme” (“BSPP”) with the aim of promoting better co-operation and closer alliances between the legal sector and the schools, to lead students out of the classroom to gain a wider perspective of the world and to get them better prepared for life in the society. The programme has been postponed due to social distancing measures and shall resume in 2023.

Insurance for Pro Bono Work

The Committee reviews regularly on the regulatory framework relating to professional indemnity and insurance arrangement and coverage to ensure that members are sufficiently covered when they perform pro bono services.

The Committee will continue to facilitate the understanding of the relevant stakeholders on The Law Society’s stance on pro bono services and will keep track of feedbacks and development surrounding this matter.

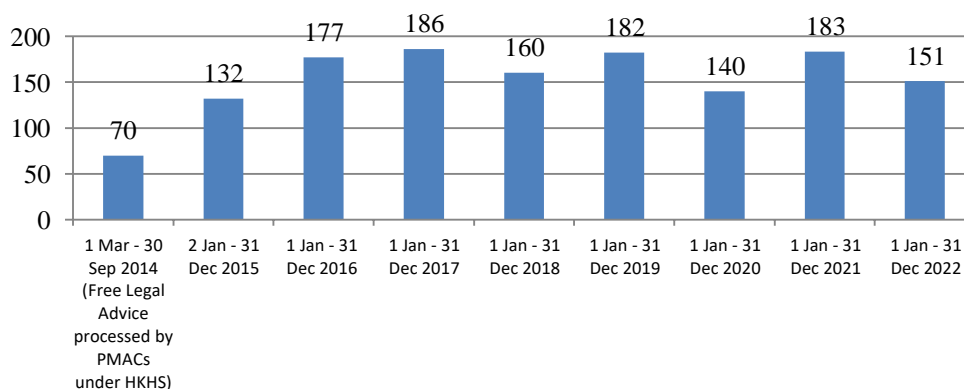
Pro Bono Projects on Building Management Work

The Committee administers the pro bono projects in relation to building management. It updates panel members on new developments, cases and legislations in the building management spectrum from time to time.

Free Legal Advice Service on Building Management

Since early 2015, The Law Society has been working with HAD on the Free Legal Advice Service on Building Management. In 2022, 151 cases had been processed.

Figure 3 : Number of cases processed from 1 March 2014 to 31 December 2022



Note:

* Cases were handled by the Property Management Advisory Centres of Hong Kong Housing Society.

A Basic Course on Property Management (comprising 5 sessions) and a Refresher Course on Property Management were held in October to provide potential and existing panel members a better understanding of the relevant topics on property management. 38 members completed the Basic Course while 70 panel members completed the Refresher Course.

Free Outreach Legal Advice Service on Building Management

In collaboration with The Law Society, HAD launched the “Free Outreach Legal Advice Service on Building Management” (“FOLAS”) in September 2019 on a three-year pilot basis to enhance legal support to Owners’ Corporations (OCs) in conducting general meetings. Upon completion of the pilot scheme, FOLAS was regularized from October. 4 cases were processed in 2022 with 7 other cases in progress.

Webinar on “Reasons and Ways for Lawyers and Law Firms to Engage in Pro Bono”

The Committee organised a webinar entitled "Reasons and Ways for Lawyers and Law Firms to Engage in Pro Bono" on 20 October. During the webinar, the speakers discussed the importance of pro bono in Hong Kong and how law firms could start a sustainable pro bono programme. The speakers also shared their experience on how lawyers and law firms could benefit from engaging in pro bono work, including the additional client-facing opportunities (particularly for lawyers at junior level) that one might not get in their daily practice.

PRO BONO AND COMMUNITY WORK RECOGNITION COMMITTEE

The Committee is tasked to promote and encourage active participation of individual members and law firms in pro bono and community work by showing appreciation for and recognition of their outstanding commitment to volunteering at the Award Ceremony.

Since its inception in 2010, the Pro Bono and Community Work Recognition Programme (“the Programme”) has been highly regarded by The Law Society and has established itself as one of flagship events. In 2022, the Programme continued to gain recognition among the legal profession with 339 applications.

After two years of a virtual ceremony, the 2022 Pro Bono and Community Work Recognition Programme successfully concluded with a physical Award Ceremony on 12 December. The Law Society was very honoured to be graced by the presence of The Hon. Chief Justice Andrew Cheung, The Hon. Secretary for Justice Paul Lam and other distinguished guests.

A total of 36 law firms and 251 lawyers received awards. Apart from the Individual and Law Firm awards (Gold, Silver and Bronze), a number of Distinguished Awards and special awards were presented.

2022 marks the 25th Anniversary of the Establishment of the HKSAR. To celebrate this important milestone, the “Distinguished Achievement Award for Promoting the ‘One Country, Two Systems’ Concept, the Basic Law and the Rule of Law” was introduced. Three community projects were awarded for their outstanding achievements in enhancing the public’s

understanding and awareness of the “One Country, Two Systems” concept, the Basic Law and the Rule of Law.

The awardees of the Distinguished Awards and Distinguished Achievement Awards were selected by the members of the Judging Panel representing various sectors. Panel members for the Distinguished Pro Bono Awards included Ms. Winnie Chiu, The Ombudsman; Mr. Chris Chong, Director of Legal Aid; Mr. Ricky Chu, Chairperson of Equal Opportunities Commission; Ms. Ada Chung, Privacy Commissioner for Personal Data; Mr. Ambrose Lam, Member of the Legislative Council and Past President of The Law Society; and Ms. Gilly WONG, Chief Executive of Consumer Council; Mr. C. M. Chan, President and Chairman of Pro Bono and Community Work Recognition Committee, The Law Society; and Mr. Sherman Chan, Member of Pro Bono and Community Work Recognition Committee, The Law Society.

Panel members for the Distinguished Community Service Awards included Mr. Chua Hoi Wai, Chief Executive of The Hong Kong Council of Social Service; Mr. Andy Ho, Executive Director of The Hong Kong Federation of Youth Groups; Mr. Ip Shing Hing, Past President and Member of Pro Bono and Community Work Recognition Committee, The Law Society; Ms. Melissa Pang, Chairperson, Agency for Volunteer Service and Mr. Stephen Yau, Chief Executive of International Social Service Hong Kong Branch; and Mr. C. M. Chan, President and Chairman of Pro Bono and Community Work Recognition Committee, The Law Society.

Panel members for the Distinguished Achievement Award for Promoting the ‘One Country, Two Systems’ Concept, the Basic Law and the Rule of Law included Mr. Ambrose Lam, Member of the Legislative Council and Past President of The Law Society; Mr. P C Lau, Chairman of Hong Kong Coalition of Professional Services and Dr. Hoey Simon Lee, Member of the Legislative Council and Chairperson of Basic Law Foundation.

RECREATION AND SPORTS COMMITTEE

The Recreation and Sports Committee (“RSC”) aims at providing a range of recreational activities and sports supporting and encouraging members to lead a balanced life whilst managing demanding work routines and to find opportunities to foster friendship with their fellow members and other professionals. The Committee convened six meetings over the year.

There are 14 sports teams and nine recreational groups under the Recreation and Sports Programme (the “Programme”), an annual programme under the RSC. They are:

Sports teams: badminton, basketball, cycling, distance running, dragon boat, hiking, football, golf, snooker, swimming, table tennis, tennis, tenpin bowling, and volleyball

Recreational groups: bridge, Chinese calligraphy, cookery, food and wine appreciation, dancing, live band, martial arts, photography, singing, and yoga

To encourage members to stay active during the difficult times of the pandemic, a 50% discount on the Programme enrolment fee was offered to members since 2020. For those who had joined the 2021 Programme, their 2022 membership was automatically renewed at no cost.

As the society gradually resumes normality, many RSC activities have returned in physical format last year in compliance with relevant government regulations and internal guidelines

setting out various precautionary measures to ensure the safety of participants. These included year-round trainings, practices and classes organised by the various RSC sports teams and recreational groups. RSC also held two Recreation and Sports Open Day on 19 May and 14 September to allow members of different skills levels to learn more about the sport of badminton, basketball, table tennis and volleyball, and participate in the practice sessions of the teams, attracting around 150 participants in total.

Out of concern for the safety of members' children, the Members and Family Fun Day was held online for another year, adopting the theme "Keep Calm and Stay Positive!". Members submitted videos of them and their children completing different fitness challenges and talent performance as well as images of the drawings by our young participants to compete for trophies, medals and certificates by age groups. For the first time, members of the public were invited to vote for "The Most Popular Drawing Award" via Facebook to support their favourite drawings. An interview video featuring Hong Kong Men's National Basketball Team representative Mr Tsai Choi Kwan, record-holding elite boxer Mr Rex Tso, and swimming Olympian Ms Jamie Yeung sharing their success stories and health tips, was also published via the Law Society's social media platforms.

The Law Society is a member of the Recreation and Sports Club for Hong Kong Professional Bodies ("RSCP"), a platform enabling and encouraging members to foster collaboration with members of six other major professional bodies in Hong Kong, namely Hong Kong Bar Association, Hong Kong Dental Association, Hong Kong Institute of Certified Public Accountants, The Hong Kong Institute of Architects, The Hong Kong Medical Association, and The Hong Kong Institute of Surveyors, on different sports grounds and occasions. The Law Society had completed its two-year RSCP chairmanship (represented by RSC Chair Roden Tong) on 31 December, passing on the baton to The Hong Kong Institute of Surveyors.

YOUNG SOLICITORS' GROUP ("YSG")

YSG was established to serve the needs and interests of members with less than five year's post-qualification experience and trainee solicitors. Its mission is to facilitate and assist the career and personal development of the younger generation in the legal profession by offering diversified services and activities that are of interest to, and to the benefit of, its members and trainee solicitors. YSG also serves as a platform for interaction between trainee solicitors, junior and senior members of the profession, and law students. YSG convened six meetings this year.

To encourage and engage young practitioners and trainee solicitors to develop solutions to address realistic legal issues or current hot topics in law, YSG introduced The YSG Think Tank in 2022. It is a competition where participants will work in teams to showcase solutions relevant to a selected theme through presenting their proposals to a judging panel for a chance to win a prize. Four teams of two to three took part in the inaugural event, and presented their solutions for the problem statements they identified in relation to the theme of "Technology and the Environment – How to Make a Greener Legal Workspace" on the Pitching Day on 25 June. The winning solution was a web-app/mobile app that provides measurable "green" indicators, gives "green" advice, and offers "green" ratings to legal service providers.

As the HKSAR celebrates a quarter century of its establishment in 2022, solicitors admitted in 1997 would also have been practising for 25 years. In celebration of this momentous milestone, YSG introduced a special project namely "Questions for Solicitors Admitted in 1997 ("1997 Solicitors")", where members of the public had been invited to raise questions to 1997 Solicitors

about the development of the legal profession over the past 25 years. Interview videos of participating solicitors, including President C.M. Chan and Founding YSG Chair Mrs Cecilia Wong, will be published via the Law Society’s social media platform in early 2023.

Despite physical events could not be fully resumed owing to the pandemic, the CONNECTED Mentorship and Buddy Scheme 2022 was still supported by over 120 participants including mentors (senior members), buddies (junior members) and mentees (trainee solicitors), who were assigned to different family sub-groups. Through this scheme, trainee solicitors were provided the opportunity to establish long term friendship and mentoring relationships with members of different seniority in the profession. CONNECTED 2022 was kicked off on 26 April where participants were brought together over a virtual meeting platform for a souvenir design competition with their family group members. The second event adopting the format of a scavenger hunt returned with positive feedback and was themed “Jumanji” this year, where participants worked in teams to complete various intriguing tasks in the concrete jungle of Hong Kong over the course of four weeks in September and October. Law Society Student Members were also invited to join the second event this year.

Apart from involving law students in YSG activities, the following events had been tailored made for our future lawyers over the year:

- Four career talks for law students of the three local law schools:

University	Date
University of Hong Kong (Faculty of Law)	23 March (virtual)
The Chinese University of Hong Kong	19 September (physical)
University of Hong Kong (Law Association, HKU Students’ Union)	6 October (physical)
City University of Hong Kong	13 October (virtual)

- Joint University Virtual Law Fair on 24 November, where law students of the three local law schools met YSG members in different breakout rooms and raised questions about different practice areas to better prepare themselves for making the right choice for themselves when they join the legal profession after completing their legal studies. The online event received over 100 registrations.

The Sit-In Programme for Members of the YSG (the “Sit-In Programme”) aims at providing a platform for YSG members to transition from YSG to other Law Society committees through assigning them to different committees as Observers to take part in their meetings and to learn more about their work and operation, thereby facilitating the injection of new blood to Law Society committees by matching the appropriate young members to these committees in future, which is essential for the organic growth of The Law Society as a whole. In view of the positive feedback, the pilot Sit-In Programme entered phase two in 2022, which lasted for a period of six months, covering committees under the Standing Committee on External Affairs, the Standing Committee on Member Services and the Standing Committee on Standards and Development.

WORKING PARTY FOR ADMISSION CEREMONY FOR NEWLY ADMITTED SOLICITORS

The Working Party was established under the Standing Committee last year to organise the Admission Ceremony for the newly admitted solicitors to celebrate this milestone with fellow solicitors, mentors and family members. The Admission Ceremony aims to reinforce the values of a solicitor as an advocate for the rule of law, to allow newly admitted solicitors to mingle, and introduce them to the Law Society. The Working Party has formulated the details of the Admission Ceremony which will be held in 2023.

WORKING PARTY FOR IN-HOUSE LAWYERS

The Working Party is tasked to study the long term strategies to enhance the connections between in-house solicitors and private practitioners. The Working Party, which comprises of members joining from both the in-house sector as well as private practice had its first meeting in January 2021.

The Working Party conducted a survey in November 2021 to gather information on demographics of in-house lawyers in Hong Kong, their experiences and feedback on The Law Society's activities, as well as gauging their interest to interact with members in private practice and vice-versa, and ways to enhance their communication with The Law Society. Based on the results of the survey, the Working Party had identified some of the needs of the in-house community. The Working Party is working on a report focusing on long term strategies to strengthen the services of The Law Society to in-house lawyers/potential in-house lawyers.

WORKING PARTY ON HISTORICAL ARCHIVE

The Working Party is tasked to recommend a policy for the establishment of an archive for The Law Society so that materials and information of historical value can be preserved and made accessible systematically. It will also make further recommendations on the compliance and implementation of the archival policy whenever necessary. The Working Party convened six meetings over the year.

The Law Society has published “*The Law Society of Hong Kong 1907-2007 Celebrating a Centenary*” (the “Centenary Book”) in 2007 in celebration of her 100th anniversary. 2022 marked the 115th anniversary of the Law Society. As the Centenary Book has already covered the first century of the Law Society, the Working Party was tasked to produce a new anniversary book to include the content of the Centenary Book and also cover the history of the Law Society from 2007 to 2022 to celebrate the 115th anniversary of the Law Society. The new anniversary book will be launched in 2023.

The Working Party continued to run its Oral History Project (the “Project”), which was launched in late 2020. Under the Project, very senior and significant members of the legal community, including members who have been admitted to The Law Society’s Roll of Honour, Past Presidents and those who are among the most senior members of The Law Society (in terms of their respective admission dates), have been invited to be interviewed. Five interviews have been

conducted over the year featuring the following notable figures in the legal profession (in alphabetical order of their surnames):

Name of interviewee(s)	Law Society honorific title(s) (if any)
Dr Anthony Wing-kin CHOW	Past President (1997-2000) Roll of Honour (2015)
Ms Therese Pei-fong CHOW	
Mr Maurice Mui-sang LEE	
Mr William Paul John MUNRO	
Mr WONG Kwai-huen	Past President (2009-2011) Roll of Honour (2022)

The video, audio or written recordings of the interviews have been or will be made available on a webpage dedicated to the Project entitled "Tribute to our Senior Members: Oral History Project".

On 19 October, at the invitation of this Working Party, the Judiciary offered the opportunity to the Law Society to inspect the beginning entries of the roll of solicitors kept at the High Court Building. On this memorable occasion, members of the Working Party were joined by office bearers, members of the Honours Committee and Working Party on Paper Admission of Solicitors on this memorable occasion. The roll is of immense historical value. Although the first roll book, recording admissions made between 1844 and 1906, was lost over time, an index listing the entries of the oldest roll books, including the first one, was made available for inspection. The inspection revealed, for example, who was the first solicitor enrolled, the first female solicitor, the first Chinese solicitor and the first female Chinese solicitor.

WORKING PARTY ON RETENTION OF TALENT

The Working Party on Retention of Talent is a new working party established under the Standing Committee on Member Services with an aim to formulate ideas to attract young talent to join the profession and retain talents throughout his/her legal career path.

The Working Party convened three meetings over the year to identify the groups of talent leaving or not joining the legal profession/industry in Hong Kong, and to study the reasons behind. It also considered ways to encourage talent to join and stay in the legal profession/industry, to identify the difficulties and challenges in talent retention, as well as to promote awareness of the importance of talent retention in the profession among employers.

WORKING PARTY ON THE LAW SOCIETY APP

The Working Party was formed in 2021 with the aims of overseeing the performance of the App and ensuring the contents are updated. The Working Party is also involved in making recommendations on the App feature updates and enhancements. One formal meeting was held in the year 2022, where the Working Party members identified the new developments required for the App. The Working Party will continue to listen to your suggestions and improve the functionality of the App to enhance the user-friendliness of the App for our members.