

**Legislative Council Panel
on Administration of Justice and Legal Services**

**Proposed creation of one supernumerary post of Deputy Principal
Government Counsel and one supernumerary post of Assistant Principal
Government Counsel in the Rule of Law Unit of the Inclusive Dispute
Avoidance and Resolution Office of the Department of Justice**

PURPOSE

This paper invites Members' views on the Department of Justice (DoJ)'s proposal for the creation of two supernumerary directorate posts, namely, one Deputy Principal Government Counsel (DPGC) (DL2) and one Assistant Principal Government Counsel (APGC) (DL1), for a period of five years with immediate effect upon approval by the Finance Committee (FC), in the Inclusive Dispute Avoidance and Resolution Office (IDAR Office) of the Secretary for Justice's Office (SJO) for taking forward the work and initiatives under "Vision 2030 for Rule of Law" (Vision 2030).

BACKGROUND

2. Vision 2030, launched on 2 November 2020 and included in the 2020 Policy Address, seeks to maintain and strengthen a fair and rule-based society underpinned by the rule of law towards sustainable development. A Rule of Law Unit (ROLU) has been established under the IDAR Office of SJO to carry forward Vision 2030.

Hong Kong's most treasured core values under challenge

3. As a leading international city, Hong Kong takes pride in having a strong rule of law and an independent judiciary under the principle of "One Country, Two Systems", which are the cornerstones of Hong Kong's success. These core values have increasingly come under challenge, both from within and beyond the city.

4. Recent occurrences of abusive comments directed at judges, vandalism and arson of the court buildings are an affront to the rule of law and judicial integrity. A study conducted by a local think tank, the Bauhinia Research Foundation Centre, in 2019¹ commented that current society lacks education on

¹ The Bauhinia Research Foundation Centre published its 3rd report on the "Survey on public perception towards the rule of law in Hong Kong" on 19 December 2019.

the rule of law and urges the need to strengthen education on rule of law, and suggests that all stakeholders should reflect on the situation and engage in meaningful dialogues. There is an urgent need to strengthen proper education on the rule of law and engagement of stakeholders for Hong Kong to achieve greater heights.

5. Internationally, it is anticipated that events in the past two years may pose a long-term impact on Hong Kong's status as a global financial centre and our consistently outstanding international rankings, particularly those with indicators on the rule of law, affecting Hong Kong on various fronts, including economy, investment, tourism, etc. It is necessary to be more proactive and to take on a leading role on the international stage to refute any incorrect narration of Hong Kong's situation and be committed to restoring confidence.

Contribution to the 2030 Agenda for Sustainable Development, United Nations (2030 Agenda)

6. In 2015, all Member States of the United Nations (UN) adopted the 17 goals for sustainable development, a universal call to end poverty, protect the planet and improve lives and prospect for everyone globally. Goal 16 (SDG 16) aims at promoting peace, justice and strong institutions, with one of its targets being the promotion of rule of law at national and international levels and ensuring access to justice for all.

7. Hong Kong is an associate member of the Economic and Social Council Commission for Asia Pacific (ESCAP) under the UN. The Central People's Government (CPG) was supportive of DoJ's participation in recent UN and ESCAP events on sustainable development, and had no objection to DoJ's proposal to co-organise various events with ESCAP during the Legal Week 2020 (November 2020), which was ultimately held virtually due to the COVID-19 pandemic. Hong Kong will continue to explore further opportunities for collaboration.

8. Hong Kong has a lot of experience to offer to our counterparts, especially on SDG 16. A dedicated team within DoJ and continual active participation and firm collaboration with the UN, including ESCAP, would facilitate Hong Kong in maintaining and further raising its international status, showcasing the solid foundation of the rule of law in Hong Kong on the global stage.

Alignment with National Policy

9. Since adopting the 2030 Agenda in 2015, the CPG has attached great importance to implementing the same, linking domestic mid-term and long-term strategies to national development strategies such as the 13th Five-Year Plan for Economic and Social Development of China. The CPG has taken steps to assess the implementation of the 17 goals under the 2030 Agenda and published annual progress report with a view to speeding up the global implementation process, sharing best practices with other countries.

10. For SDG 16, the CPG will strive to create a peaceful, inclusive and just social environment and is committed to building a government based on the rule of law in essential areas by 2020² and had stated the work priorities in the latest progress report 2019. Hong Kong should align its policy with the CPG's national strategy and to advance global sustainable development for Hong Kong under the "One Country, Two Systems" policy.

Supporting the Belt and Road Initiative (BRI)

11. At the 2nd Belt and Road Forum for International Cooperation on 27 April 2019, President Xi Jinping reiterated the objective of the BRI to enhance policy, infrastructure, trade, financial and people-to-people connectivity, improving people's lives and promoting sustainable development. President Xi also emphasised China's commitment towards 'building of a government based on the rule of law'³. A joint communique endorsed by world leaders, inter alia, reaffirmed their commitment to 2030 Agenda and their support for international anti-corruption cooperation towards zero tolerance in anti-corruption⁴. More recently, the China Forum on International Legal Cooperation "called on and supported that related government agencies, think tanks, NGOs and universities in the legal field from all participating parties further engage in in-depth and diverse communication, dialogue, exchange and cooperation, focusing on the BRI. Through holding symposiums and training programs, operating research projects and joint schools, jointly establishing legal research centers and talent training centers, and building law and personnel databases, all the parties can further their pragmatic cooperation in the fields of legal system, legal culture, legal service and legal education, and set up an interconnected circle of friends for Belt and Road legal cooperation, so as to realize high-quality legal cooperation and common prosperity in the rule of law of all participating countries."⁵

12. Under Vision 2030, and with the assistance of the Independent Commission Against Corruption (ICAC), training on rule of law and anti-corruption will be organised for countries along the BRI. Vision 2030 is a commitment by the Government to advance a rule of law society through

² To achieve the objective, the CPG will prioritise work in three areas: (1) to transform China into a rule-of-law country and the Chinese Government into a rule-of-law government at a faster pace; (2) to continue intensifying the effort to fight corruption and advocate honesty and integrity in performing official duties; organise campaigns to address corruption and issues in area of poverty relief; to address livelihood-related issues; and tackle issues that undermine the rights and interest of the public; and (3) to strengthen international law enforcement and security cooperation. (China's Progress Report on Implementation of the 2030 Agenda for Sustainable Development 2019)

³ Keynote speech by President Xi Jinping at the Opening Ceremony of the 2nd Belt and Road Forum for International Cooperation (https://www.fmprc.gov.cn/mfa_eng/zxxx_662805/t1658424.shtml).

⁴ "We support international anti-corruption cooperation and work towards zero tolerance in anti-corruption, consistent with national laws and regulations. We call for more international cooperation in line with our applicable respective obligations under international conventions, such as UN Convention against Corruption (UNCAC) and relevant bilateral treaties. We look forward to strengthening international cooperation and exchanges of good practices and practical cooperation." Joint Communique of the Leaders' Roundtable of the 2nd Belt and Road Forum for International Cooperation, 27 April 2019 (https://www.fmprc.gov.cn/mfa_eng/zxxx_662805/t1658766.shtml)

⁵ Paragraph 20 of the Chair's Statement the China Forum on International Legal Cooperation (Guangzhou, China, November 11, 2019) (<https://www.chinalaw.org.cn/portal/article/index/id/27162.html>)

education, collaboration, training and promotion, which fully aligns with the national strategy on BRI and 2030 Agenda on sustainable development.

Vision 2030

13. Vision 2030 aims at advancing the rule of law and achieve sustainable development goals in related fields through -

- facilitating inclusive stakeholders' collaboration;
- encouraging academic and professional exchange and research;
- enhancing capacity building and dissemination of proper information; and
- organising promotional activities and contributing to building a strong rule of law community within this region and beyond.

14. For effective implementation of Vision 2030, the Task Force on Vision 2030, with membership of local and international renowned experts, has been set up to advise the Government on its proposal to achieve the intended policy objective. The work and initiatives of Vision 2030 described in this paper provide a blueprint for Vision 2030 and may be subject to modifications having regard to the views and recommendations of the Task Force on Vision 2030, as appropriate.

15. To take forward Vision 2030, DoJ set up on 4 May 2020 ROLU within the IDAR Office under the direct steer of the Secretary for Justice (SJ) to spearhead Vision 2030 initiatives by identifying the pain points, building up our expertise, enhancing capacity building, and developing potential collaboration with local and international stakeholders with a view to creating conducive conditions for sustainable development in the rule of law.

JUSTIFICATIONS

Existing manpower of the IDAR Office

16. The IDAR Office was established in January 2019 to better coordinate and implement initiatives that DoJ undertakes in the areas of dispute avoidance and resolution. The IDAR Office currently consists of one Principal Government Counsel (DL3), who is designated as Commissioner of the IDAR Office (C/IDAR), two Senior Government Counsel (SGC), one Government Counsel (GC), one Personal Secretary I (PS I), one Law Clerk and one Assistant Clerical Officer.

Workload and ongoing initiatives of the IDAR Office

17. The IDAR Office pursues and concludes cooperation or partnership arrangements with other jurisdictions and international organisations. It also organises, supports or encourages important international events and activities in Hong Kong, as well as raises the international profile of Hong Kong in deal

making and dispute resolution through capacity building and promotional activities overseas. The IDAR Office works under the direct steer of SJ and is supported by the Arbitration Team and the Mediation Team of the Civil Division; and the International Organisations and Legal Cooperation Team of the International Law Division. The IDAR Office will continue to undertake the following major initiatives -

- a. pursue and conclude cooperation or partnership arrangements with other jurisdictions and international organisations;
- b. raise the international profile of Hong Kong in deal making and dispute resolution through capacity building and promotional activities overseas;
- c. organise regular legal promotional events and international conferences, consolidate and reinforce Hong Kong's position as a leading hub for deal making and dispute resolution (including as a capacity building centre);
- d. establish reputable international dispute resolution institutions in Hong Kong;
- e. host important intergovernmental meetings in Hong Kong;
- f. nurture local legal professionals through training opportunities at international organisations and legal bodies and attending international conferences;
- g. increase Hong Kong's participation in international organisations;
- h. explore and enhance cooperation with the Mainland and in the Greater Bay Area; and
- i. enhance Hong Kong's position as the capacity building centre in the region.

18. Presently, there are two SGC and one GC who assist C/IDAR in performing the functions of the IDAR Office. While initiatives of the IDAR Office that fall within the portfolio of the three supporting teams are executed by the respective teams under the steer of C/IDAR, the SGC and GC are required to undertake overall coordination work with the three teams, act as contact points for outside parties, provide assistance to SJ and C/IDAR such as preparing briefs, speeches and speaking points, attending conferences, seminars and duty visits on behalf of the DoJ and/or IDAR Office, as well as provide support to C/IDAR in his role as the Chairman of the Economic Committee of Asia-Pacific Economic Cooperation (APEC), which he has assumed office since September 2019. In addition, in order to tackle the challenges caused by COVID-19 pandemic, the IDAR Office has also taken up COVID-19 related support measures for the legal and dispute resolution sector such as Job Creation under Anti-Epidemic Fund⁶,

⁶ On 8 April 2020, the Government announced a comprehensive package of measures to support individuals and businesses suffering from COVID-19 pandemic. One of the four major components in the package is "Job retention, job creation and job advancement" which includes the creation of 30 000 time-limited jobs in public and private sectors in the coming two years. The DoJ is one of the bureaux/departments tasked with job creation. With the funding approval of the Finance Committee of the Legislative Council on 18 April 2020, \$10 million is reserved to create around 200 time-limited jobs in the legal and dispute resolution sector for engaging legal and dispute resolution professionals to conduct research and other consultancy work, which are handled and coordinated by the IDAR Office.

COVID-19 Online Dispute Resolution (ODR) Scheme⁷, the LawTech Fund⁸, and exploring development of a Hong Kong Legal Cloud⁹, as well as processing applications from legal/dispute resolution professionals and related persons for exemption for compulsory quarantine under Cap 599. It is expected that much of such work (such as the consultancy coordination work) would continue and grow in 2021-22 and may even continue for the years beyond. The capacities of the SGC and GC are already fully stretched.

Additional portfolio for the IDAR Office on rule of law work

19. The goal of Vision 2030 is to maintain and strengthen a fair and rule-based society underpinned by the rule of law towards sustainable development. On 2 November 2020, IDAR Office facilitated the establishment of the DoJ Project Office for Collaboration with the United Nations Commission on International Trade Law (UNCITRAL) which will advance the collaboration work in the areas of online dispute resolution and Lawtech in general. IDAR Office will continue to coordinate the work to be undertaken by the Project Office. It is expected that the work of the Project Office will also advance access to justice and promote the development of rule of law in Hong Kong and beyond in the coming years. The following major initiatives, including work mentioned in the AJLS Panel paper on “Advancing the Rule of Law: Empowering youths and enriching young legal practitioners”, will need to be taken forward by the newly established ROLU of the IDAR Office to fulfill the policy objectives of DoJ under Vision 2030.

Rule of Law Congress and Signature Rule of Law Engagement Events

⁷ In view of the severe economic repercussions caused by the COVID-19 pandemic globally and locally, the Government announced setting up the COVID-19 ODR Scheme. In anticipation of an upsurge of disputes arising from or relating to COVID-19, the Scheme aims to provide speedy and cost-effective means to resolve such disputes, especially for those involving micro, small and medium-sized enterprises (MSMEs) that may be adversely affected or hard hit by the pandemic. The Scheme, implemented by eBRAM International Online Dispute Resolution Centre Limited (eBRAM Centre), was launched in June 2020. eBRAM Centre has been engaged to provide ODR services to the general public and businesses, in particular MSMEs, involved in low value disputes with a view to offering a fast and effective means to resolve disputes among parties. IDAR Office assisted in preparing a memorandum of understanding with eBRAM Centre to implement the Scheme. A senior directorate is needed to assist SJ to monitor and evaluate the implementation of the Scheme to ensure that the Scheme is on the right track and all the essential features including security and efficiency are in place for long-term sustainable development.

⁸ On 8 April 2020, the Government announced a comprehensive package of measures to support individuals and businesses suffering from COVID-19 pandemic, including the set-up of a LawTech Fund in the light of the Judiciary’s wider use of technological means to conduct different types of hearings and in alignment with the Government’s policy objective to promote LawTech. With the funding approval of the Finance Committee of the Legislative Council on 18 April 2020, \$35 million of the LawTech Fund is reserved to assist law firms and barristers’ chambers with five or less practising lawyers to procure or upgrade their information technology systems (such as video conference facilities), and/or arrange relevant LawTech training for their staff, including the practising lawyers and all employees (including pupils and trainees) in the law firms and barristers’ chambers. IDAR Office assisted in the relevant coordination work.

⁹ It has been announced in the Chief Executive’s 2020 Policy Address that “the DoJ will actively explore the development of the Hong Kong Legal Cloud, a state-of-the-art online facility equipped with advanced information security technology, to provide secure, reliable and affordable data storage services for the local legal and dispute resolution sector to promote the overall long-term development of Hong Kong’s legal and dispute resolution services.”

20. DoJ plans to hold a Hong Kong Legal Week annually in Hong Kong. The Hong Kong Legal Week will comprise different large scale international legal or capacity building events every year. Directorate-level guidance is needed for ROLU to regularly plan and organise high-profile events that are significant for Hong Kong and DoJ and which are expected to attract international and local government officials, professionals, experts and other stakeholders.

21. As an example of the scale and profile of such events, the Hong Kong Legal Week 2020 was held as a virtual event (due to the COVID-19 pandemic situation) from 2 to 6 November 2020, with a range of legal and dispute resolution events for professionals and practitioners. With social distancing measures in place, local guests were invited to physically attend the opening of the Legal Week on 2 November 2020 cum opening of the Hong Kong Legal Hub and the official launch of the Vision 2030 initiative at the Former French Mission Building¹⁰. Live broadcasts of the event (through various channels) attracted over 48 000 viewers on that day. Other events of the Hong Kong Legal Week 2020 included the Inaugural Rule of Law Congress¹¹, the 14th Annual Generations in Arbitration Conference, the Sports Dispute Resolution Conference, the launch of the pilot scheme on case settlement conference in the District Court, the annual Hong Kong Mediation Lecture and the Mediation Conference 2020. These events were well received and their recordings were also broadcasted on local television. High-profile and international speakers were featured at the Hong Kong Legal Week 2020, attracting domestic, regional and international audiences.

22. For the Hong Kong Legal Week each year, directorate-level steer is needed to facilitate DoJ to strategically plan the programmes of various events relating to the rule of law, and oversee coordination and logistics for different legal events through developing and maintaining regular contact with high-level foreign officials and representatives of international organisations. These events will raise the international profile of Hong Kong and experienced officers are required to supervise the necessary work to ensure the success of such events.

23. It is DoJ's plan that ROLU will also regularly organise various signature rule of law engagement events for stakeholders, in addition to the high-profile biennial Rule of Law Congress, as well as other regular promotional events, which would also require directorate-level planning and guidance. Such events would facilitate the sustainable development of the rule of law for Hong Kong and beyond.

Secretariat to the Task Force

24. The Task Force on Vision 2030 (as mentioned in paragraph 14 above) with membership comprising internationally renowned experts and academics, will

¹⁰ The Former French Mission Building (a declared monument which last housed the Hong Kong Court of Final Appeal from 1997 to 2015), part of Two Exchange Square and part of the West Wing of the former Central Government Offices (CGO) for accommodating law-related organisations, together with the offices of DoJ housed in the Main, East and West Wings of the CGO, form an international Legal Hub in the central business district of Hong Kong.

¹¹ The Inaugural Rule of Law Congress attracted over 1 000 viewers via youtube broadcast on the day of the event.

provide steer on short-term, medium-term and long-term goals and directions of the initiative. The Task Force on Vision 2030 has held two meetings with one in June 2020 and the other in November 2020. DoJ requires directorate counsel to lead a team of dedicated counsel to provide secretariat support to the Task Force to plan and coordinate meetings, as well as to prepare papers for discussion by the Task Force.

Research and Data Collection for Assessing Rule of Law

25. The concept of the rule of law and how it can be measured has been an attractive subject for scholarly debate. The indicators chosen and the variety in the sources of the data (e.g. perception-based general public surveys, selective expert polls and legislative reviews), and the aggregation of the indicators and weighting to each indicator are often subject to criticism. Currently, objective data relating to the rule of law in Hong Kong is largely scattered and fragmented. Various departments, including DoJ and the Legal Aid Department, maintain statistics, information and data related to the practice of rule of law, for example, statistics on judicial review cases and statistics on the number of legal aid applications. The Judiciary also maintains statistics on its caseload and case disposal, as well as court related mediation statistics (including civil matters, family proceedings and building management cases). Collating the relevant data and setting up a dedicated database would assist in assessing rule of law and facilitating research and capacity building for the future in this region and beyond. A database would facilitate reporting to the Legislative Council, as well as enhance research and capacity building for the future.

26. In the long run, the rule of law statistics could also be developed as an educational and promotional platform, providing proper information on the rule of law in Hong Kong. Based on the data collected, in-depth and focused analysis of the use of these data to formulate an objective way to evaluate the practice of rule of law is expected to be conducted. The collection of such data and the use of such methodology may then be shared with other jurisdictions with a view to jointly promoting the rule of law. In so doing, this will facilitate Hong Kong's participation in projects in the countries and regions involved in the BRI and thereby protecting the interests of Hong Kong companies investing overseas.

27. DoJ requires additional directorate counsel to lead a team to research, collect and collate objective data relevant to the rule of law in Hong Kong to set up, and continually update and maintain the Rule of Law Database.

International Rule of Law Rankings of Hong Kong

28. DoJ is stepping up efforts in enhancing the promotion of Hong Kong's rule of law. The relevant recent events and their aftermath have negatively impacted Hong Kong's international image as a city firmly committed to the rule of law and thereby leading to a decline in Hong Kong's international ranking in terms of its rule of law condition.

29. In the latest Heritage Foundation's 2020 Index of Economic Freedom, Hong Kong lost its position as the freest economy in the world for the past 25

consecutive years. Although the scores of all three components under the rule of law aspect had increased, adverse comments including that the “judiciary’s system was seriously imperiled in 2019” were made in the report. Hong Kong will need to make extra effort to ameliorate the impact and restore our standing in the international rankings to be published in the next few years.

30. DoJ will therefore require dedicated directorate-level staff to lead a team of counsel to take proactive steps to monitor and analyse the relevant rule of law-related rankings in various international ranking reports and to engage the relevant ranking institutions and/or stakeholders. The aim of these steps is to procure representative outcome in the relevant ranking reports as far as it concerns Hong Kong’s rule of law condition and to enhance perception by both the local and international community on Hong Kong’s rule of law development.

Public Education and Capacity Building

31. The mission of Vision 2030 includes enhancing capacity building, organising promotional activities and contributing to building a strong rule of law community within this region and beyond. Dedicated directorate counsel are required for the strategic planning and development of various initiatives concerning training and engagement, including the work referred to in the AJLS Panel paper on “Advancing the Rule of Law: Empowering youths and enriching young legal practitioners”.

32. To enhance public awareness of the proper understanding of various aspects of the rule of law, directorate counsel would be needed to lead a team of DoJ counsel to conduct capacity building initiatives and public education work in different areas. Such work would cover different areas such as (a) school education; (b) public education; (c) capacity building and training courses on international law; (d) young professionals’ overseas enrichment; and (e) professional publications and research papers. DoJ will continue to work with different stakeholders and reach out to the community to strengthen public awareness and understanding of the law. For more details and examples, please refer to the AJLS Panel paper on “Advancing the Rule of Law: Empowering youths and enriching young legal practitioners”.

Other Capacity Building Activities

33. Concurrently, DoJ will continue to organise many capacity building events in Hong Kong attracting participants from overseas such as the Hague Conference on Private International Law (HCCH) Asia Pacific Week, UNCITRAL Asia Pacific Judicial Summit, annual investment law and investment mediation training. It is planned that ROLU may assist to coordinate such activities and enhance the synergy within DoJ in organising different events with the goal of enhancing capacity building for the community in the rule of law.

34. In addition to the above public education activities, there are plans in the pipeline to regularly organise capacity building activities overseas, including collaborating with ICAC to organise anti-corruption and rule of law training for

countries under the BRI; and organising seminars/conferences overseas to share Hong Kong's experience in the practice of rule of law. In fact, from time to time, DoJ has organised a number of capacity building events relevant to rule of law in the Mainland of China and overseas, often jointly with the local and international bodies such as APEC, HCCH, the International Institute for the Unification of Private Law and UNCITRAL. Moreover, in 2020, APEC endorsed a proposal for establishing a fund for capacity building in strengthening economic and legal infrastructure of APEC member economies. DoJ will be taking forward this proposal and discussing its terms with the APEC Secretariat. It is envisaged that DoJ could make use of such initiatives to further develop international collaboration and partnership with local and international stakeholders and promote the rule of law within the region and beyond.

35. Furthermore, DoJ plans to conduct other capacity building activities for BRI countries and within the region, with the aim of enhancing the promotion of the rule of law, access to justice and education in anti-corruption. The strategic geographical location of Hong Kong provides a bi-directional gateway connecting the Mainland and other BRI countries. In doing so, Hong Kong can contribute to the implementation of SDG 16 which in turn reinforces Hong Kong's leading role as a legal capacity building centre. All of the above require high-level strategic planning and coordination by directorate-level counsel.

Support for SJO on Rule of Law Matters

36. There is currently no dedicated team of counsel to provide support to SJ on rule of law matters. To better assist Hong Kong in aligning our policy on SDG 16 with the CPG's national strategy and to advance global sustainable development for Hong Kong under the "One Country, Two Systems" policy, a dedicated team of counsel is needed to provide support to SJO on matters pertaining to the rule of law.

Need for creation of two supernumerary directorate posts for five years

37. To take forward the new policy initiatives under Vision 2030 as described in paragraphs 20 to 35 above, it is necessary that one supernumerary DPGC post be created for five years in the IDAR Office to advise on and assist in policy formation for the promotion and education relating to the rule of law to liaise with stakeholders to enhance international and local collaboration, and to provide secretariat support to the Task Force for Vision 2030. An additional supernumerary APGC post is also required for creation for five years in the IDAR Office to assist in the implementation of policy work, and to conduct more complex and difficult researches on rule of law topics.

38. The job descriptions of the proposed two supernumerary directorate posts and the proposed organisation chart of IDARO/SJO are at Enclosures 1 to 3.

ALTERNATIVES CONSIDERED

39. There are no viable alternatives. The existing directorate posts in DoJ, ranging from Law Officers (DL6) to APGC, are already fully occupied by duties under their respective purviews. The possibility of redeploying existing staffing resources to cope with the new tasks and the increased workload has been explored but is considered not feasible as resources in the Department are already fully stretched.

FINANCIAL IMPLICATIONS

40. The proposed creation of two supernumerary posts of one DPGC and one APGC will bring about a notional annual salary cost at mid-point of \$4,207,200.

Post	Notional annual salary cost at mid-point	No of posts
	\$	
DPGC	2,283,600	1
APGC	1,923,600	1
Total	<hr/> 4,207,200 <hr/>	<hr/> 2 <hr/>

The full annual average staff cost, including salaries and staff on-cost, is \$5,522,000.

41. DoJ has included sufficient provision in the draft Estimates of 2021-22 to meet the cost of the proposals and will reflect the resources in the Estimates of subsequent years.

ADVICE SOUGHT

42. Members are invited to comment on the proposals. Subject to Members' views, we will seek endorsement from the Establishment Subcommittee and approval from the FC accordingly.

**Job Description of
the Proposed Supernumerary Deputy Principal Government Counsel Post
in the Inclusive Dispute Avoidance and Resolution Office (IDAR Office) of the
Secretary for Justice's Office (SJO)**

Rank : Deputy Principal Government Counsel (DL2)

Responsible to : Commissioner of the IDAR Office (DL3)

Major duties and responsibilities

To plan, develop and adopt strategy to take forward various projects and initiatives to promote the rule of law and facilitate access to justice, in particular -

1. To oversee the organisation and related strategies, promotion, implementation and/or coordination of the Hong Kong Legal Week, signature rule of law engagement events and other high profile events to be organised regularly, and/or the biennial Rule of Law Congress;
2. To manage a secretariat for the Task Force on Vision 2030;
3. To advise and formulate strategy on taking forward initiatives of Vision 2030 and initiatives relating to the rule of law;
4. To advise and manage consultancy studies on various areas relating to the rule of law;
5. To oversee the analysis of international rule of law rankings of Hong Kong and oversee the preparation of briefs and other documents for the Secretary for Justice on rankings and rule of law matters; and
6. To advise and formulate strategy on public education initiatives to strengthen the understanding and practice of rule of law.

**Job Description of
the Proposed Supernumerary Assistant Principal Government Counsel Post
in the Inclusive Dispute Avoidance and Resolution Office (IDAR Office) of the
Secretary for Justice's Office (SJO)**

Rank : Assistant Principal Government Counsel (DL1)

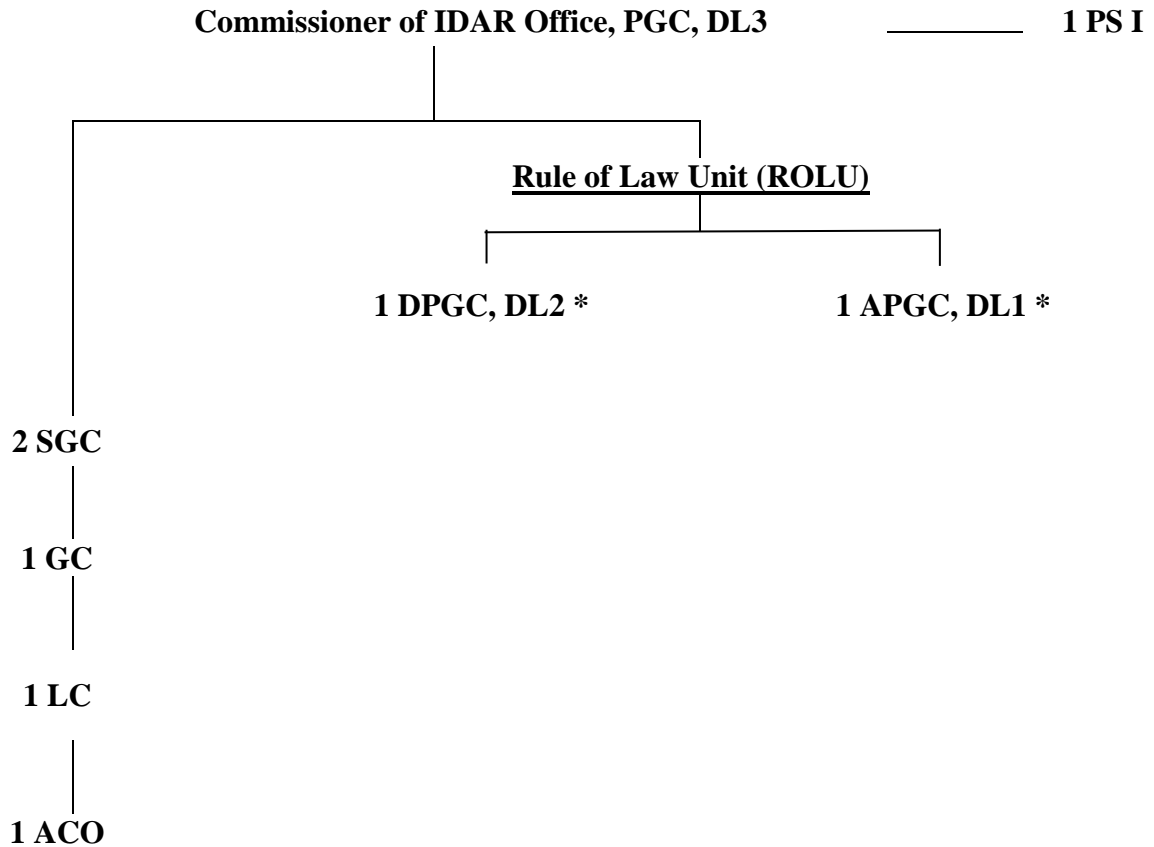
Responsible to : Commissioner of the IDAR Office (DL3)

Major duties and responsibilities

To manage, maneuver and assist in taking forward various projects and initiatives to promote the rule of law and facilitate access to justice, in particular -

1. To oversee organisation and related strategies, promotion, implementation and/or coordination of capacity-building events in Hong Kong and abroad to promote the rule of law;
2. To oversee preparation of papers and organisation of meetings for the Task Force on Vision 2030;
3. To assist in taking forward Vision 2030 initiatives (such as setting up a rule of law database) and collection of objective data for the rule of law in Hong Kong, and initiatives relating to the rule of law;
4. To assist in managing a consultancy study on the international rankings relating to the rule of law, to explore new objective indicators and methodology to objectively assess the rule of law in a jurisdiction;
5. To assist in overseeing the analysis of international rule of law rankings of Hong Kong and assist in the preparation of briefs and other documents for the Secretary for Justice on rankings and rule of law matters; and
6. To assist in public education initiatives to strengthen understanding and practice of rule of law.

**Existing and Proposed Organisation Chart of
the IDAR Office in SJO**



- Legend:
- * - Proposed new supernumerary posts
 - PGC - Principal Government Counsel
 - DPGC - Deputy Principal Government Counsel
 - APGC - Assistant Principal Government Counsel
 - SGC - Senior Government Counsel
 - GC - Government Counsel
 - LC - Law Clerk
 - PS I - Personal Secretary I
 - ACO - Assistant Clerical Officer