



Department of Justice
The Government of the Hong Kong
Special Administrative Region

Government Counsel



1 September 2026

Promotional Videos

Visit our career webpage at www.doj.gov.hk/en/career/counsel.html

Stories of Government Counsel



From Legal Trainee to Legislative Drafting Counsel



Participating in International Conferences



Building a Career as a Public Prosecutor



Job Satisfaction in the Civil Division



A Day in the Work of a Government Counsel at the Human Rights Unit



At the Forefront of the Rule of Law



Law Reform: A Journey Ever New

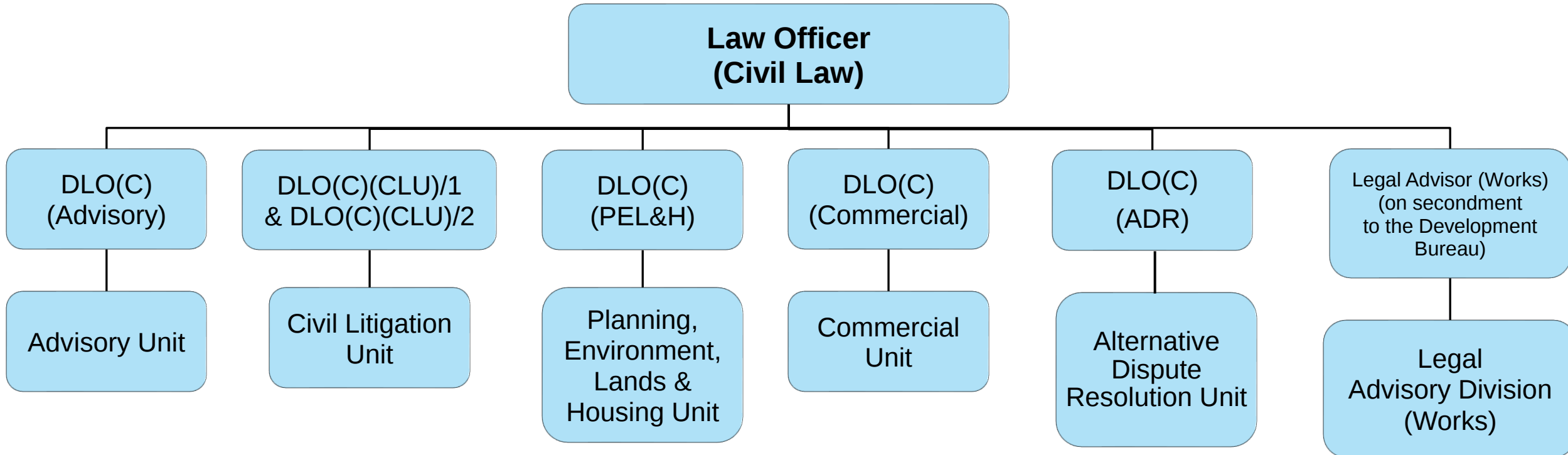


Sharing of a Memorable Story of a Government Counsel



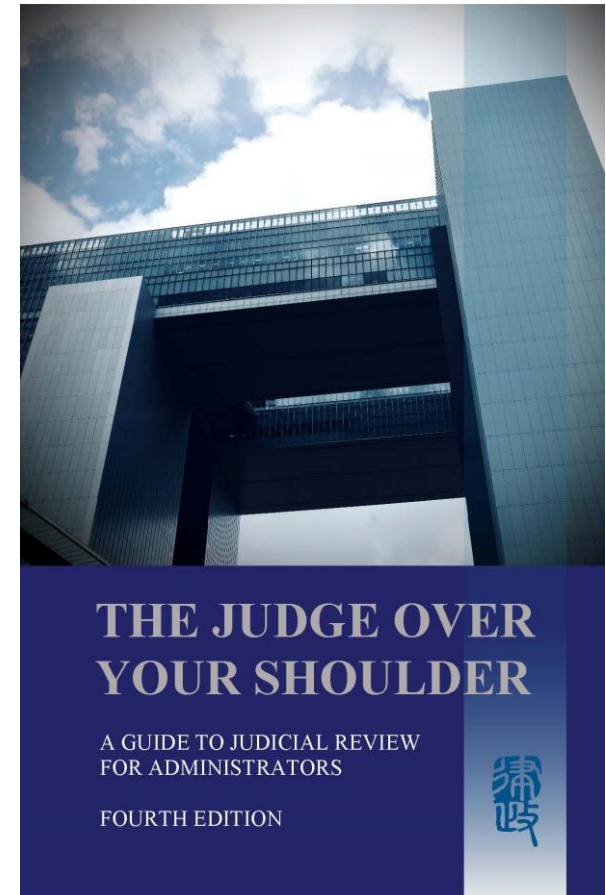
Anecdotes of a Legislative Drafting Counsel

Civil Division



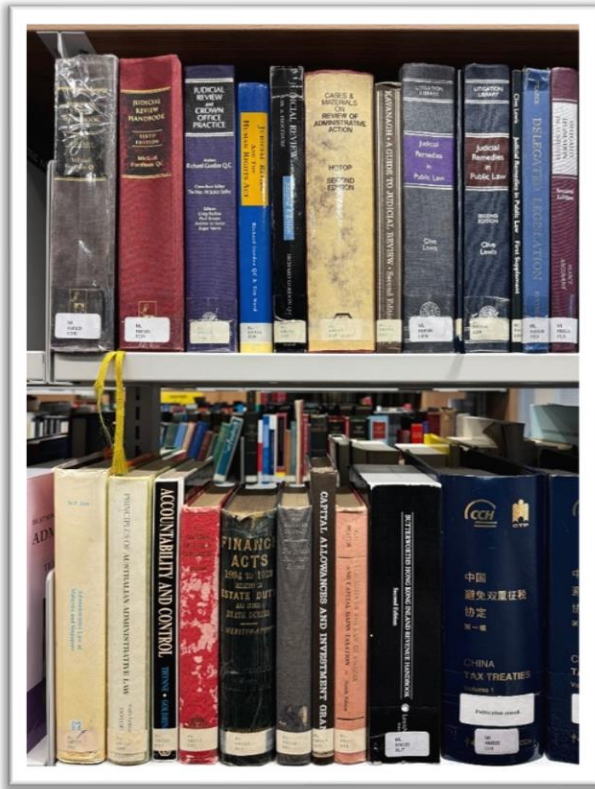
Civil Division

- Provides **legal advice** to all Government bureaux and departments on a wide spectrum of civil law matters
- Represents the Government in the conduct of **all civil litigation and in dispute resolution** matters
- Key publication: The Judge Over Your Shoulder



Civil Division

Civil Advisory Unit (CAU)

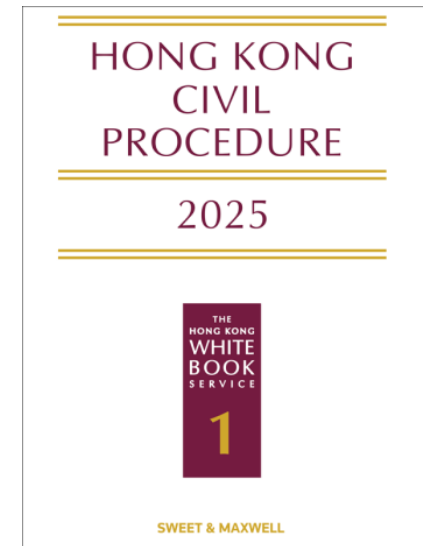


- Advises various Government bureaux and departments on **general civil law issues** relating to the discharge of their functions and duties in a lawful manner and the proper exercise of their discretion and powers, including:
 - Public and administrative law
 - Statutory interpretation
 - Civil service and disciplinary inquiries
 - Access to information and protection of personal data
 - Civil aviation, marine and transport matters, employment, education, social welfare and family matters and matters relating to the disciplinary forces
 - Acting as the legal adviser of various statutory boards

Civil Division

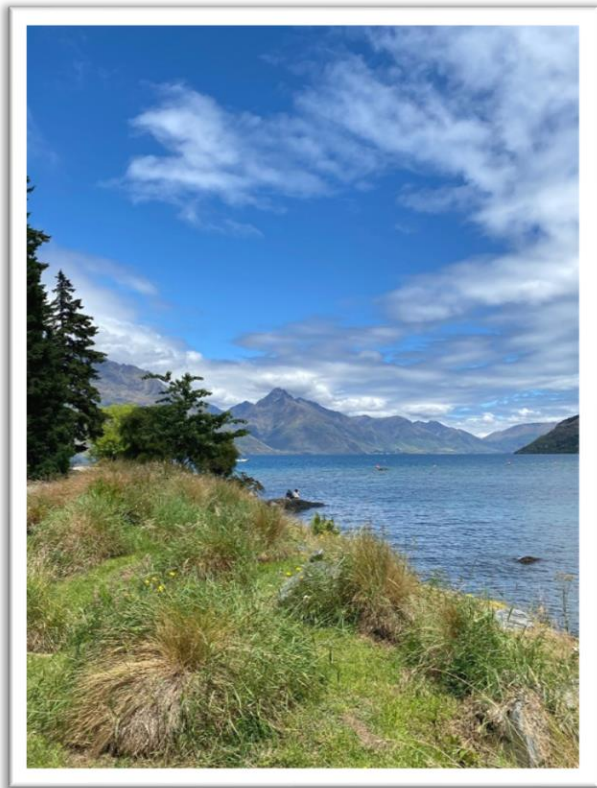
Civil Litigation Unit (CLU1/CLU2)

- **Represents the Government** in legal proceedings instituted by or against the Government **at all levels of court, statutory boards and tribunals** (as advocates or instructing solicitors), **and in dispute resolution** (such as mediation and arbitration), with cases broadly categorised as:
 - Personal injuries, medical and related disciplinary inquiries (e.g. Medical Council), administrative appeals, other statutory appeals
 - Judicial review
 - Revenue and commercial litigation (e.g. tax appeals, contractual disputes)
 - Immigration related proceedings (including non-refoulement claims)
 - Miscellaneous claims (e.g. monetary claims made by/against Government)
- CLU also represents SJ as guardian of the public interest (e.g. contempt cases) and as the protector of charities



Civil Division

Planning, Environment, Lands and Housing Unit (PEL&H)

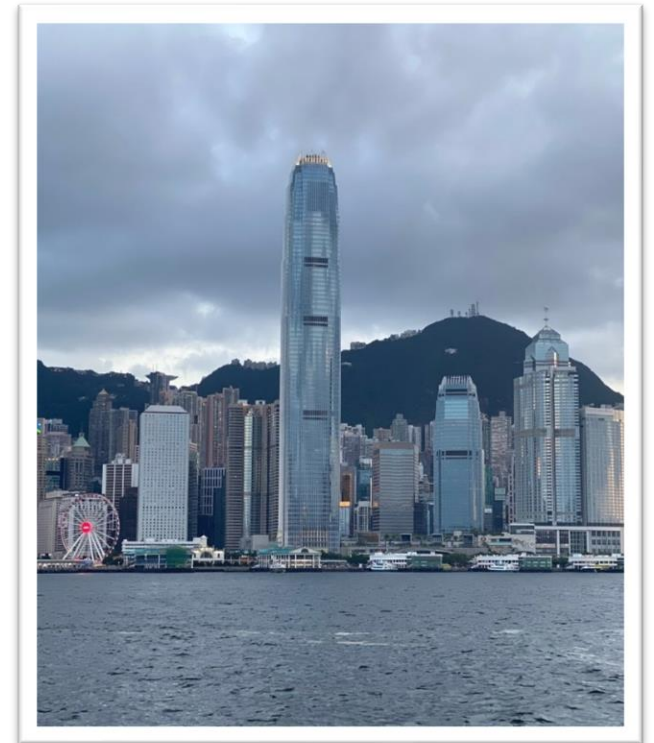


- **Advisory Team** advises the Government on a wide range of matters relating to town planning, environment, lands, railway projects, reclamation works etc.
- **Litigation Team** represents the Government in civil claims and disputes before courts and tribunals in respect of those areas of law (as instructing solicitors or advocates)

Civil Division

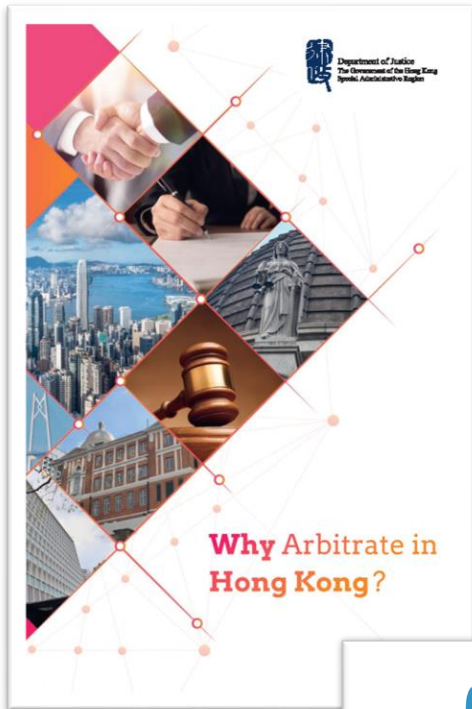
Commercial Unit (CU)

- Advises Government bureaux and departments on **all aspects of commercial law**, including:
 - Procurement of goods and services
 - E.g. vetting of commercial contracts
- Government's commercial activities
 - E.g. issuance of bonds and trust funds
- Regulation of utilities and business activities
 - E.g. licenses, review of regulation in certain markets such as broadcasting and insurance
- Tax and public finance
 - E.g. advice on Inland Revenue and Stamp Duty Ordinances



Civil Division

Alternative Dispute Resolution Unit (ADRU)



- Formulates policy, advises the Government, and implements initiatives to **promote and develop Hong Kong's dispute resolution services** locally, within the GBA, and internationally, including:
 - Monitoring the operation of dispute resolution-related legislation
 - Implementing cross-boundary and GBA integration initiatives
 - Developing and promoting the use of arbitration and mediation in sector-specific disputes
 - Organising local and international promotional and capacity-building events
 - Supporting the Legal Enhancement and Development Office in showcasing and strengthening Hong Kong's position as an international legal and dispute resolution centre

Civil Division

Legal Advisory Division (Works) (LAD(W))

- Working closely with Development Bureau
- Counsel seconded to LAD(W) to provide legal services in relation to all of the Government's construction projects
- **Dispute Team** mainly responsible for handling claims and disputes arising from construction contracts
- **Advisory Team** mainly responsible for advisory work in respect of construction tenders and contracts



Prosecutions Division

***The Department of Justice of the
Hong Kong Special Administrative Region
shall control **criminal prosecutions**,
free from any interference.***

Article 63 of the Basic Law

***A prosecutor acts on behalf of the
community in an **impartial** manner and as
a **‘minister of justice’*****

The Prosecution Code, §3.1

The Criminal Prosecution Process

Investigation (by law enforcement agencies)



Legal Advice



Trial Preparation



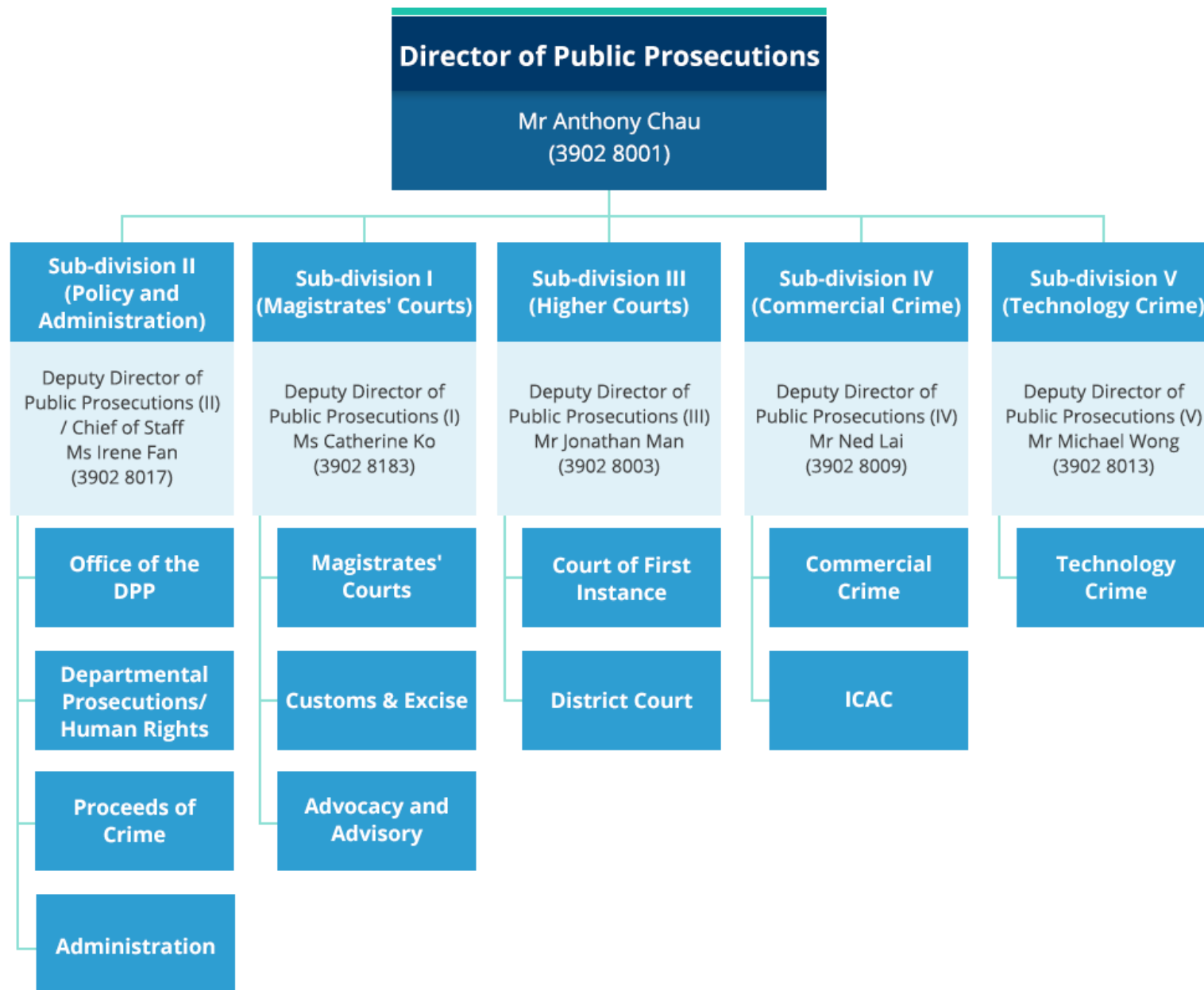
Trial/ Verdict/ Sentence



Appeal / Review

Roles of the Prosecutions Division

- to **prosecute trials and appeals** on behalf of the HKSAR
- to **provide legal advice** to law enforcement agencies upon their investigations
- generally to exercise on behalf of the Secretary for Justice the discretion **whether or not to bring criminal proceedings** in the HKSAR
- to provide advice and assistance to government bureaux and departments in relation to any **criminal law aspects of proposed legislation**



Criminal Advocacy Course (CAC)

- Mainly for new Public Prosecutors & Legal Trainees posted to the Prosecutions Division
- 12-week course
 - 3-week lectures
 - 2-week mock trial exercises
 - 2-week supervised magistracy attachment
 - 5-week unsupervised magistracy attachment

Other Training Opportunities

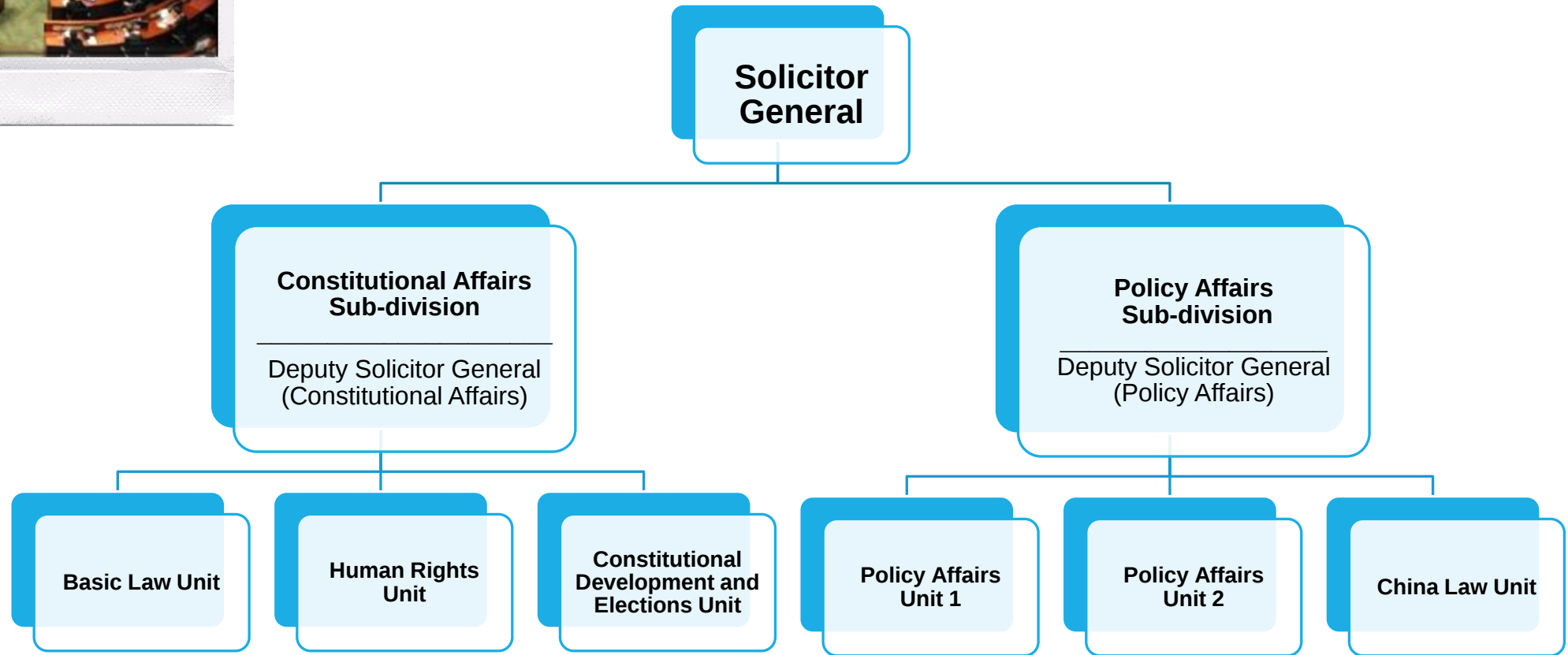
- In-house seminars
- Visits/ conferences in the Chinese Mainland
- Overseas visits/ conferences
- Training courses in the Chinese Mainland
- Overseas advocacy courses

What made me choose to be a prosecutor?





Constitutional and Policy Affairs Division



Constitutional and Policy Affairs Division

Constitutional Affairs Sub-division

- provides legal advice on matters concerning the Basic Law
- provides legal advice on human rights law, including anti-discrimination ordinances
- provides legal advice on constitutional development and election matters



Constitutional and Policy Affairs Division

Policy Affairs Sub-division

- advises on matters of general legal policy (e.g. whether existing or proposed legislation, or a particular Government policy is contrary to established principles underlying the legal system)
- formulates and promotes policies and legislative proposals within the policy purview of the SJ, especially those concerning the development of the legal system and of the legal profession
- provides legal advice on procedures and practice of the Legislative Council
- provides legal advice to the CE, CE-in-Council or B/Ds, as the case may be, on statutory and non-statutory appeals, petitions and applications, and surrender of fugitives requests; considers claims for statutory or *ex gratia* compensation on grounds of miscarriage of justice etc.



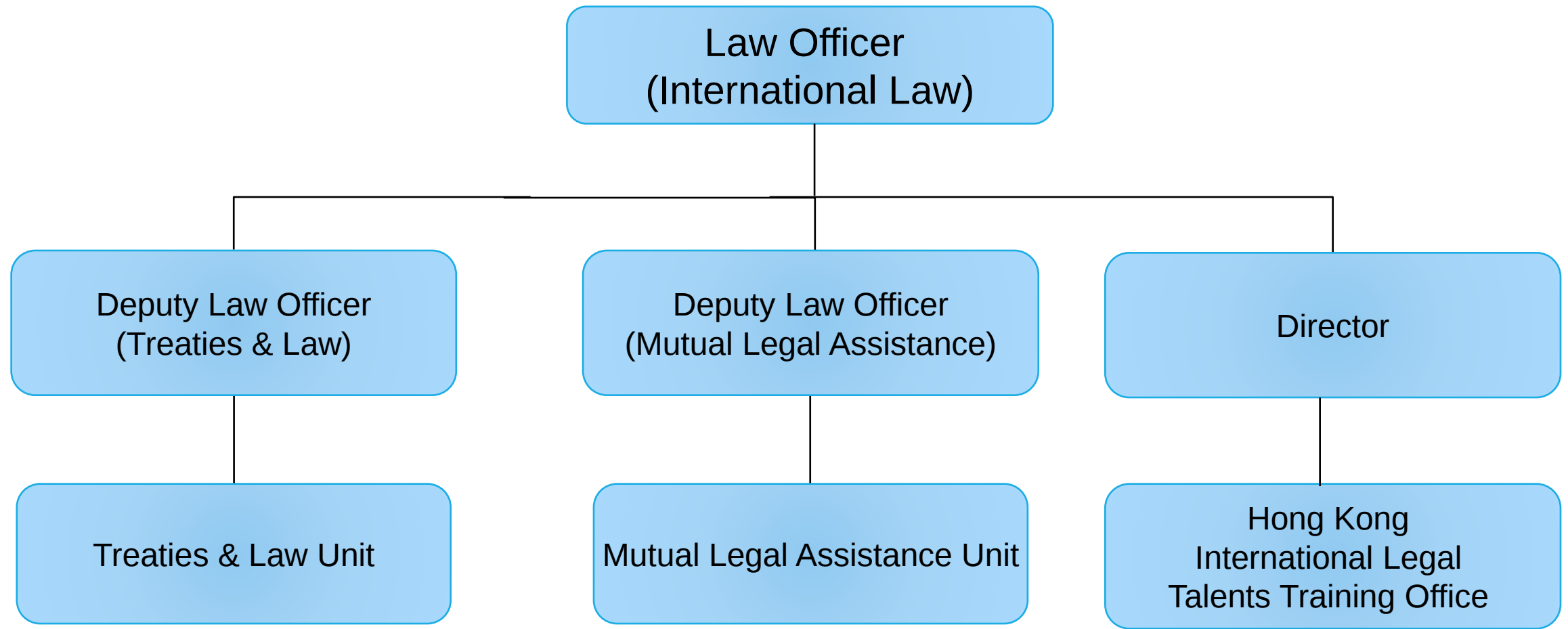
Constitutional and Policy Affairs Division

Policy Affairs Sub-division

- advises on matters related to Mainland law and takes forward initiatives to further legal co-operation with the rest of China
- supports the LEAD Office in promoting Hong Kong's legal and dispute resolution services in the Mainland and in the Greater Bay Area; works closely with the legal profession in seeking greater access to the legal services market in the Mainland under the framework of the Mainland and Hong Kong Closer Economic Partnership Arrangement



International Law Division



International Law Division

- advises the Government on international law issues
- conducts negotiations for international agreements, or participates as part of the Chinese or HKSAR delegation in such negotiations or other conferences (e.g. AALCO, APEC, HCCH, UNCITRAL, UNIDROIT, WTO), as the case may be
- handles requests for legal co-operation between the HKSAR and other jurisdictions
- collaborates with other DoJ teams in taking forward policy initiatives in promoting Hong Kong as a centre for international legal and dispute resolution services and enhancing Hong Kong as a centre for capacity building in international law



International Law Division

Treaties and Law Unit

Legal advice on subjects include:-

- Avoidance of Double Taxation
- Civil aviation
- Maritime matters
- Privileges and immunities
- Trade (including WTO Agreements, free trade agreements, investment promotion and protection agreements)
- UN sanctions

International Law Division

Mutual Legal Assistance Unit

Legal advice on and handling matters such as:-

- Mutual legal assistance in criminal matters
- Surrender of fugitive offenders
- Transfer of sentenced persons
- Child abduction
- Letter of request

International Law Division

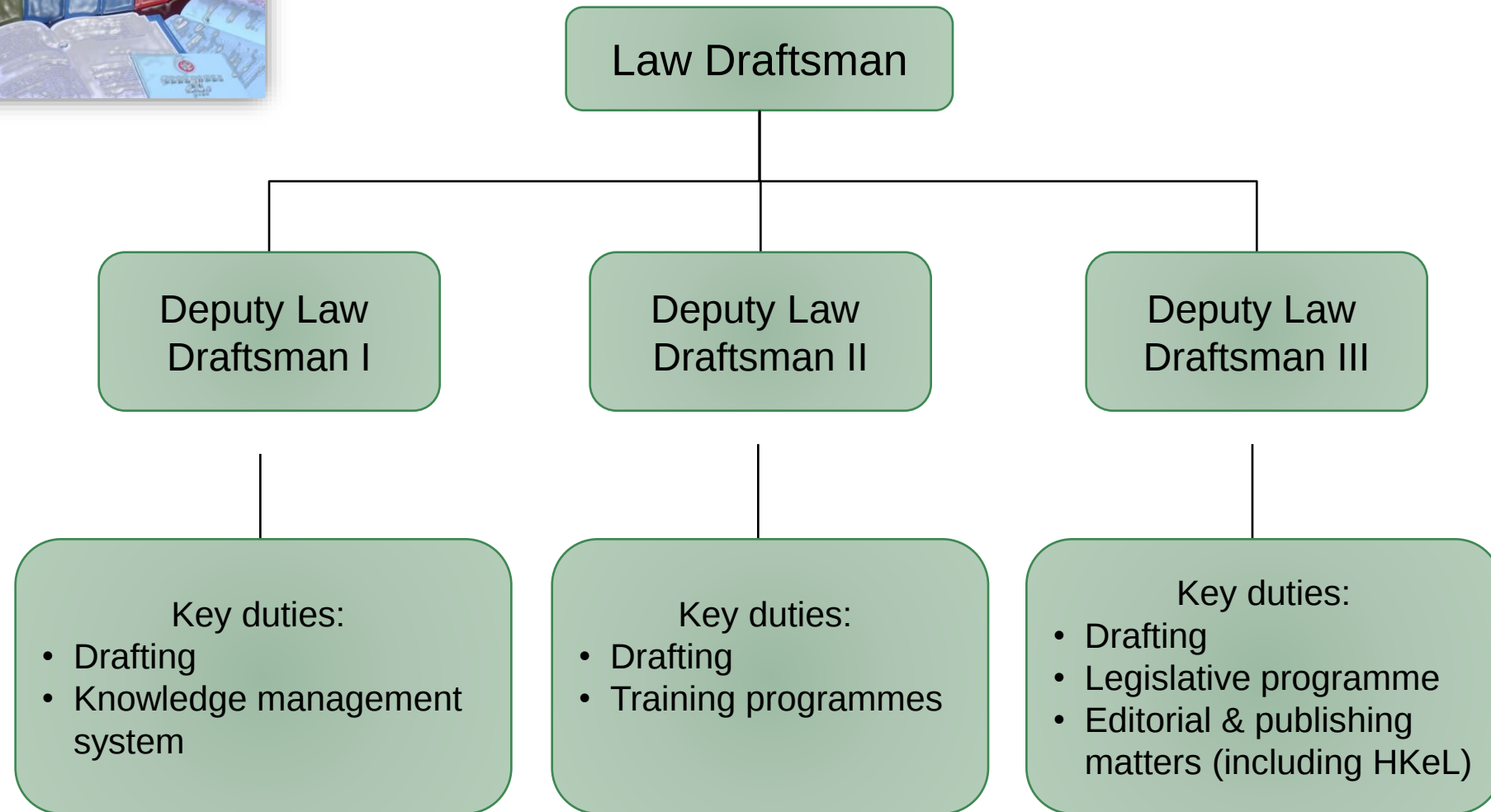
Hong Kong International Legal Talents Training Office

Functions:-

- Assist in formulating strategy to prepare for the establishment of the Academy
- Plan, organise and implement training programmes, focusing on legal practice & procedure
- Plan and implement training programmes, tailor-made for target participants
- Identify trainers from the legal profession, Mainland or overseas experts and academics
- Serve as the secretariat for the Expert Committee



Law Drafting Division



Law Drafting Division



Drafting Functions

- Drafts all Government legislation in both official languages
- Assists in steering Government legislation through the legislative process

Law Drafting Division



What does a legislative drafter do?

- Critically examines drafting instructions
- Evaluates the operation and details of the proposed policy and identifies loopholes
- Studies the relevant legislation and considers how to integrate the proposals into the existing law
- Applies modern drafting techniques –
e.g. plain language, logical structure and document design

Law Drafting Division



What does a legislative drafter do?

- Issues drafts to facilitate further discussion
- Attends drafting conferences with bureaux and departments (and other divisions of DoJ)
- Attends Policy Committee and ExCo meetings with client to address Members' questions



Law Drafting Division



What does a legislative drafter do?

- Attends LegCo's Bills Committee and subcommittee meetings
- Discusses with and replies to LegCo's legal advisers
- Drafts Committee Stage Amendments proposed or agreed to by the Government

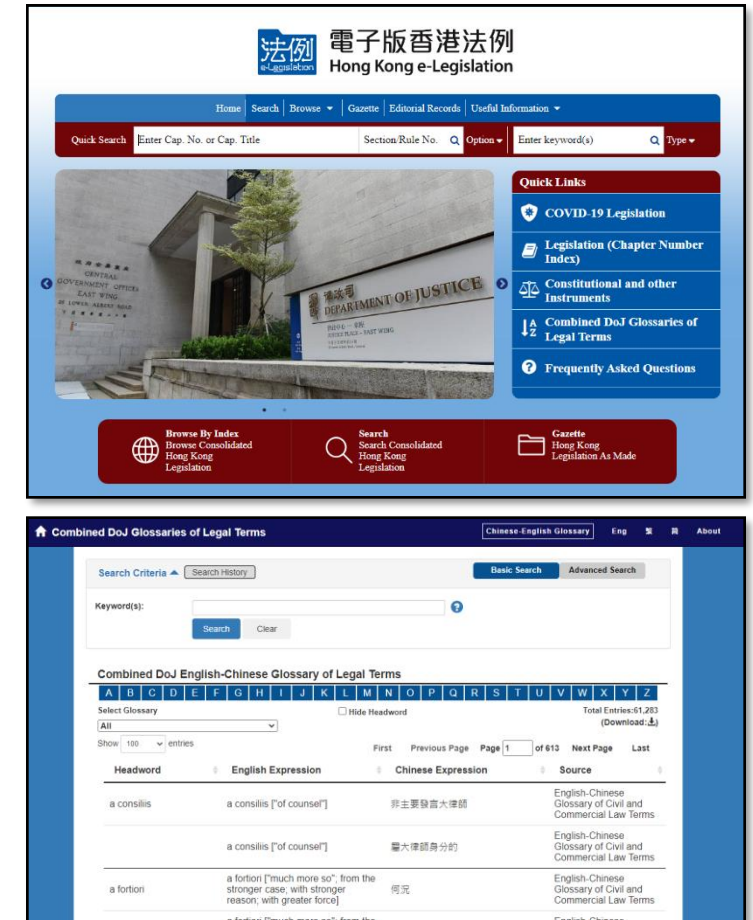


Law Drafting Division



Other Functions

- Vets the format of non-government legislation to ensure compliance with general form of Hong Kong legislation
- Updates the consolidated version of all HK legislation
 - Hong Kong e-Legislation website (including verified legislation)
- Maintains the Combined DoJ Glossaries of Legal Terms



Law Drafting Division



Reference Materials

- Drafting Legislation in Hong Kong — A Guide to Styles and Practices
(<https://www.elegislation.gov.hk/draftingleg>)
- How Legislation is Made in Hong Kong - A Drafter's View of the Process
(<https://www.doj.gov.hk/en/publications/pub20030008.html>)
- What Drafting Counsel Say about their Work in the Law Drafting Division
(https://www.doj.gov.hk/en/about/drafting_counsel.html)



Law Drafting Division



Reference Materials

Preview of questions of LDD's written test

(<https://www.doj.gov.hk/en/career/counsel.html>)

(see the tab under “Government Counsel Recruitment Exercise”)

1. Redrafting English provisions
2. Redrafting Chinese provisions
3. Identifying drafting pitfalls

Department of Justice
Recruitment of Government Counsel
Written Test for Law Drafting Division

- Preview -

Question 1

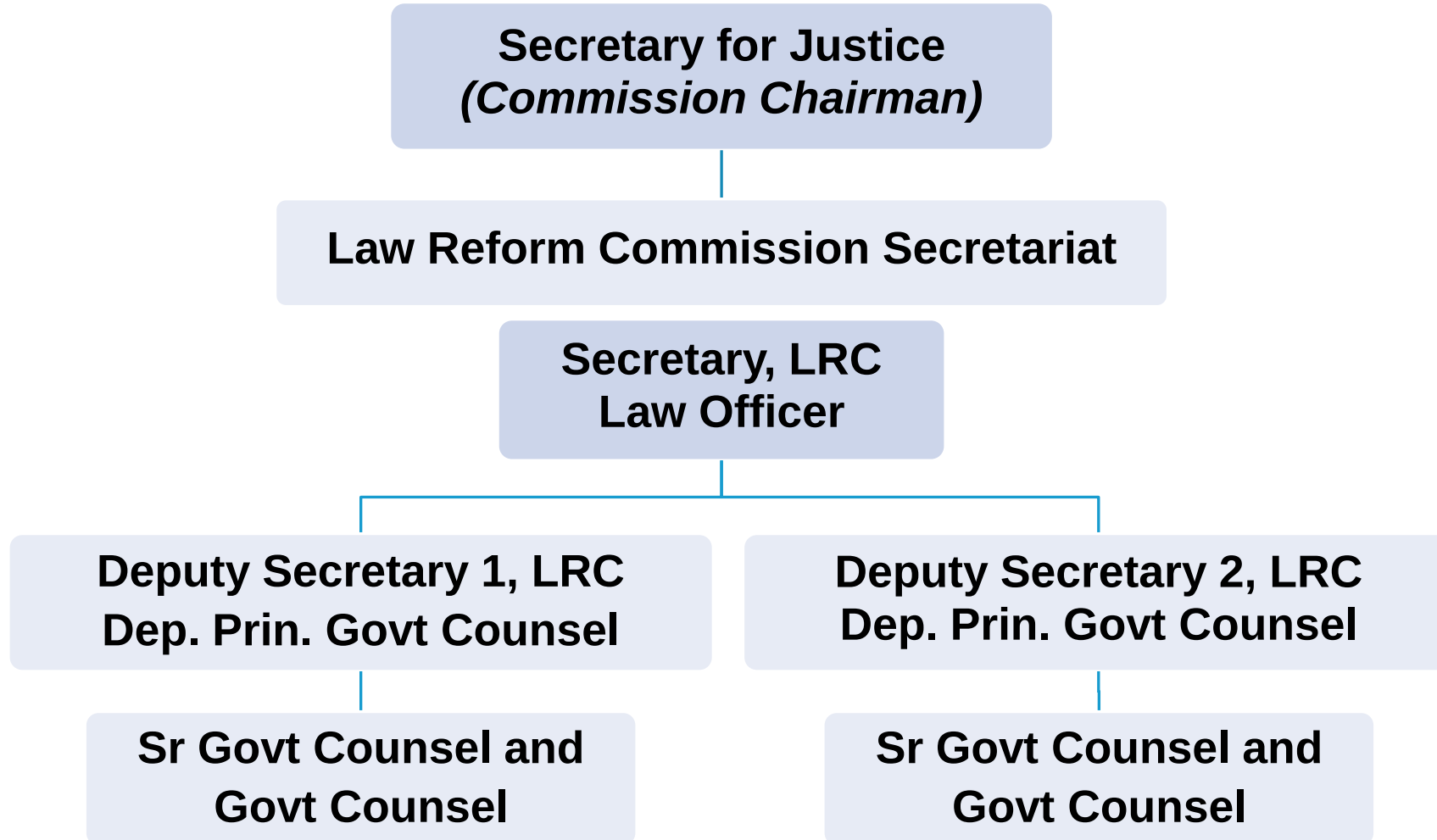
1. For this question, you will be asked to redraft a certain adapted English provision in the way demonstrated in the reference material in **Annex A**.
2. Specifically speaking, the **original version** of the provision contained in the reference material is redrafted as the **revised version** following it. While the effect of the provision remains unchanged, the revised version is better organized, more readable and clearer. In particular—
 - (a) an informative Part heading (“Tax Deduction for Domestic Rents”) is added for “Part 3”;
 - (b) that Part is divided into a few numbered sections (i.e. sections 1, 2 and so on) as needed and as appropriate;
 - (c) an informative heading is added for each section;
 - (d) where it is needed and is appropriate, each section is further divided as follows—
 - (i) a section is divided into subsections (i.e. subsections (1), (2) and so on), each containing a full sentence; and
 - (ii) a sentence is divided into paragraphs (i.e. paragraphs (a), (b) and so on) and is further divided into subparagraphs (i.e. subparagraphs (i), (ii) and so on), with each series of paragraphs (or subparagraphs) being linked by a conjunction “and” or “or” in the penultimate paragraph (or subparagraph);
 - (e) the sections, subsections, etc. are arranged in a logical sequence;
 - (f) unnecessary stylistic variations are avoided; and
 - (g) the concepts are expressed in a more precise way (including by way of omitting needless words or expressions and avoiding unnecessary repetitions), and where it is useful for enhancing preciseness, words and expressions are defined in an interpretation section (i.e. section 1).
3. Please study the reference material in depth in order to get yourself prepared for the task.
4. If you find it helpful, you may mark or write on the reference material. (No such marking or writing will be assessed as your answer to this question.)

Question 1—page 1 of 2

Law Reform Commission Secretariat, Secretary for Justice's Office

www.hkreform.gov.hk

Organisation Chart of the Law Reform Commission Secretariat



Why do we need law reform?

- No system is perfect.
- No legal system is perfect.
- Possible types of changes that may prompt the need for law reform:
 - ✚ Quick technological advancement enhancing human capability (e.g. impact of use and abuse of information technology and of bio-medical science)
 - ✚ Greater social awareness and higher expectation (e.g. on privacy, accountability and access to justice)
 - ✚ Evolving international norms and the changing global environment (e.g. harmonisation of rules to facilitate international trade and commerce)

Why is law review also important?



- The *Systematic Review of Statutory Laws* seeks to address the need to enhance **accessibility** of the law through, for example, statutory laws which are easily searchable, clear and intelligible:
 - ☞ **Adaptation of Laws** (without having to construe “laws previously in force” with such modifications, adaptations, limitations and exceptions necessary for consistency with the Basic Law and the status of Hong Kong as a Special Administrative Region of the People’s Republic of China)
 - ☞ **Repeal of Obsolete Laws** (or have out-dated laws modernised and in technology neutral terms)
 - ☞ **Consolidation** (not the same as Codification)
- The *AI Law Review project* aims to review the legislation needed to complement a wider use of AI
 - ☞ Hong Kong has no bespoke legislation that regulates or promotes the safe and responsible use and development of AI

Features of the LRC



- Non-statutory: established in consultation with the Executive Council
- Chaired by the Secretary for Justice with the Chief Justice and the Law Draftsman as *ex officio* members
- Referral of subjects by Secretary for Justice or Chief Justice
- Members comprising lawyers and non-lawyers as part-time volunteers
- Sub-committees established under the LRC for specific subjects

The LRC's strengths



- Independent in formulating recommendations
- Full-time legal and secretariat support from the LRC Secretariat
- Recommendations are presented after objective examination of the facts and the law
- Reforming the law from the point of view of the community as a whole, rather than solely from that of the legal profession
- The general public are engaged and consulted in the reform process of appropriate projects before reaching final conclusions
- All report and consultation papers are published bilingually and made freely available to the public on the Internet

Counsel at the LRC Secretariat



- Act as secretaries to the LRC and its Sub-committees
- Apply lawyerly skills in conducting comprehensive research (including comparative studies)
- Exercise managerial judgement in according priority and take a disciplined approach in keeping momentum for both law reform and law review work
- Critically analyse intricate legal and policy issues, resolve competing principles and priorities before articulating the outcome of study compendiously and accurately in well-argued **law reform** papers and reports

Counsel at the LRC Secretariat (Cont'd)



- Prepare consultation papers and reports in draft for consideration by the Sub-committees and then the LRC
- Coordinate consultation exercise and publication of reports (press release & press conference, public & media enquiries, etc.) for law reform projects
- Attend LegCo meetings as and when required



Counsel at the LRC Secretariat (Cont'd)



- Assist policy bureaux to implement the LRC's Reports by administrative measure or through legislation
- LRC Counsel may be consulted (but not as legal adviser) when LRC proposals are being implemented (e.g. as drafting of legislation progresses; when Policy Committee and/or ExCo paper is prepared):
 - ☞ to explain and, if necessary, amplify LRC's proposals
 - ☞ to argue the LRC's case for reform
 - ☞ to elaborate the basis upon which alternatives had been considered and disposed

Counsel at the LRC Secretariat (Cont'd)



- In conducting systematic review of statutory laws and the AI Law Review project, LRC Counsel work directly with government bureaux & departments.
- Pursue promotional initiatives (e.g. Law Reform Essay Competition and its award ceremony)
- Participate in international conferences on law reform matters
- Make courtesy calls to and receive visitors from law related organisations



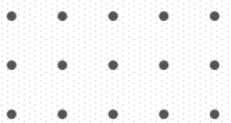
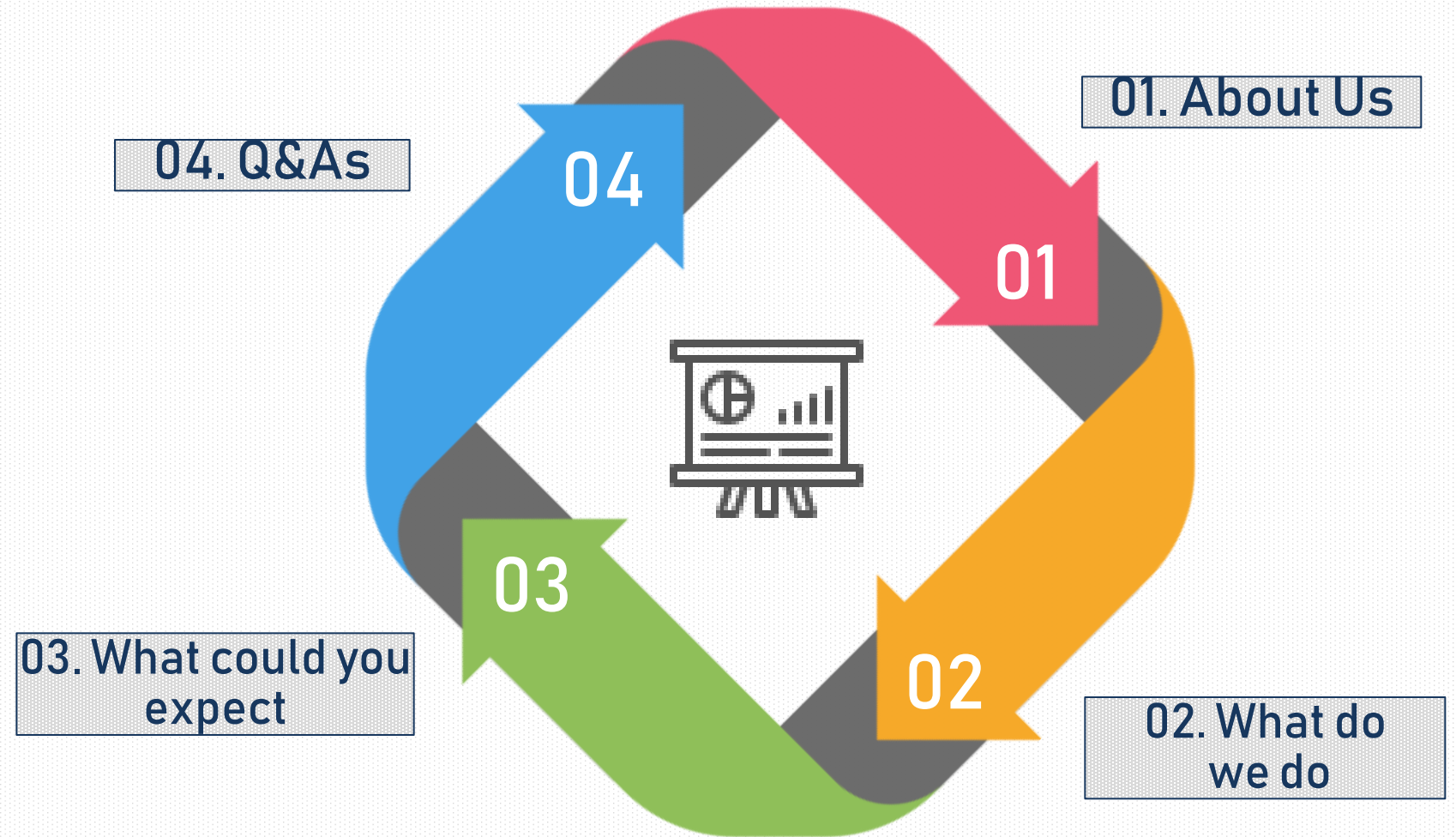


The LEAD Office, SJ's Office

Peggy Au Yeung
Principal Government Counsel
LEAD Office, SJ's Office

September 2026

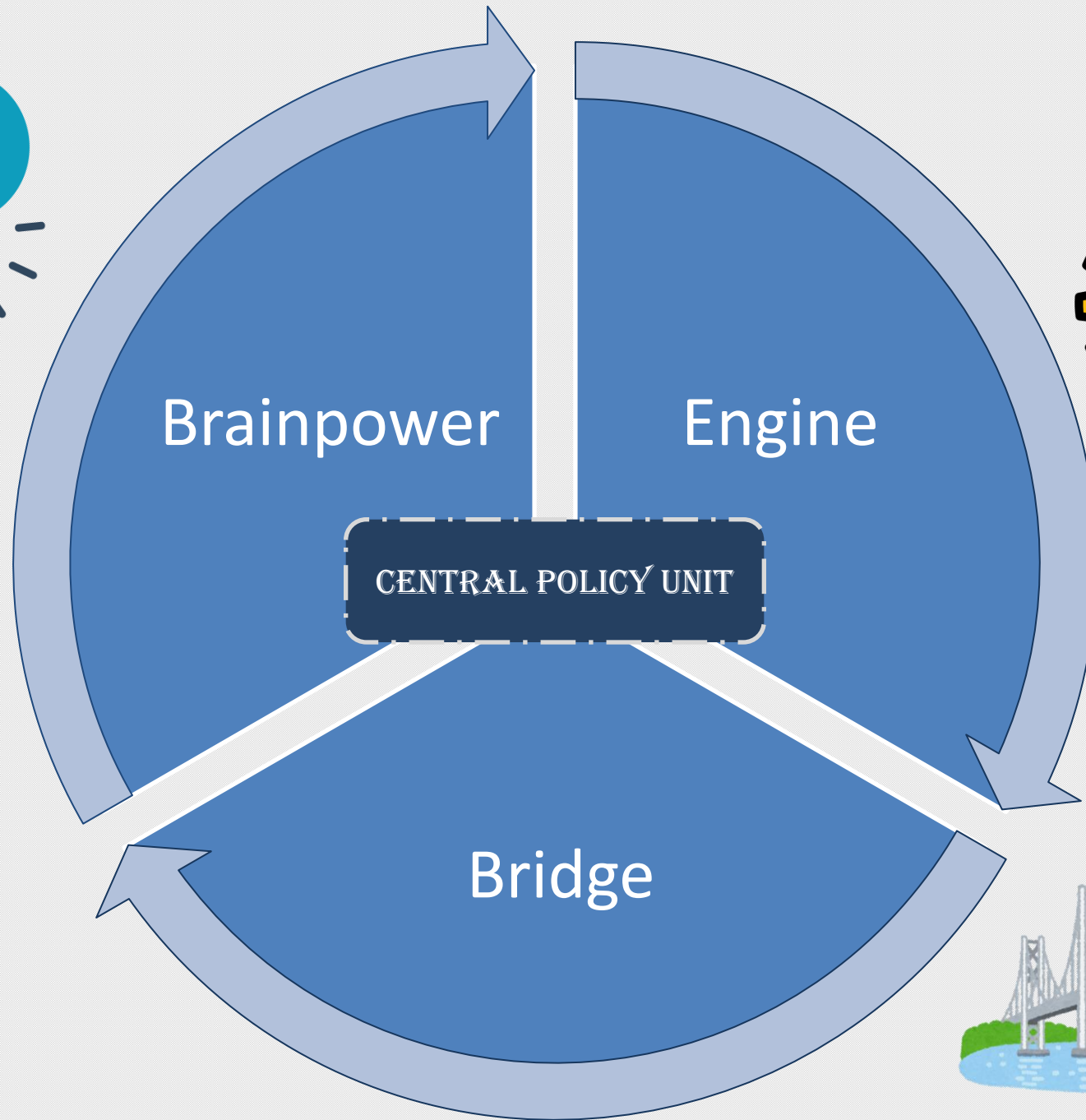
Outline





01. About Us







02. What do we do?



Key Policy Initiatives of DoJ

1. Consolidate HK's competitiveness as an Int'l Legal Hub

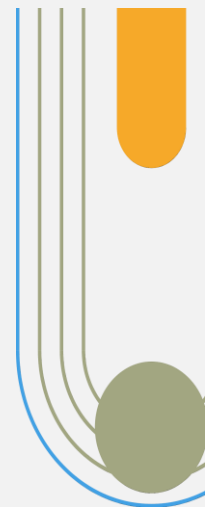
2. Foster legal collaboration with Mainland (incl. GBA cities) and foreign jurisdictions

3. Promote HK's robust common law system

4. Promote HK's legal and other professional services – launchpad for overseas by Mainland and overseas companies

5. Promote rule of law education in HK's community

A DAY in the LEAD Office



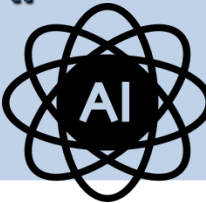
A Day in the LEAD Office – Team Member A



Policy Initiative	Task
MORNING  Go Global – 2nd Series of Success Stories 	1. Review contributions of success cases by financial and business sectors 2. Liaise with contractors for amendments and type-setting
 AFTERNOON  「三連·兩通·一灣區」 GBA – Joint Conference of Legal Departments of GD, HK & Macao	Attend a video-recording session of a success story of an international law firm Attend a consultation session with stakeholders on suggestion of draft model arbitral rules for GBA
	Prepare social media post on DoJ i-Day

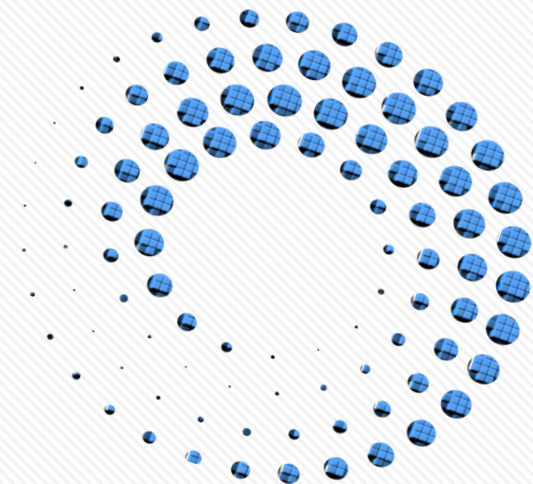
A Day in the LEAD Office – Team Member B



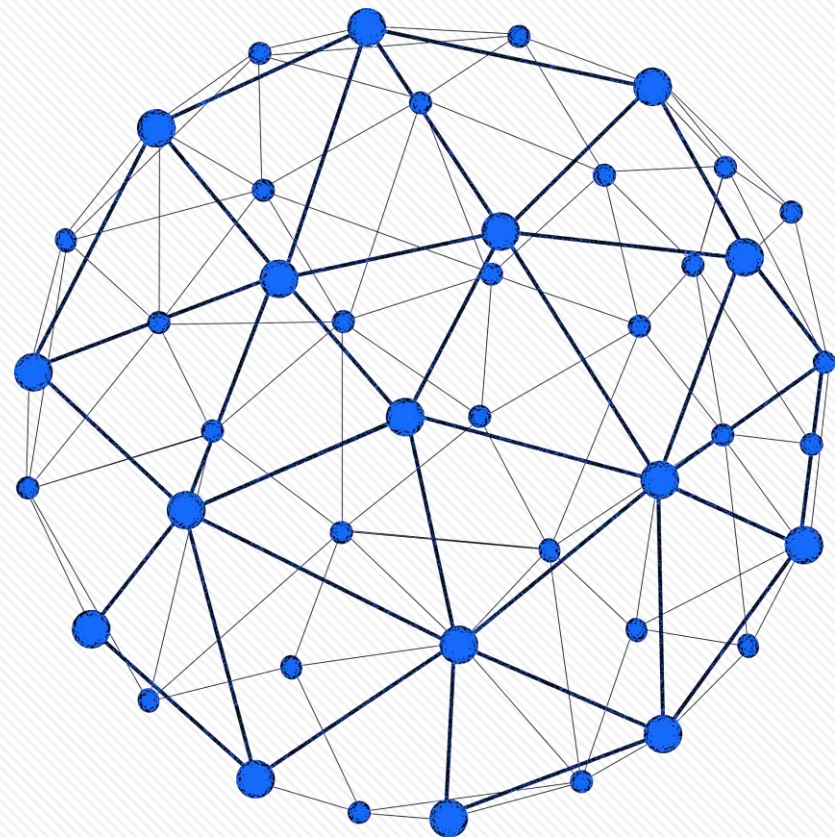
Policy Initiative	Task
 First Five-Year Plan	To prepare speaking notes and briefs for SJ
	To liaise with contractor on the progress of the touring drama project for primary schools and prepare for the next quotation exercise
	To prepare discussion papers and briefs for DSJ's attendance of Motion Debate in LegCo
 	To attend the LexGoTech Roundtable • Liaise with speakers and participants • Collate discussion results
LawTech - AI 	To discuss with counterparts (e.g. DPO and ITMU) on the adoption of AI within the DoJ



dots - tasks



lines - direction



facets - vision



03. What could you expect ?



Fallacies



Q1: All work about “promotion”?

Fact check: No

Q2: All work “not very legal”?

Fact check: No



**100%
DEDICATION**

**100%
PASSION**



ENERGY



LEAD OFFICE

Ingredients:

A place offering an elevated and wide perspective from the core, a diversity of interesting work with a bunch of quality people.



Adaptability



Communication



Team Work



Stamina



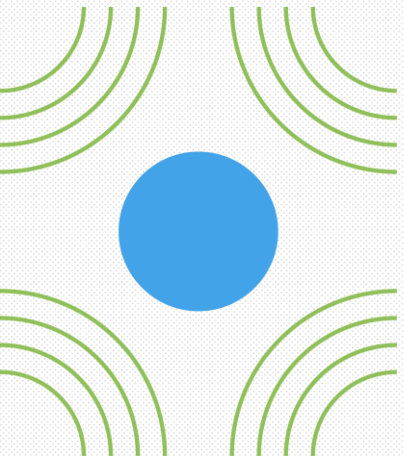
**Requires
Coffee**

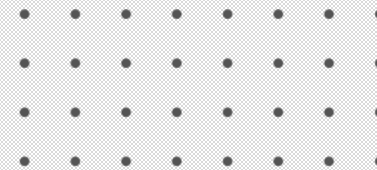
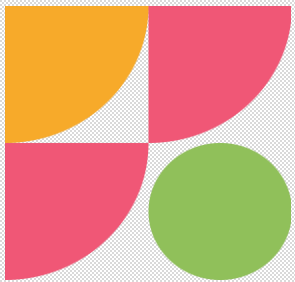
TEAM DoJ

Rule of Law and Justice for All



04.





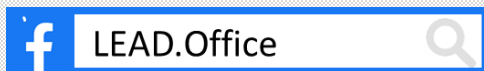
THANK YOU



lead@doj.gov.hk



LEAD Office's Social Media –
stay tuned



Grade Structure



**Government
Counsel
(GC)**

MPS Pt. 32-44
Current salary:
\$ 79,410 –
\$ 122,045

**Senior
Government
Counsel
(SGC)**

MPS Pt. 45-49
Current salary:
\$ 130,255 –
\$ 150,070

**Assistant
Principal
Government
Counsel
(APGC)**

DL 1
Current salary:
\$ 167,205 –
\$ 183,015

**Deputy
Principal
Government
Counsel
(DPGC)**

DL 2
Current salary:
\$ 198,720 –
\$ 217,160

**Principal
Government
Counsel
(PGC)**

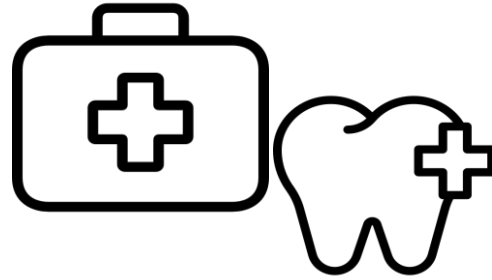
DL 3
Current salary:
\$ 230,975 –
\$ 252,145

**Law
Officer
(LO)**

DL 6
Current salary:
\$ 293,750 –
\$ 302,465

“DL” denotes Directorate (Legal) Pay Scale
“MPS” denotes Master Pay Scale

Fringe Benefits



Medical and Dental Benefits

Available to the officer and his/her family.



Housing Benefits

Officers are eligible for housing benefits as they reach Master Pay Scale Point 34, subject to meeting other eligibility criteria. (a non-accountable cash allowance)



Civil Service Provident Fund (CSPF) Scheme (公務員公積金計劃)

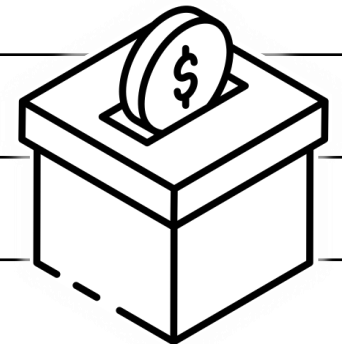
The CSPF Scheme is the retirement benefits system for officers when they progress onto permanent terms.

Fringe Benefits

CSPF Scheme

The Government's contributions under the CSPF Scheme follow a progressive contribution rates schedule.

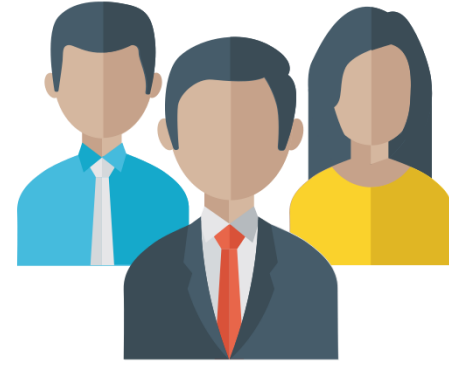
Completed years of continuous service on civil service terms (in years)	Government's contribution rate in terms of the % of the officer's basic salary at the substantive rank
Below 3 (Mandatory Provident Fund Scheme)	capped at \$1,500
3 to below 18	15%
18 to below 24	17%
24 to below 30	20%
30 to below 35	22%
35 or above	25%



Vacation Leave

	No. of days of vacation leave per year	Vacation leave accumulation limit
Directorate Staff (<i>including LO, PGC, DPGC and APGC</i>)		
≥ 10 years' service	26	78
< 10 years' service	22	44
Non-Directorate Staff (<i>including SGC and GC</i>)		
≥ 10 years' service	22	66
< 10 years' service	18	36

Training



Training / attachment in Hong Kong

- In-house courses on various legal subjects
- Continuing Professional Development seminars / law conferences
- Leadership / Management programmes, such as Leadership in Action Programme, Innovative Leadership Programme, etc

Professional Exchange Programme

- Attachment to barristers' chambers and law firms under the Professional Exchange Programme

Training

Training / attachment outside Hong Kong

- International law conferences
- National Studies Courses at Tsinghua University, Peking University and the Chinese Academy of Governance, etc.
- Overseas management / leadership courses
- Attachment to Justice or Legal Departments / Bureaux outside Hong Kong
- Secondment to relevant legal international organisations, examples include-
 - **AIIB** (Beijing)
 - **HCCH** (The Hague)
 - **IOMed** (HK)
 - **UNCITRAL** (Vienna or Incheon)
 - **UNIDROIT** (Rome)



Entry Requirements

- ✓ Must be
 - (i) **solicitors admitted in Hong Kong** (Note : Candidates who will complete their training as a trainee solicitor in Hong Kong **on or before 30 September 2027** may also apply. Their appointment, however, will be subject to their admission as solicitors in Hong Kong); or
 - (ii) **barristers with one year's professional experience since attaining the right to full practice in Hong Kong** (Note : Barristers with right to full practice in Hong Kong but who do not possess one year's professional experience since attaining the right to full practice may also apply. If selected, they will enter at an appropriate point below the minimum of the Government Counsel pay scale. Candidates who will complete their pupillage in Hong Kong **on or before 30 September 2027** may also apply. Their appointment, however, will be subject to their admission as barristers in Hong Kong with satisfactory completion of pupillage)
- ✓ Meet the **language proficiency requirements** of Chinese and English
- ✓ Have a pass result in the **Basic Law and National Security Law Test**

Please refer to recruitment advertisement for details.

Application Procedures

- ✓ Must apply online through the **G.F. 340 Online Application System** of the Civil Service Bureau
- ✓ Submit **a full C.V. by email** which should include at least the following
 - (a) gradings of the subjects taken in public examinations from secondary education onwards (with exact dates of scoring the results);
 - (b) results in LLB, JD, CPE, PCLL or corresponding examinations listing the gradings of the subjects taken (with copies of transcripts and certificates);
 - (c) exact date and place of admission/call (for trainee solicitors and pupils, please give the date of completion of training or pupillage);
 - (d) employment records with detailed description of duties; and
 - (e) work preferences.

Please refer to recruitment advertisement for details.



政府律師招聘

Recruitment of Government Counsel



申請期 Application Period: 21.8.2026 — 11.9.2026 (6pm)
招聘簡介會 Recruitment Briefing: 1.9.2026 5:30pm



工作多元

Diverse roles available



獨特機會發揮專業才能

Unique opportunity to apply professional ability



招聘詳情
Recruitment details

職位只接受網上申請
Accept online
applications only

請即申請
Apply now



**Deadline for Application
and Submission of C.V.:**
11 September 2026 (Friday)
6:00 p.m. HK Time



Department of Justice

www.doj.gov.hk



Law Reform Commission

www.hkreform.gov.hk

Thank you!

**For enquiries, please contact the Appointments
Team at tel. no.: 3703 6550 / 3703 6551.**