

Report on Standing Committee on Young Barristers 2018

A. Introduction

1. The Standing Committee on Young Barristers (the “YBC” or the “Standing Committee”) was established in 1993. This year thus marks the 25th anniversary of the Standing Committee.
2. The YBC’s primary objectives are as follows.¹
 - (1) To represent Young Barristers (i.e. barristers within 7 years of call) and pupils (collectively, the “YBs”).
 - (2) To convey the views of YBs to other parties, in particular, other members of the Bar, the Hong Kong Bar Association (the “HKBA”) (in particular, its Council (the “Council”)), the Judiciary, the local faculties of law, law students, other (young) professionals and other professional associations, and to convey the views of other parties, in particular, the aforementioned, to YBs.
 - (3) To promote the interests and wellbeing of YBs, including but not limited to their fraternity with other YBs and other members of the Bar, their involvement in the Bar, the HKBA and the wider community, their continuing education, their networks with other (young) professionals, public awareness of YBs and their roles and, more generally, their development as barristers.
 - (4) To assist YBs with their queries and concerns regarding their profession.
 - (5) To contribute to furthering the objectives of the Bar and the HKBA as defined in the Rules and Regulations of the HKBA.
 - (6) To organise, make arrangements regarding, and participate in, events that further the objectives above and / or with the objectives above in mind.
3. There are presently 650 YBs (i.e. 557 barristers within 7 years of call and 93 pupils). There are presently 1,602 members of the Bar and pupils.² YBs thus constitute 40.6% of the Bar inclusive of pupils. This year marks the first time in the history of the Bar that the population of YBs has surpassed 600 in number and that the Young Bar constitutes more than 40% of the Bar as a whole.
4. This year, the YBC has consisted of 25 members, all being YBs themselves. This Report aims to summarise the work of the Standing Committee from 1 January 2018 to 17 January 2019.

B. Survey on the Young Bar 2017-2018

5. With the approval of Council, the YBC has over the past year conducted a survey on the state of the Hong Kong Young Bar. The Survey on the Young Bar 2017-2018 (the “Survey”) is the

*All individuals mentioned in this Report are members of the Bar or pupils of HKBA unless otherwise indicated.

¹ YBC, **Terms of Reference of the Standing Committee on Young Barristers of the Hong Kong Bar Association** (adopted by the Council on 20 December 2018).

² This data has been obtained from the Bar List on the HKBA’s website.

first time that the YBC / the HKBA and the Bar has ever conducted a general study on the Young Bar.

6. The YBC aimed through the exercise to provide objective and reliable data on the Young Bar, such information having previously been unavailable, so as to allow a better understanding of the nature, views and needs of YBs. Specifically, it is hoped that the valuable data that has been collected will assist in the following manners.
 - (1) Such data can assist the Council and the HKBA's Committees in their formulation of policies and activities for the Young Bar. More generally, such data can, too, assist the YBC in carrying out its objectives.
 - (2) Such data can also assist YBs seeking to better assess how they are faring in their own careers.
 - (3) Such data can, further, assist pupil masters in seeking to structure pupillages to better cater for the needs of their pupils.
 - (4) Finally, such data can assist those considering whether to join the Bar to determine whether the Bar is indeed suitable for them. (In career talks with university law students in recent years, Members of the YBC have been asked questions on numerous occasions in relation to career and livelihood prospects at the Bar but have only been able to share personal experiences and observations rather than comprehensive and objective data.)
7. The Survey was open for answer between 22 December 2017 and 13 March 2018 by all members of the Bar called in 2011 and thereafter who hold a full practising certificate ("Qualified YBs"). Conducted by an online questionnaire, the Survey contained 37 questions (3 thereof containing 6-8 sub-questions) on, for example, the background, pupillage, tenancy, areas of practice, working hours, income, present concerns, and future aspirations, of YBs.
8. In the event, 119 responses were received, representing 25.8% of Qualified YBs as at the closing date of the Survey.
9. The responses were then presented in a report that was shared with Council at its meeting on 20 December 2018 where it was discussed at length. The report (the "Survey Report") will be published to all members of the Bar and pupils prior the forthcoming Annual General Meeting on 17 January 2019 (the "2019 AGM").
10. The Survey Report sets out and analyses the results of each of the questions asked first as a collective whole and second as broken down by years of call (1 to 3 years and 4 to 7 years of call), by practice areas (purely or predominantly criminal practice, purely or predominantly civil practice and mixed practice split evenly between criminal and civil practice) and, where appropriate, by age (40 years or below and 41 years and above). The Survey Report also contains various recommendations for relevant parties.
11. For ease of reference, ten important findings from the Survey are reproduced below.³

³ The context, and an explanation, of each of these results are provided in the Survey Report and readers of the present Report should refer thereto.

- (1) 53% of the Young Bar have a purely or predominantly civil practice, 30% have an evenly split civil and criminal practice and only 17% have a purely or predominantly criminal practice.
 - (2) 87% of the Young Bar have no work or almost no work in arbitration. The figure for mediation is 92%.
 - (3) 87% of the Young Bar have had work originating from classmates, friends or other personal connections, 77% from barristers other than their pupil masters, 76% from their pupil masters, 32% from cold calls and 16% from the Legal Aid Department (the “LAD”).
 - (4) 65% of the Young Bar make an average monthly income net of expenses of less than HK\$40,000. 14% are in fact making a net loss.
 - (5) 40% of fee notes are not settled within the 2 month requirement stipulated in the Solicitors’ Guide to Professional Conduct.
 - (6) 61% of the Young Bar foresee that they will still be in practice in 5 years time. 35% are unable to say.
 - (7) Of 7 concerns listed, YBs ranked them in the following order (from most concerned about to least concerned about): (a) not making enough money (b) not having enough work (c) not having work of a sufficiently high profile (d) ability to meet rent (e) not having sufficient variety of work (f) working too long hours or insufficient work life balance and (g) not knowing how to complete a task or not being able to find an answer to a question, whether legal, procedural or otherwise.
 - (8) 70% of the Young Bar was able to secure tenancy within their first 12 months of pupillage.
 - (9) 84% of YBs would appreciate greater assistance from their pupil masters as to devilling opportunities or the introduction of business opportunities. Only 35% would appreciate greater assistance with support for tenancy and squatting arrangements.
 - (10) YBs are proud to be a member of the profession – over 83% rated their level of pride at 6 or more out of 10 and 55% rated their level of pride at 8 or more out of 10.
12. Per the Council’s resolution on 20 December 2018, the Survey Report will be sent to the Chief Justice and the head of each level of Court, the Chief Secretary for Administration, the Secretary for Justice, the Director of Legal Aid and the Administrator of the Duty Lawyer Service (“DLS”). Internally, it will also be circulated to all Chairmen of the HKBA’s Committees and all Heads of Chambers.
 13. Further, in the forthcoming year, the YBC will be following up on the Survey Report, with the aim of ensuring that policy discussions are triggered thereby and actions taken to improve the Young Bar.

14. The YBC would like to thank most sincerely all the YBs who took the time to respond to this most meaningful project.

C. Continuing Professional Development Panel System

15. In this annual session, the YBC has also launched, for the first time and with the approval of the Council, a panel system for YBs interested in giving continuous professional development talks to solicitors and other professionals (the “System”).
16. The System involves the YBC gathering information 2-3 times a year through circulars from YBs interested in giving such talks. Such information includes a list of proposed talk topics with a brief summary of each. The YBC will then compile the information and forward it to various commercial providers of such talks (“CPD Providers”) who have expressed an interest in using the System. Such providers can then select YBs appropriate for their purpose and approach individual YBs directly. In other words, the YBC plays a facilitation role to connect YBs with CPD Providers. It should be noted that the YBC does not vet or vouch for the YBs who take part in the System – thus, for instance, all those who provide information to the YBC will have such information disseminated to the CPD Providers.
17. The genesis of the System is three fold. Firstly, it is self evident that by giving such talks, members of the Bar are given opportunities to meet with a wide audience of solicitors and other professionals and to demonstrate to them their expertise in a particular field of law or practice. The effect is particularly pronounced for YBs since they generally have fewer contacts and less exposure. However, the number of YBs involved in giving such talks is still very minimal.
18. Secondly, the YBC is aware of YBs who are interested in giving such talks but do not know how to get started / who to reach out to.
19. And thirdly, the YBC is also aware of CPD Providers who have had difficulty on occasions to find a speaker for a particular area of practice.
20. To date, the YBC has contacted three CPD Providers, namely Professional Learning Institute, The Professional Company and Professional Development Resources Co. Ltd. who have expressed an interest. It will continue to reach out to others with the aim of increasing as much as possible the possibility of YBs being engaged.
21. All in all, it is clear that this new initiative has a potentially significant impact for the practice development of YBs. The YBC will monitor the System closely with a view to determining its utility.

D. YBC Pupil Mentorship Programme

22. Following on from its success last year when it was first started, the YBC Pupil Mentorship Programme (the “Programme”) was run once again this year.
23. The Programme is aimed firstly at providing an additional helping hand to pupils as they cope with the challenges and uncertainties of pupillage. Mentors, being YBC Members (i.e. with relatively recent experience of pupillage themselves), will seek to provide suggestions on issues related to pupillage, tenancy, substantive practice, professional development and the

Bar generally as well as answer any questions that pupils may have (in particular, those that may be difficult to ask pupil masters and / or fellow pupils).

24. Secondly, it is hoped that the Programme will promote long term fraternity and camaraderie between YBs by fostering a strong and meaningful relationship between mentors and mentees and amongst mentees themselves.
25. And thirdly, the Programme provides a channel for the YBC to find out the latest developments of, and problems faced by, pupils.
26. Recruitment took place in September 2018 and 33 current pupils have signed on to the Programme. Almost all of them have now had at least one physical meeting with their mentor. (Mentors are required to reach out to pupils and meet with them at least twice during pupillage year and regular communications throughout that time are encouraged.) The feedback from both mentees and mentors has been very positive so far and a new round of recruitment will take place in March 2019 (to cater for those who have begun pupillage after September 2018).

E. YBC Talks

E1. Talk by Master Herbert Au-Yeung

27. The YBC organised a talk by Master Herbert Au-Yeung on 1 November 2018 entitled “Interlocutory Applications & Case Management Hearings”. The focus of the talk, highly practical in nature, was on applications for striking out, further and better particulars, security for costs, expert directions, applications under Order 4 rule 9 of the Rules of the High Court (Cap. 4A)) and the handling of case management questionnaires. Master Au-Yeung also patiently answered the many questions asked.
28. The talk was attended by approximately 90 members of the Bar and pupils. Further, the YBC arranged for pupils attending the talk to be accredited with 1 general Advanced Legal Education point.
29. The YBC would like to thank sincerely Master Au-Yeung for his time and his sharing. Those attending benefitted greatly from the occasion.

E2. Talk by the Prosecutions Division of the Department of Justice

30. On 7 September 2017, the YBC met with the then Director of Public Prosecutions, Mr. Keith Yeung S.C., as well as other members of the Department of Justice (the “DOJ”), to discuss its prosecution on fiat programme. One conclusion reached was the need to ensure that YBs are provided with as much training as possible to handle the challenges of such prosecution, particularly as the first few times YBs are in Court are likely to include such prosecution.
31. In line therewith, the YBC organised a talk by the Prosecutions Division of the DOJ on 12 November 2018 entitled “Prosecuting at the Magistrates’ Courts – Resolving Tricky Issues”. Ms. Polly Wan, Consultant Counsel, and Mr. Jonathan Lin, Senior Public Prosecutor, addressed many procedural issues that arise during such prosecutions including, for example, in relation to admitted facts, the amendment of brief facts and charges, arrest warrants, body orders, criminal records, the disposal of exhibits, specific forms of resolution such as plea

bargains, offers of no evidence, bind overs, defendants acting in person, summons court hearings and fixed penalty ticket hearings. Ms. Wan and Mr. Lin also patiently answered the many questions asked.

32. The talk was attended by 53 members of the Bar and pupils (with numbers limited to ensure that attendees had sufficient opportunities to ask questions).
33. The YBC would like to thank sincerely Ms. Wan and Mr. Lin for their time and their sharing as well as the DOJ for their coordination. Those attending benefitted greatly from the occasion.
34. This is the first time that the YBC has organised a talk with the DOJ and it is hoped that such talks can be regularly held in the future.

F. Educational Tours

35. The YBC believes it is important for YBs to have a better understanding of the institutions which are directly related to the legal system and with whom YBs may regularly work with. In line therewith, the YBC has been organising educational tours to these institutions such that YBs may see how they physically operate and speak in person with their members. This year, four such tours were organised. This is the highest number of such tours organised in one annual session.

F1. Guided Visit to the Court of Final Appeal

36. On 15 January 2017, the YBC organised a guided visit to the Court of Final Appeal, with over 20 members of the Bar and pupils participating.
37. Attendees were able to visit the courtrooms, the library, the Bridge of Sighs and the architectural heritage gallery and learnt much about both the history and the current practices of the Court.
38. The YBC would like to thank sincerely the Judiciary for kindly organising this memorable visit to this venue of great significance.

F2. Guided Visit to the Legislative Council

39. On 30 January 2018, the YBC organised a guided visit to the Legislative Council (“LegCo”), with 15 YBs participating. This was the first time that the YBC has organised a visit to the legislature.
40. Attendees were able to visit the Chamber, a conference room and the exhibition gallery. Attendees also had a meeting with the Hon. Mr. Dennis Kwok, Legislative Councillor for the Legal Functional Constituency, in the Chamber. They were told of the work the Hon. Mr. Kwok was engaged in for the Bar and shared their views on the Young Bar and in particular, on its direction and development.
41. The YBC would like to thank sincerely LegCo and the Hon. Mr. Kwok for kindly organising this memorable visit to this venue of great significance.

F3. Guided Visit to the Hong Kong Police College

42. On 14 November 2018, the YBC organised a visit to the Hong Kong Police College (the “College”), the training school for the Police Force, with 14 members of the Bar and pupils participating. This was the first time that the YBC has organised a visit to the College.
43. Attendees were given front row seats to watch a full dress rehearsal of a ‘passing out’ (graduation) parade and a tour of the College’s facilities, which include a mock up of a park, a MTR station, apartments and a street with shops. This was followed by a demonstration of the shooting training the Police receive and an informal sharing session with students of the College, during the course of which attendees also had the opportunity to explain their work as barristers.
44. The YBC would like to thank sincerely the College for kindly organising this memorable visit that allowed YBs to gain a greater understanding of the law enforcement system in Hong Kong.

F4. Guided Visit to Correctional Services Department Facilities

45. On 28 November 2018, the YBC organised a visit to Stanley Prison and Pak Sha Wan Correctional Institution, with 22 members of the Bar and pupils attending. The visit enabled YBs to observe first hand the realities of these two Correctional Services Department (the “CSD”) facilities, as well as to compare the two. This was the first time that the YBC has organised a visit to the Pak Sha Wan Correctional Institution.
46. Attendees first visited Stanley Prison (a maximum security institution), where the Deputy Commissioner of the CSD kindly led the guided tour personally. The YBs visited cells of different security levels and were introduced to the different jobs given to inmates, which range from the printing of paper materials for different government departments to the graphic designing of posters. The YBs then visited the main kitchen facilities where all the meals of inmates are prepared and had the opportunity to try the different meal options.
47. Attendees then moved on to the Pak Sha Wan Correctional Institution (a medium security institution) and were shown the shared cells (which sleep more than 10 inmates) and vocational training facilities which are used to prepare inmates for reintegration into society following their sentence.
48. The YBC would like to thank sincerely the CSD for kindly organising this memorable visit that allowed YBs to gain a greater understanding of the criminal justice system in Hong Kong.

G. Charity Work

49. Last year, as a new endeavour for the Standing Committee, the YBC introduced volunteering opportunities for YBs and other members of the Bar. This meaningful exercise has been continued again this year. The aim is to facilitate participation in charitable works by providing an easy platform to do so. Such activities also raise public awareness of the Bar’s commitment to contributing back to society.

G1. Hong Kong Salvation Army

50. Specifically, the YBC again organised three volunteering opportunities with the Hong Kong Salvation Army this year. The events took place on 16 June 2018, 15 September 2018 and 20 December 2018. Each event involved members of the Bar and pupils visiting elderly people living alone in the Jordan and Yau Ma Tei area who are in the low income bracket and / or have mobility difficulties. Volunteers had friendly conversations with the elderly and wished them well for the Tuen Ng Festival, the Mid-Autumn Festival and for the Winter Solstice. Volunteers also distributed 'care packages' consisting of useful household items and shared soup with them. The events were attended by 14, 24 and 33 volunteers respectively.
51. Many members of the Bar participating were greatly moved by their visits and the elderly visited expressed deep gratitude for their kindness, as does the YBC. The YBC would like to thank sincerely the Hong Kong Salvation Army for kindly organising such meaningful visits for the Bar and Mr. Selwyn Yu S.C. for actively encouraging members thereof to join the visits.
52. Insofar as the YBC has now held volunteering opportunities with the Salvation Army six times over the past 2 years, this has now become a regular charity programme. This is the first regular charity programme for the YBC and indeed, the HKBA and it is hoped that further such programmes can be developed in the future.

G2. Sai Kung Stray Friends Foundation

53. This year, the YBC organised on 27 October 2018 a volunteering opportunity with the Sai Kung Stray Friends Foundation, a charity that takes care of stray, abandoned and injured dogs in Sai Kung. 14 members of the Bar and pupils took part in cleaning, feeding and walking many of the dogs under the care of this organisation.
54. The YBC would like to thank sincerely the Sai Kung Stray Friends Foundation for kindly organising this interesting visit for the Bar and new endeavour for the YBC.

H. Social Events

55. The YBC has a longstanding tradition of hosting social events (open to all members of the Bar and not just YBs) that are aimed at enabling YBs to meet, catch up and share views with each other, with other members of the Bar and with members of the Judiciary.

H1. YBC Drinks

56. This year, to start with, an informal drinks event was hosted on 14 June 2018 at Commissary in Pacific Place, Admiralty. This was an occasion in particular for YBs to meet with the new YBC and for the newly called pupils to celebrate their joining of the Bar. Approximately 60 members of the Bar and pupils, including some more senior members, attended and had a good time mingling with each other (in some cases, until almost 10 p.m.!) in this friendly and relaxed venue that the HKBA and the YBC had not hosted a social event at before.

H2. Welcome Drinks for Pupils 2018

57. The YBC then organised drinks on 4 October 2018 at Grappa's Cellar in Jardine House, Central in particular to welcome and congratulate the new batch of pupils as they commenced pupillage. Approximately 85 members of the Bar and pupils, including some more senior members, attended and again, had a good time mingling with each other in this easy and casual venue that the HKBA and the YBC had not hosted a social event at before.
58. The YBC would like to thank sincerely Mr. Hectar Pun S.C. for his generous sponsorship towards the funding of this event.

H3. YBC Christmas Drinks

59. Every year, the YBC hosts the YBC Christmas Drinks as an occasion for members of the Bar to celebrate the festive season together as well as with members of the Judiciary. The YBC Christmas Drinks is the Standing Committee's largest social event of the year.
60. This year the YBC Christmas Drinks was a particularly special occasion since it was also hosted to celebrate the 25th anniversary of the YBC, the Standing Committee having been founded in 1993. The Chairman of the YBC delivered a speech at the event, hosted on 13 December 2018 at the China Club in Central, to commemorate this important milestone.
61. On this landmark occasion, the YBC was most honoured that the Hon. Chief Justice Ma, GBM; the Hon. Mr. Justice Tang, GBM, SBS, Non-Permanent Judge of the Court of Final Appeal, various judges from the Court of Appeal, the Court of First Instance and the District Court, the Chairman of the HKBA, various Senior Counsel as well as many members of the Bar and pupils graced the event with their presence. In total, 105 members of the Bench and the Bar attended.
62. The YBC would like to thank sincerely all guests for coming as well as Ms. Winnie Tam S.C. for helping to secure the venue for the event.
63. In a new endeavour at the YBC Christmas Drinks 2017 last year, an official photographer was hired for the event and the many professional photos circulated thereafter to all members of the Bar and pupils were much appreciated, including by those who had unfortunately not been able to attend. This was therefore repeated again this year.

H4. Sai Kung Nature Excursion

64. On 27 October 2018, the YBC organised a nature excursion to Sai Kung, with 11 members of the Bar and pupils attending. The event started with a seafood luncheon at the Sai Kung Pier after which attendees took a kaito to Sharp Island and did a tour thereon. Sharp Island, nestled within Hong Kong's UNESCO Global Geopark, is famous for its ancient volcanic rocks and tombolo.
65. This was the first time that the YBC has organised a nature excursion and the YBC hopes to continue to do so in the future to ensure that there is variety in its social events / that its social events are not limited to drinks events.

I. Outreach to Other Professionals

66. The YBC is well aware of the need to provide opportunities for YBs to meet with other (young) professionals to foster knowledge and professional development. To this end, the YBC has worked to bring about the events listed in Sections I1 and S2 below, which were open to, and indeed, attended by, YBs. Further, to ensure the smooth participation of YBs in them, Members of the YBC were present at each of the mentioned events.
67. The YBC is also aware of the need to develop good relations with, and be visibly present before, the young members committees of different professional associations (in part to ensure that the YBC / YBs are involved in and / or invited to joint professional events) and to this end, the YBC took part in the matters and events listed Sections I3 and I4 below.

I1. Joint Professional Networking Drinks: Beyond the Stage of Cantonese Opera

68. On 13 October 2018, with full sponsorship from the Council, 9 YBs participated in an afternoon of art appreciation and networking at Campfire in Wong Chuk Hang organised by the young committees of 7 professional associations, including the YBC.
69. The event began with a demonstration and sharing session by a Cantonese opera artist (which involved interactive participation by various participants) and was followed by drinks with young members of 7 professional associations. Participating YBs gained insight on this unique art form and were deeply impressed by the skill and patience required to become an artist of it.

I2. Joint Professional Architecture Walk

70. The Young Members Committee of the Hong Kong Institute of Architects (“HKIS YMC”) organised an architectural tour walk on 24 November 2018 in the Causeway Bay district. The sites visited included the Central Library, Victoria Park, St. Mary’s Church, Hysan Place, Radio City, Times Square, Bowrington Canal and V Point. The walk was led by experienced architects, engineers and surveyors, who not only talked about the designs and factual background of each building but also engaged participants in discussions on topics such as the sustainability of Hong Kong’s town planning and the revitalisation of old districts. The event was attended by several YBs and the YBC would like to thank sincerely the HKIS YMC for its kind invitation.

I3. Membership of the Young Coalition Professional Group of the Hong Kong Coalition of Professional Services

71. The Hong Kong Coalition of Professional Services (“HKCPS”), a non-profit organisation, was founded in 2001 to promote the common interests of Hong Kong professionals and to facilitate contributions of such professionals for the betterment of the wider community. Nine major professional associations are members of the HKCPS with the HKBA being one of the founder members. In 2013, a young members group of the coalition was established. The YBC is the corresponding member of the YCPG.
72. This year, a YBC Member attended the HKCPS’ luncheon talk by the Financial Secretary on the 2017-2018 Budget on 21 March 2018.

I4. Others

73. In the past year, YBC Members also attended the 33rd Annual Dinner of the Young Members Committee of the Hong Kong Institution of Engineers (“HKIE YMC”) (on 6 June 2018) and the Recreation and Sports Night of the Law Society (on 20 October 2018). The YBC would like to thank sincerely the HKIE YMC and the Young Solicitors’ Group of the Law Society of Hong Kong (“HKLS YSG”) for their kind invitations.
74. Further, with the kind permission of the Chairman of the HKBA, the YBC invited the Chairmen of the young members committees of 9 different professional associations to the Council Drinks on 26 October 2018 and a good number of these invitations were graciously accepted.
75. Separately, the YBC has also, over the past year, liaised continuously with the HKLS YSG to share with the HKLS YSG its internal structure and processes as a comparative reference as the HKLS YSG reviews its own internal structure and processes. The YBC drafted a paper setting out its accountability, its budgetary approval method and the system of its Chairman simultaneously serving as a Member of the Council and shared this along with its Terms of Reference with the HKLS YSG.

J. Outreach to University Students

76. The YBC regularly visits local law faculties to share with students practice at the Bar and the steps towards that goal and answer any questions that they may have. The YBC considers it important for university law students considering, or having decided on, the Bar as a career to be as informed as possible before deciding on or commencing this career. The YBC’s endeavours on this front are set out in Section J1 below.
77. Further, the YBC believes in developing good relations with, and supporting, law students, some of whom will become the future of the Young Bar, where possible. Its endeavours on this front are set out in Sections J2 and J3 below.

J1. Law School Career Talks

78. Last year, the YBC organised, for the first time, a career talk at each of the 3 law schools in Hong Kong as well as a talk for law students studying at universities abroad in one annual session. The YBC repeated this project again this year with the talks being held on the following dates.
- (1) 30 August 2018: Career talk for overseas students.
 - (2) 24 October 2018: Career talk for University of Hong Kong (“HKU”) students.
 - (3) 13 November 2018: Career talk for Chinese University of Hong Kong (“CUHK”) students.
 - (4) 15 November 2018: Career talk for City University of Hong Kong students.

79. The talks were attended by students in all stages of their legal education, including Years 1-4 LLB students, Years 1-2 JD students, PCLL students as well as LLM students. In total, over 140 students attended the four talks, the highest number the YBC has spoken to in one annual session.
80. The format adopted at each of the talks was for a short presentation to be made, following which students broke up into small groups of 4-10 students, each led by 1-2 YBC Members. Groups were divided based on the stage of the legal education the students are in (since students in the same stage tend to have similar questions and concerns). There was then almost always one rotation of YBC Members during the small group sessions such that the students were exposed to views of a variety of YBs. Each talk lasted for about 2-3 hours and indeed, many students took the initiative to continue their dialogue with the YBC Members they had met thereafter.
81. Included amongst the wide range of topics discussed at the talks this year were the following.
- (1) How individuals should decide whether to pursue a career at the Bar or as a solicitor.
 - (2) The variety of factors that students should take into account when determining which members of the Bar to apply to for formal pupillage and informal extended pupillage.
 - (3) A list of ‘dos’ and ‘don’ts’ during mini pupillage and pupillage.
 - (4) A realistic estimate of the professional income and expenses of a young barrister.
 - (5) The introduction of mandatory paid pupillage at the Bar and whether the number of pupillage places available will decrease as a result.
 - (6) Whether there are any particular difficulties that female barristers face, including whether a female barrister should join the crime Bar.
82. Students have repeatedly indicated that they benefitted from the frank and comprehensive discussions that took place during the talks and the YBC is pleased to see such keen interest in the Bar.
- J2. Meeting with the Government and Laws Committee of the Politics and Public Administration Association of the University of Hong Kong
83. On 27 September 2018 at the HKBA Headquarters, the YBC hosted the Government and Laws Committee of the Politics and Public Administration Association of HKU (“GLC”) for the first time. The Chairman of the HKBA kindly attended as well and there was a fruitful discussion on recent constitutional and other legal matters, such as the co-location arrangement of the Hong Kong Section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, the power of the Standing Committee of the National People’s Congress to interpret the Basic Law and the increasing attacks on the Judiciary. There was also a fruitful discussion on the Young Bar and career prospects thereat. The GLC being in its inaugural year, the YBC wished it well in its future endeavours.

J3. Others

84. Further, Members of the YBC attended the following events this year.

- (1) The Inauguration Ceremony of the 49th Cabinet of the Law Association of HKU (“HKULA”) (on 15 March 2018).
- (2) The Inauguration Ceremony of the 17th Cabinet of the Advocacy and Mooting Society of HKU (on 28 March 2018).
- (3) The 49th High Table Dinner of the HKULA (on 12 October 2018).
- (4) The Annual High Table Dinner of the 11th Executive Committee of the Undergraduate Law Society of CUHK (on 26 October 2018).

85. The YBC would like to thank sincerely the organisers of each of the four events above for their kind invitations.

K. Outreach to Secondary School Students

K1. Hong Kong Bar Association Debating Competition 2018

86. Debating is often seen as a channel for prospective legal advocates to explore their potential. Every year, the YBC hosts a debating competition for secondary school students with this aim in mind. Now in its 15th year, the Hong Kong Bar Association Debating Competition (the “Competition”) is well regarded by schools and 28 from across Hong Kong sent their teams to participate this year. The tournament runs both an English and a Chinese division.

87. Whilst there are many secondary school debating competitions nowadays, the Competition has five important distinguishing features.

88. Firstly, since it began, the Competition remains the only one that focuses on issues relating to the rule of law. This is an important contribution for the YBC in its duty to promote the rule of law within the wider community. This year, meaty and highly topical rule of law issues were debated by the students from whether a national anthem law should be enacted to whether Non-Permanent Judges from foreign jurisdictions should be appointed to the Court of Final Appeal to whether the live in requirement for foreign domestic helpers in Hong Kong does more harm than good. Pleasingly, the participating students showed that they had engaged in thorough research and had mastered the issues on the table.

89. Secondly, the Competition also remains the only one that promises all students will be adjudicated by, and only be adjudicated by, members of the Bench and the Bar i.e. individuals who have had advocacy training and made advocacy a centrepiece of their professional lives. The YBC hopes that this allows students to receive particularly valuable and meaningful input on their debating skills.

90. Thirdly, insofar as the Grand Finals of both the English and Chinese divisions are conducted in the High Court, the Competition is the only one that enables students to debate in a courtroom, a precious opportunity that is ordinarily available only to qualified lawyers and

litigants in person. Other than the uniqueness of the feature itself, it is hoped that the experience will go a little way to inspire the best debaters to consider joining the Bar one day.

91. Fourthly, a feature introduced last year, repeated again this year and unique to the Competition, was that members of the Champion teams of both the English and Chinese divisions were each offered a mini-pupillage with a Member of the Standing Committee. It is hoped, through this opportunity to learn about legal practice and the broader legal world first hand, to encourage the debaters to remain deeply interested in the rule of law even after the conclusion of the Competition and again, to consider joining the Bar one day.
92. Lastly, as a new feature introduced this year and again unique to this Competition, certain students from two different schools were combined into one team for a certain number of teams. The idea behind this was not just to have schools compete with one other but actually to cooperate with one another as well (certainly a rarity for any debating competition). The feedback from this was very positive. Certain students from schools with a very rich debating history were combined with certain students from schools with much more limited exposure and both sets of students learnt very much from the experience. It is hoped that more places will be reserved for teams with students from different schools in the future.
93. The Grand Finals of both divisions took place on 2 June 2018 at the High Court, with the motion being “This House would increase the ease of obtaining legal aid in Hong Kong.” The English Grand Finals were contested by St. Paul’s Convent School and Marymount Secondary School whilst the Chinese Grand Finals were contested by Heep Yunn School and Good Hope School, with the former school in both cases winning the Competition.
94. The English Grand Finals were adjudicated by the Hon. Chief Justice Ma, GBM; the Hon. Mr. Justice Lam, Vice President of the Court of Appeal; and Mr. José-Antonio Maurellet S.C., Vice Chairman of the HKBA whilst the Chinese Grand Finals were adjudicated by the Hon. Mr. Justice Tang, GBM, SBS, Permanent Judge of the Court of Final Appeal; Ms. Teresa Cheng, GBS, SBS, JP, Secretary for Justice; and the Hon. Mr. Alvin Yeung, Legislative Councillor.
95. The Preliminary Round of the divisions took place on 14 April 2018 whilst the Quarter Finals and Semi Finals of both divisions took place on 5 May 2018.
96. These earlier rounds of the Competition were adjudicated by Mr. Clifford Smith S.C., Mr. Paul Shieh S.C., Mr. William Wong S.C., Mr. Jin Pao, Mr. Jonathan Ah-Weng, Mr. Jeffrey Chau, Mr. Wilson Leung, Mr. Ken Lee, Ms. Katy Chung, Mr. Kei Rui Tien, Mr. Anthony Lai, Ms. Ellen Pang, Mr. Timothy Lam, Mr. Adrian Lo and Ms. Sheena Wong as well as Members of the YBC.
97. These earlier rounds were chaired by Mr. Dan Leung, Mr. Hok Yan Wong, Mr. Roy Chui, Mr. Ryan Chan, Ms. Stephanie Wong, Ms. Jasmine Cheung, Ms. Tiffany Chan, Mr. Patrick Lau, Ms. Ivy Ho, Ms. Allison Wong, Ms. Kelly Shum, Ms. Gigi Ho, Mr. Kwok Cheong Wong, Ms. Nicole Li, Mr. Bryan Lee, Mr. Kevin Leung, Ms. Flora Lam and Mr. Kev Wan, as well as members of the Cabinet of the HKULA. Members of the Cabinet of the HKULA also assisted with timekeeping and other administrative members.
98. The Competition was again a great success this year and was reported in Oriental Daily News, Ming Pao, HK01 and Post 852.

99. The YBC would like to thank sincerely all members of the Bench and the Bar who assisted with adjudication and chairing, the Cabinet of the HKULA as well as all participating schools and students for their time and efforts. It is to be noted in particular that all rounds of the Competition took place on a Saturday.

K2. The 31st Hong Kong Special Administration Region Outstanding Students Selection

100. Separately, at the invitation of the Junior Chamber International Yuen Long (the “JCIYL”), the Chairman of the YBC served as a Judge of the penultimate round interview of the 31st Hong Kong Special Administration Region Outstanding Students Selection on 2 June 2018. It was a privilege to be able to meet with some of the brightest students in Hong Kong and to listen to their views and solutions to pressing local social issues. The YBC would like to thank sincerely the JCIYL for its kind invitation to participate in this meaningful activity.

K3. The Hong Kong Secondary Schools Short Film Competition

101. Further, a YBC Member also served as a Judge for the Hong Kong Secondary Schools Short Film Competition presented by the HKBA and organised by the HKULA. This short film competition, in its inaugural edition, took place on 28 October 2018. Its theme was ‘Justice’ and the attending YBC Member delivered a speech on the theme. The YBC would like to thank sincerely the HKULA for its kind invitation to participate in this meaningful activity.

L. International Outreach

L1. International Conferences

102. Starting from last year, the YBC has sought to reach out extensively to, and forge strong links with, young lawyers around the world, particularly those who may in the future be the leaders of the legal professions and the bar associations and law societies in their respective jurisdictions. Attending international conferences, particularly those for young lawyers, allows for this as well as the promotion of the Hong Kong Bar. Indeed, more broadly, it is important for Hong Kong and the Hong Kong legal profession to be visibly present at large international gatherings of lawyers from all over the world.

103. Over the past year, Members of the YBC attended six conferences, the highest number in one annual session. This session marks the first time that the YBC has been invited to speak at (rather than simply attend) an international conference. It also marks the first time the YBC has sent a representative to a conference hosted by the International Association of Lawyers / the Union Internationale des Avocats (the “UIA”).

(i) The World Bar Conference 2018

104. The World Bar Conference 2018, hosted by the International Council of Advocates and Barristers, took part in Stellenbosch, South Africa from 29 to 31 March this year and was attended by one YBC Member. There were sessions on constitutional democracy in South Africa after 25 years, the appointment of judges, the regulation of the Bars in different jurisdictions, the erosion of attorney / client privilege, recent developments on alternative dispute resolution and the role of information technology for barristers and judges. The attending YBC Member had the privilege of hearing from the Chief Justice of South Africa

Mogoeng Mogoeng; Lord Neuberger, former President of the Supreme Court of the United Kingdom; and Thuli Madonsela, former Public Protector of South Africa amongst many others.

(ii) Young Lawyers' Forum 2018

105. The Chairman of the YBC was invited to the Young Lawyers' Forum 2018 hosted by the Law Society of Singapore as a Guest Speaker. The event took place on 18 June 2018 and was attended by 80 young lawyers from the city state.
106. In his presentation, the Chairman of the YBC introduced the legal profession in Hong Kong, spoke of its regulatory bodies and the work they (including the YBC) do, and explained the continuous professional development regime for lawyers in Hong Kong. The presentation was well received.

(iii) International Weekend 2018

107. The International Weekend is an annual event organised by the Junior Lawyers Division of the Law Society of England and Wales (the "English JLD"), the Young Barristers Committee of the General Council of the Bar of England and Wales (the "English YBC"), the European Young Bar Association (the "EYBA") and the London Young Lawyers Group.
108. The 2018 edition of the conference took place from 27 to 30 September 2018 in London, UK. The conference involved seminars on thought provoking topics such as sexual harassment in the workplace, fake news and data protection (particularly as regards the EU's General Data Protection Regulation) as well as more practical issues such as developing an international practice and how to run a virtual law firm.
109. At the conference, the YBC Member attending also had the opportunity to speak at some length with the Chair of the English JLD and the President of the EYBA. In fact, the YBC Member attending was kindly invited impromptu to deliver a short speech at the Annual General Meeting of the EYBA that took place during the course of the conference.
110. Also, the YBC Member attending the conference was the only representative from Asia and this was deeply appreciated by the organisers.

(iv) The International Bar Association's 2018 Annual Conference

111. The IBA's annual conference this year took place from 7 to 12 October 2018 in Rome, Italy. As the largest event in the IBA's annual calendar, over 6,000 lawyers from all over the world attended and the conference featured over 200 conference sessions with wide ranging topics, including those on all manner of areas of practice, ethics, the future of the legal profession and the rule of law and human rights. Amongst those sessions attended by the YBC Member attending the conference were presentations from the Hon. Mr. Romano Prodi, OMRI, former Prime Minister of Italy; and Fatou Bensouda, Chief Prosecutor of the International Criminal Court.

(v) The 2018 Fall Conference of the American Bar Association's Young Lawyers Division

112. The annual Fall Conference of the American Bar Association's Young Lawyers Division (the "ABA YLD") was held this year from 25 to 27 October 2018 in Charleston, South Carolina, USA. The programme for the conference was very practical in nature with, for example, sessions on how to effectively use the full range of Google products, the use of improvisation techniques to deliver a powerful opening statement, developing media messaging strategies, creating a business development plan for one's legal practice and what can be done to improve professional development for women.
113. At the conference, the YBC Member attending also had the opportunity to speak at some length with the Chair of the ABA YLD.
114. The YBC Member attending was the only representative from Asia and this was, again, deeply appreciated by the organisers.

(vi) International Association of Lawyers' 62nd Annual Congress

115. The UIA's annual conference this year took place from 30 October 2018 to 3 November 2018 in Oporto, Portugal. The programme for the conference included sessions on the legal challenges with modern day slavery, cryptocurrencies and the possibilities for money laundering, the legal and ethical implications of gene editing, a comparison of financial provisions available on divorce in different jurisdictions and expedited proceedings in arbitration.
116. At the conference, the YBC Member attending also had the opportunity to speak at some length with the President of the UIA's Young Lawyers Subcommittee (on, in particular, the possibilities for cooperation between the UIA and the YBC) as well as with many delegates attending from Macau.

(vii) Meetings with Counterparts of the YBC

117. Whilst the YBC has been attending international conferences for some time now, since last year, members attending such conferences were required to separately arrange a formal meeting with the YBC's counterpart in the jurisdiction of the conference. The specific aims of these meetings were as follows.
 - (1) To promote the Hong Kong Bar.
 - (2) To brief the YBC's counterpart on Hong Kong's latest (legal) developments.
 - (3) To hear of latest (legal) developments in the jurisdiction of the YBC's counterpart.
 - (4) To understand how the young legal profession operates in that jurisdiction (including, in particular, how difficulties are overcome and how young legal professionals position themselves to secure business opportunities in an increasingly competitive marketplace).
 - (5) To understand how the YBC's counterpart in that jurisdiction operates.
 - (6) To explore options for future cooperation between the YBC and its counterpart.

118. As a result, the YBC was able to host lengthy and fruitful exchanges with (1) the Chair of the English YBC (2) the Chair of the Young Bar Committee of the Council of The Bar of Ireland (3) the Vice Chair of the Young Bar Association of Northern Ireland (4) a former President of the EYBA (5) two Secretaries of the Young Bar Association of Rome, Italy (6) the Acting Chair and two Secretaries of the Junior Bar Committee of the Cape Bar Council (7) a Co-Chairperson of the Standing Committee on Young Lawyers of the Law Society of Singapore (“LSS SCYL”) and (8) the Chair of the Young Lawyers Committee of the Kuala Lumpur Bar Committee.
119. Some of the specific topics discussed in these meetings include as follows.
- (1) The work and the role of YBs in Hong Kong and the structure of the legal profession more generally.
 - (2) The measures being taken to improve the Young Bar in jurisdictions with an independent referral Bar, such as mandatory paid pupillage and a system of voluntary declarations by senior members of one of those Bars of how many members of their Young Bar they have worked with in the past year with such declarations being considered when such members apply to become Senior Counsel.
 - (3) The advancement and decline of the rule of law in various jurisdictions and the role of the legal profession in maintaining the rule of law, including, for example, the need to voice out against unfounded attacks on the judiciary.
 - (4) The activities of young members committees of bar associations and law societies in various jurisdictions and the relationship of such committees and the council of their respective associations and societies.
120. The overseas trips undertaken by the YBC have thus proven to be very meaningful indeed.

L2. Meetings with YBC Counterparts in Hong Kong

121. On 8 January 2018, the Chairman of the YBC met with a Co-Chairperson of the LSS SCYL whom he had first met whilst attending the IBA’s 2017 Annual Conference in Sydney, Australia.
122. On 19 January 2018, the Chairman of the YBC met with the Chairman of the New Barristers Committee of the New South Wales Bar Association whom he had also first met whilst attending the aforementioned conference.
123. These meetings are perfect examples of how important connections made whilst attending conferences abroad are continuously being built on and strengthened.
124. The YBC has also to this end, with the kind permission of the Chief Justice and the Chairman of the HKBA and following on from a practice begun last year, invited many of the individuals mentioned in Section L to the Ceremonial Opening of the Legal Year 2019.

L3. Meetings with HKBA Counterparts in Hong Kong

125. In the past year, Members of the YBC also attended delegation visits to the HKBA by the Tokyo Bar Association on 9 January 2018 and by the Russian Federal Chambers of Lawyers on 15 June 2018. Possibilities for cooperation and exchanges were the focus of the discussions during these meetings.

L4. Meeting with the Law School of De Montfort University

126. On 23 March 2018 at the HKBA Headquarters, the YBC hosted a delegation visit by 24 members of the Law School of De Montfort University. This is the first time the YBC has hosted a visit by a university overseas. There was a fruitful discussion on the development of a career at the Young Bar in Hong Kong and the differences in the legal profession between Hong Kong and England. There were also some more light hearted exchanges on the best shopping and dining options in Hong Kong.

M. Meeting with the Chief Justice

127. On 13 December 2018, the YBC had the privilege of inviting the Hon. Chief Justice Ma, GBM to luncheon at the China Club in Central. During the luncheon, the Chief Justice kindly shared suggestions on how the Young Bar could be strengthened and the YBC spent some time introducing its latest projects to him. The YBC also thanked the Chief Justice for his unstinting support towards the Young Bar and the YBC over many years and presented him as a token of its appreciation with a set of whisky glasses, the first set of a new HKBA memorabile created by the YBC.
128. This luncheon was the first time that the YBC has ever had a formal meeting with a member of the Judiciary and it is hoped that this occasion is a beginning of a continued conversation. The YBC believes it is important for it to listen to the views of the Bench as it is meant to be a conduit of such views to the Young Bar and for it, as representatives of the Young Bar, to share with the Bench the latest ideas and issues from its constituency.
129. The YBC would like to thank sincerely the Chief Justice for taking the time to meet with its Members, especially during the busy festive season, and for his meaningful advice. The YBC would also like to thank sincerely Mr. Edwin Choy S.C. for helping to secure the venue for the event.

N. Liaison with the Government

N1. Meeting with Two Political Assistants

130. On 4 June 2018, the YBC attended a luncheon hosted by the Political Assistants of the Commerce and Economic Development Bureau (the “CEDB”) and the Constitutional and Mainland Affairs Bureau (the “CMAB”) for leaders of the young legal profession. The focus of the discussion was on how to help young legal professionals export their services to the PRC and overseas. The YBC would like to thank the aforementioned Political Assistants for their kind invitation.

N2. The Belt and Road Cross Professional Advancement Programme

131. Over the past year, the YBC has, at the invitation of the Political Assistant of the CEDB, shared its views on multiple occasions (including at a meeting on 10 July 2018) on the Belt and Road Cross Professional Advancement Programme (the “CPA Programme”). The CPA Programme, established by the Hong Kong Polytechnic University and funded by the CEDB, is a new initiative to better equip Hong Kong professionals in meeting the challenges and grasping the opportunities brought about by the Belt and Road Initiative.
132. The CPA Programme was launched on 12 December 2018 at the “Belt and Road: Hong Kong – IN” Forum organised by the CEDB and a YBC Member attended this occasion.

N3. Meeting with InvestHK

133. On 15 November 2018, the Chairman of the YBC accompanied the Chairman of the HKBA at a formal meeting with the Director General, the Head of Business & Professional Services, and the Senior Manager – Business & Professional Services, of InvestHK, the Government’s department for foreign direct investment. The focus of the discussion was on how to export the Bar’s services to the PRC and overseas, including the possibility of hosting conferences of international associations of lawyers in Hong Kong.

N4. Others

134. On 1 August 2018, the Chairman of the YBC accompanied the Chairman of the HKBA to attend the Cocktail to Celebrate the 21st Anniversary of the Establishment of the Hong Kong Special Administrative Region hosted in Guangzhou, PRC by the Hong Kong Economic & Trade Office in Guangzhou.

O. Liaison with Other Organisations

135. Similarly, the YBC considers it important to reach out to, and forge strong links with, other sectors of the Hong Kong community. The YBC has attended the following events with this in mind.
136. On 6 January 2018, the YBC attended the 2018 Inaugural Ceremony of the Junior Chamber International Hong Kong (the “JCIHK”) and on 7 October 2018, it attended the Results Announcement Press Conference of the Ten Outstanding Young Persons Selection 2018 hosted by the JCIHK.
137. Further, on 12 November 2018, the YBC attended a luncheon with the President, the Chairman, and the Co-Chairs of the Law Committee, of the American Chamber of Commerce in Hong Kong (“AmCham”).
138. The YBC would like to thank sincerely JCIHK and AmCham for their kind invitations.

P. 2018 Annual General Meeting of the Hong Kong Bar Association

139. Internally within the HKBA, the YBC assisted with the HKBA’s Annual General Meeting held on 18 January 2018 (the “2018 AGM”) by coordinating 10 YBs to help with the vote

tallying process for the election of Members of the Council. Other than Members of the YBC, these 10 YBs also included Ms. Kinsey Kang, Mr. Nicholas Oh and Ms. Jolie Kung, whom the YBC would like to thank sincerely for their efforts.

140. Prior to the 2018 AGM, the YBC was approached by the two teams of candidates contesting for membership of the Council to host a forum on the Young Bar for the candidates to explain their views and ideas in relation thereto. Accordingly, the YBC prepared a proposal paper for this forum, although ultimately the forum did not take place.

Q. Policy Matters

Q1. Council Representation

141. By convention, the Chairman of the YBC is invited to sit on the Council to reflect the views of YBs in the governing body of the HKBA.
142. This year, the Chairman of the YBC shared views during Council meetings and with Council members (particularly the Chairman of the HKBA) on other occasions on a wide variety of issues and promoted the interests of YBs on issues relevant to YBs. These issues include, but are not limited to, the expenditure of HKBA funds, the communication of the work of the HKBA to members of the Bar and pupils, mandatory paid pupillage, work opportunities for YBs in the PRC, overseas exchange programmes for YBs, the co-option of YBs to the Council, the appointment of YBs to public offices outside of the HKBA, the creation of the HKBA's Standing Committee on Equality and Diversity, measures to promote equality within the Bar (particularly amongst YBs) and the promotion of the (services of the) Bar internationally (particularly with reference to international conferences).
143. Further, the Chairman of the YBC in his capacity as a Member of the Council, attended the following events over the past year.
- (1) The luncheon and the dinner jointly hosted by the HKBA and the Law Society of Hong Kong ("HKLS") on the occasion of the Ceremonial Opening of the Legal Year 2018 on 8 January 2018.
 - (2) The Council's meetings with the Secretary for Justice and other members of the DOJ on 26 April 2018 and 21 September 2018.
 - (3) The Council's meeting with the Secretary for Constitutional and Mainland Affairs and other members of the Constitutional and Mainland Affairs Bureau on 25 April 2018.
 - (4) The HKLS' Spring Cocktail Reception on 26 February 2018 and its 2018 Annual Cocktail on 28 November 2018.
 - (5) The Hong Kong Trade Development Council's Cocktail Reception to Meet Regional and Branch Directors on 12 June 2018.
144. Further, the Chairman of the YBC will also be attending the luncheon and the dinner jointly hosted by the HKBA and the HKLS on the occasion of the Ceremonial Opening of the Legal Year 2019 on 14 January 2018.

Q2. Meeting with Council Members

145. On 16 July 2018, Members of the YBC met with Members of the Council to discuss means to assist YBs in the development of their practices. The focus of this productive discussion was to encourage Heads of Chambers and pupil masters to help build up YBs affiliated with them by, for example, where appropriate ensuring greater exposure to solicitors and developing a system to allow for a more even distribution of work opportunities, including devilling.

R. Social Media

146. In this annual session, the YBC has also started up an official Page on Facebook and an official Instagram account. This is the first time that the YBC, and indeed, any of the Council or the Committees of the HKBA, have had a presence on social media.
147. The aim of this exercise is to ensure a better dissemination of the events and other work of the YBC to members of the Bar and pupils as well as other interested parties on a frequently accessed platform. These accounts will also provide a further channel for those with views on the Young Bar to share them with the YBC.
148. The YBC is very much aware of the potential risks with operating social media accounts and have therefore developed, following extensive due diligence and discussions, strict guidelines, which follow a conservative approach, on their use. The YBC is also reassured by the fact that many courts, bar associations and / or their young members committees and young lawyers groups have long had (multiple) social media presences.
149. Members of the Bar and pupils are warmly encouraged to follow either or both these two accounts and to share any ideas and comments on their approach and content.

S. Other Works

150. Last year, in response to news that a number of pupils were being charged substantial sums by law firms for handling their admission papers, the YBC issued a circular (Circular No. 198/17) reminding pupils that it was possible to seek the help of friendly solicitors for this to be done complimentary. This in turn led to various members of the Bar kindly offering to assist pupils to find such solicitors if they are unable to do so themselves or through their pupil masters. This year, the YBC has indeed been approached by pupils who have been unable to find such solicitors. The YBC has accordingly put such pupils in touch with such members of the Bar.
151. Separately, the YBC also specifically issued a circular (Circular No. 132/18) informing members of the Bar that the DOJ had extended its deadline for such members to express an interest in undertaking civil matters on behalf of the Government. The aim of the DOJ's extension and the YBC's circular was to encourage more eligible YBs to apply.

T. YBC Internal Matters

T1. Terms of Reference of the YBC

152. On 20 December 2018, the Council approved an updated Terms of Reference for the YBC submitted by the YBC. These terms were last updated in March 2005.
153. The purpose of the present update was twofold. Firstly, given that the nature of the YBC and its work has changed substantially in the interim years, the Terms of Reference were amended to better reflect the YBC's present state. In particular, the new Terms of Reference have been drafted in significantly broader terms than the past. And secondly, the update was to codify the existing convention that only YBs can be members of the Standing Committee. This is important to help ensure (1) that the body within the HKBA that represents the Young Bar in fact reflects the composition of the Young Bar (2) that this body can, and does, best reflect the views and interests of the Young Bar and (3) that there is ample room within the HKBA for YBs to participate therein and contribute thereto.

T2. Composition of the YBC

154. This year, the YBC was increased in size from 20 to 25 members. This increase, rendering the YBC its largest size since its establishment, was to reflect the ever increasing size of the Young Bar, to provide more YBs with an opportunity to participate in and contribute to the HKBA and to cater for manpower needs in view of the significantly increased workload the YBC experienced in 2017.
155. The Members of the YBC this year are as follows. Those whose names are followed by an asterisk were newly admitted to the YBC this year.

| | <u>Year of Call</u> | <u>Chambers</u> |
|--|---------------------|---------------------------------|
| Hugh Kam (Chairman) | 2011 | Plowman Chambers |
| Lareina Chan (Vice Chairman) | 2014 | Garden Chambers |
| Fiona Chong (Vice Chairman) | 2015 | Bernacchi Chambers |
| Sabrina Leung (Secretary) | 2016 | Tower Chambers |
| Albert Chan (Treasurer) | 2015 | Sir Oswald Cheung's Chambers |
| Adrian Wong | 2011 | Sir Oswald Cheung's Chambers |
| Justin Ho | 2013 | Temple Chambers |
| Kerby Lau | 2013 | Des Voeux Chambers |
| Isabel Tam | 2013 | Denis Chang's Chambers |
| Ryan Law | 2013 | Bernacchi |

| | | |
|------------------------|------|--------------------------------------|
| | | Chambers |
| Carol Wong | 2013 | Sir Oswald Cheung's Chambers |
| Michael Lok | 2014 | Des Voeux Chambers |
| Sean Li | 2015 | Alan Leong S.C.'s Chambers |
| Melvin Ho* | 2015 | Trinity Chambers |
| Billy Yau | 2015 | Wellington Chambers |
| Benjamin Lam | 2015 | Parkside Chambers |
| Victoria Yue | 2016 | Gilt Chambers |
| Alice Lau* | 2016 | Parkside Chambers |
| Sharon Ho* | 2017 | Plowman Chambers |
| Tina Mok | 2017 | Gilt Chambers |
| Lawrence Pang* | 2017 | Liberty Chambers |
| Angel Wong* | 2018 | Pupil / Equity Chambers |
| Geoffrey Yeung* | 2018 | Pupil / Denis Chang's Chambers |
| Sam Chow* | 2018 | Pupil / Albert Luk's Chambers |
| Jason Law* | 2018 | Pupil / Wong Man Kit S.C.'s Chambers |

156. Eight new members joined the YBC in this session, with four being pupils at the time of doing so. Further, five of these eight new members come from, or have since completing their pupillage joined, chambers from which none of the 17 previous members returning to the Standing Committee come.
157. As with last year, the YBC has this year expressly regarded it as important for its membership to be composed of YBs of different chambers, seniorities, practice areas and ages to ensure a balanced participation and, with this, diverse views and ideas. Other than this, all Members have been (re-)admitted on the basis of (1) merit (the primary criterion and which includes the extent of previous participation in YBC activities and assistance in the organisation thereof) and (2) the needs of the Standing Committee in view of its plans in the year ahead.

T3. Meetings and Other Communications

158. The YBC met formally as a whole on four occasions i.e. 16 May 2018, 7 August 2018, 2 October 2018 and 5 December 2018. Each meeting lasted in excess of two hours and

primarily involved a report and evaluation of past activities and a discussion on forthcoming activities.

159. Further, the Executive Committee of the YBC (i.e. members with titled positions) met formally on one occasion i.e. on 30 April 2018 for similar purposes.
160. A number of informal meetings were also held by YBC Members to discuss the organisation of a particular activity or matter and communications between YBC Members on YBC or other HKBA matters occurred regularly (i.e. every two days on average) throughout the year.

U. Conclusions and Gratitude

161. Overall, this has been an exceptional year for the YBC.
 - (1) The Survey on the Young Bar 2017-2018 is a project of exceptional importance – it will have meaning not only to the Young Bar, but also to the HKBA (whether its Council or its Committees), to organisations that work professionally with Members of the Bar (whether the DOJ, the LAD, the DLS or others) and to universities and their students (whether local or overseas and whether in faculties of law or in other faculties) too.
 - (2) Further, many new initiatives have been launched, be it the Continuous Professional Development Panel System, the YBC’s presence on social media or social events that are not drinks oriented.
 - (3) Further still, the YBC has also sought to expand the scale of activities it has previously held or participated in, including, in particular, with regard to the attendance of international conferences, the hosting of educational tours or the arrangement of volunteering opportunities.
 - (4) Certainly, the outreach this session to the wider community has been the greatest to date, whether it be with individual segments of society (be it the Bench, the Government, other organisations, university students or secondary school students) or with the community considered as a whole.
162. Going forward, the YBC will build on these achievements to continue to serve the Young Bar community with passion, commitment and effectiveness. Members of the Bar and pupils with ideas and comments to this end are very much encouraged to convey them, whether to ybc@hkba.org, to YBC’s social media accounts or to Members of the YBC in person. Members of the Bar and pupils are also very much encouraged to participate in all events organised by the Standing Committee.
163. The YBC is deeply grateful to the Council, members of the Bar and members of the Judiciary for their strong and ongoing support both for the YBC and the interests of YBs. In particular, the YBC would like to thank very much the Chairman of the HKBA, Mr. Philip Dykes S.C., for always having the interests of YBs and the YBC in mind and providing unstinting assistance whenever it was sought by the YBC. The YBC thanks the HKBA Secretariat as well for their assistance.

164. Importantly, the Standing Committee expresses its deepest gratitude to its 25 members. Because of the number and scale of activities the Standing Committee has organised or been involved in, this has been a particularly busy year for the YBC and the time and efforts required from its Members has therefore been exceptional and certainly beyond the call of duty. Thank you very much indeed.

V. Postscript: Personal Note of the Chairman of the YBC

165. On a personal note, I will be stepping down as Chairman of the YBC at the Annual General Meeting on 17 January 2019 after 8 wonderful years on the Standing Committee. I started helping out with the Hong Kong Bar Association Debating Competition two weeks into pupillage in July 2010, officially joined the Standing Committee in February 2011 and have not looked back since. I would like to thank sincerely Ms. Ann Lui for allowing me to help out and Ms. Queenie Lau for allowing me to join.

166. It has been a true privilege to serve, particularly in the last two years as Chairman. I have learnt very much and made many dear friends in the process. I thank deeply all those I have worked with and wish the YBC all the best in the years to come.

Dated 31 December 2018.

Hugh Kam
Chairman
Standing Committee on Young Barristers