

**For discussion on
26 May 2026**

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

**Proposed Creation of One Time-limited
Deputy Principal Government Counsel Post and
Redeployment of One Principal Government Counsel and
One Deputy Principal Government Counsel Posts
in the Department of Justice**

PURPOSE

This paper invites Members' views on the following proposals in the Department of Justice ("DoJ") –

- (i) the creation of one time-limited directorate post of Deputy Principal Government Counsel ("DPGC") (at DL2 level) in the Legal Enhancement and Development ("LEAD") Office of the Secretary for Justice ("SJ")'s Office ("SJO"), with immediate effect upon approval of the Finance Committee ("FC") up to 31 March 2031 for taking forward the new and significant policy initiatives of facilitating Chinese Mainland enterprises in leveraging Hong Kong to go global ("Go Global"); and
- (ii) the redeployment of one permanent directorate post of Principal Government Counsel ("PGC") (at DL3 level) from the LEAD Office of SJO and one permanent directorate post of DPGC (at DL2 level) from the Planning, Environment, Lands and Housing ("PEL&H") Unit of Civil Division ("CD") to the Alternative Dispute Resolution ("ADR") Unit ("ADRU") which is a newly established unit under CD to provide dedicated directorate support for the legal and policy work of ADRU with immediate effect upon approval of the FC.

JUSTIFICATIONS

(A) Proposed creation of one time-limited DPGC post in the LEAD Office

“Go Global” – the new policy initiatives

2. In the Chief Executive’s 2024 Policy Address¹ (“PA”), it was emphasised that the Government would strengthen the range of financial services available for Chinese Mainland enterprises in Hong Kong wishing to expand overseas, encouraging Chinese Mainland financial enterprises to co-ordinate and manage their overseas business in Hong Kong and facilitating their internationalisation. In order to further take forward this policy to cover also other professional sectors and offer comprehensive services needed by the Chinese Mainland enterprises, new initiatives were in place in the 2025 PA² to promote greater contributions and facilitation by Hong Kong professionals for Chinese Mainland enterprises in leveraging Hong Kong to Go Global. The Deputy Secretary for Justice (“DSJ”) is tasked to promote Hong Kong’s legal services in collaboration with other professional services to support the Go Global movement of the Chinese Mainland enterprises.

3. The Go Global initiatives focus on introducing Hong Kong’s unique advantages in connecting the Chinese Mainland and the world to Chinese Mainland entrepreneurs from various professional perspectives, thereby enhancing enterprises’ understanding of Hong Kong’s position as the best gateway for global expansion. The initiatives are of prime importance as they exemplify Hong Kong’s unique role as a “super-connector” and “super-value adder” in bridging the Chinese Mainland and global markets and enhancing Hong Kong’s distinctive connectivity, in response to the recent remarks made by Mr XIA Bao-long, the Director of the Hong Kong and Macao Work Office of the Communist Party of China Central Committee and the Hong Kong and Macao Affairs Office of the State Council.

4. The “Outline of the 15th Five-Year Plan for National Economic and Social Development of the People’s Republic of China” released in March

¹ Paragraph 64 of PA 2024 – “The Hong Kong Monetary Authority is exploring ways to enable Mainland enterprises looking to go global to enjoy facilitation of cross-boundary RMB settlement and financing through enhanced offshore RMB liquidity, utilising technology and promoting international collaboration.”

² Paragraph 132 of PA 2025 – “The Deputy Secretary for Justice is tasked to promote Hong Kong’s legal services and will collaborate with other professional service sectors, such as accounting and finance, to support Mainland enterprises wishing to expand overseas.”

2026 also supports Hong Kong in better integrating into and serving the country's overall development, as well as supports Hong Kong in consolidating its status as an international legal and dispute resolution services centre, leveraging its professional strengths to assist enterprises in their Go Global endeavours.

Work of the Platform and Expert Committee

5. Chinese Mainland enterprises need quality foreign-related professional services to assist them in opening up a “safe route” to Go Global successfully, and Hong Kong's international professional services are positioned as key partners to enterprises expanding into overseas markets. To achieve the goals, the DoJ, with support of the Commerce and Economic Development Bureau (“CEDB”), launched the Hong Kong Professional Services GoGlobal Platform (“Platform”) in December 2025, marking a new stage of collaborative support by Hong Kong's professional services for Chinese Mainland enterprises to Go Global. The Platform is intended to cover two major functions –

- (i) Coordinating and integrating information related to Hong Kong's legal, financial, and accounting professional services; and
- (ii) Enhancing the understanding of, and coordinating Hong Kong's professional services to efficiently meet the specific needs of Mainland enterprises expanding overseas.

6. To support and promote the work of the Platform, the DoJ has, additionally, established a new Expert Committee on Professional Services for Going Global (“Expert Committee”) in January 2026, with members from industry elites to provide professional advice to the DoJ on strategies for achieving the goal of strengthening Hong Kong's role as a platform for enterprises' Going Global movements.

7. To better realise the full functions of the Platform, the DoJ has worked out a comprehensive action plan in the hopes of bringing the Go Global initiatives into fruitful gains. The action plan incorporated a number of new initiatives, including but not limited to –

- (i) Publishing the updated series of “Collection of Success Stories – Hong Kong's Professional Services Support Chinese Mainland Enterprises Going Global” (“Booklet”), following its inaugural version in December 2025, illustrating practical examples of how the Go Global initiatives are realised;

- (ii) Amidst the many successful stories collected, producing promotion videos to highlight the robustness of Hong Kong's legal and professional sectors in providing quality and reliable support to Chinese Mainland enterprises seeking to Go Global with Hong Kong as their launchpad;
- (iii) Compiling the Panel List of Hong Kong Legal Services Providers Supporting "Go Global" ("Panel List") which facilitates enterprises in identifying and locating the most suitable service provider(s) based on the specific area(s) of professional services required (such as legal and accounting sectors);
- (iv) Manning the social media accounts designated for promoting the Go Global initiatives, thereby maximising the publicity effort and reaching out to the potential Chinese Mainland enterprises via online means; and
- (v) Liaising with other stakeholders, ranging from official bodies (such as other bureaux and departments ("B/Ds")), professional groups (such as lawyers' associations), to private sectors (such as law firms and barristers) both in Hong Kong and the Chinese Mainland, for prospective collaboration, event organisation and/or cooperation via various and extensive means.

8. On the other hand, the Expert Committee, spearheaded by DSJ, consists of Chinese Mainland and Hong Kong experts from the legal, financial, accounting as well as business sectors and agencies like the Hong Kong Trade Development Council ("HKTDC") to provide professional strategic advice to the DoJ. The terms of reference of the Expert Committee are as follows –

- (i) Coordinating Hong Kong's professional services sectors including legal, accounting, and financial sectors to support Chinese Mainland enterprises in "going global", enhancing the promotion of Hong Kong's professional services, thereby supporting Chinese Mainland enterprises to choose Hong Kong as the preferred platform for "going global";
- (ii) Enhancing the understanding of the needs of Chinese Mainland enterprises in "going global" and coordinating with Hong Kong's professional services sectors to provide enterprises with relevant information and support; and
- (iii) Considering and dealing with such other matters as may be incidental to any of the matters stated above.

9. Given the complexity of the Go Global initiatives, particularly the requirement of leveraging the advantages of Hong Kong's legal and other related professional service sectors, in offering strong support to Chinese Mainland enterprises seeking to expand to global markets with Hong Kong as the springboard, it is considered that a dedicated team of counsel from the LEAD Office is necessary for the effective implementation of the above-mentioned initiatives.

Existing manpower of the LEAD Office

10. The LEAD Office, established in fall 2022 and currently headed by a PGC³, assists SJ and DSJ in formulating and taking forward policy initiatives effectively, renders high-level strategic support to SJ and DSJ and assists in the formulation, co-ordination and implementation of policy initiatives. At present, the LEAD Office is staffed with civil service posts covering Government Counsel ("GC") grade posts and other supporting staff, all working together under the supervision of the PGC in various aspects, such as matters pertaining to the Rule of Law Education ("ROLE"), the Guangdong-Hong Kong-Macao Greater Bay Area ("GBA"), the overall promotion of Hong Kong's legal services, further to law-tech development. On top of its existing work portfolio, the LEAD Office, since 2025, has been additionally tasked to support the newly-established Platform and Expert Committee in various aspects for implementing the Go Global initiatives.

Need for creation of one time-limited DPGC post in the LEAD Office

11. The existing manpower of the LEAD Office is already fully deployed and spread thin in handling its ongoing work portfolio as illustrated in paragraph 10 above. In particular, a number of the current civil service posts, including a DPGC position, which are time-limited and created for carrying out the ROLE-related work, will lapse in the current financial year. The overall manpower deduction will undoubtedly result in insufficient support, particularly at the directorate level, to the PGC in the LEAD Office's work implementation. Having critically reviewed the work plans, project progress as well as other targets or indicators to be achieved for the policy initiatives and work portfolio concerned, the LEAD Office considers that there is a genuine need for additional manpower to, not only take forward the new and additional Go Global initiatives, the efforts for which will continue over the next few years, but also absorb the

³ Excluding one PGC post proposed to be redeployed to CD under this paper, with justifications set out in paragraphs below.

succeeding matters arising from the ROLE which have been regularised and made permanently ongoing following the departure of the time-limited posts. Hence, it is considered necessary to create a directorate GC-grade post i.e. the proposed DPGC post, for primarily overseeing the implementation of the Go Global initiatives whilst offering support to the PGC on other various policy matters where necessary.

12. The proposed time-limited DPGC post (with job descriptions at **Annex 1**), will report to the PGC and facilitate the latter's work in providing assistance to SJ and DSJ in policy formulation and implementation. This time-limited DPGC will be –

(i) An important directorate-level contact point with stakeholders

The DPGC will support the PGC in smoothly discharging the latter's duties as the Secretary to the Expert Committee. High-level and delicate communication and seamless collaboration with other B/Ds, would undoubtedly be involved, particularly with the CEDB and organisations / agencies under the auspices of the CEDB and other institutions and professional bodies (such as the Hong Kong Bar Association, the Law Society of Hong Kong, the Hong Kong Institute of Certified Public Accountants as well as industry leaders outside the Government etc.). It is important that the work, including communications with key positions of the aforementioned stakeholders, be undertaken by experienced directorate-level counsel of the DoJ;

(ii) An essential bridge to ensure alignment between high-level policy formulation and operational implementation

The DPGC will be tasked to formulate strategies to advance the Go Global initiatives and to translate the strategies into actionable plans which help promote Hong Kong's legal and other professional service sectors in supporting Chinese Mainland enterprises wishing to expand overseas. A directorate officer with good foresight in policy implementation and practical experience in leading teams of professional staff to achieve the best synergy effect is therefore required;

(iii) An experienced team leader in coordinating input and professional engagement with stakeholders

For the purpose of gathering support of and participation from the private sectors in respect of the Booklet, promotion videos and Panel List vide paragraph 7(i) to 7(iii) above, more often than not the preliminary proposal and subsequent engagement involve the top management of the law firms and/or the barristers themselves as well as other professional services providers. The DPGC would thus be an effective touchpoint from the Government side with appropriate seniority commensurate with the outside representatives (who are often at ranks equivalent to Senior Partner / Director and/or General Manager) to reflect the importance the DoJ attaches to the relevant engagement and co-ordinate input to take forward the Go Global initiatives with constructive engagement from the private sector; and

(iv) A competent and veteran professional in driving teams for achieving more with less

Support at directorate level is necessary in order to meet the strong and sophisticated operational needs arising from and in connection with the formulation, coordination and implementation of the Go Global initiatives, including but not limited to preparing policy papers, supporting high-level meetings, and motivating teams to ride through challenges of tight timeline, limited manpower and tight financial resources when implementing projects related to the Go Global initiatives.

Non-directorate support

13. Given the policy significance of the Go Global initiatives, it is envisaged that there will be a large volume of policy decision making, planning and execution work. As such, an additional time-limited Senior Government Counsel (“SGC”) post will also be created up to 31 March 2031 along with the proposed DPGC post, to assume the coordinating role in respect of the Go Global initiatives at non-directorate level, strengthening support in policy execution, as well as following up on other matters pertaining to the LEAD Office, such as the ROLE.

(B) Proposed redeployment of one permanent PGC post from the LEAD Office of SJO and one permanent DPGC post from PEL&H Unit of CD to form an ADRU led by a dedicated PGC

in CD

Current setup in CD

14. CD, headed by the Law Officer (Civil Law) (“LO(C)”) (at DL6 level), consists of Civil Litigation Unit 1, Civil Litigation Unit 2, PEL&H Unit, Advisory Unit and Commercial Unit (“CU”). Each unit is led by a PGC (at DL3 level), designated as Deputy Law Officer (Civil Law) (Civil Litigation)1, Deputy Law Officer (Civil Law) (Civil Litigation)2, Deputy Law Officer (Civil Law) (PEL&H) (“DLO(C)(PEL&H)”), Deputy Law Officer (Civil Law) (Advisory) and Deputy Law Officer (Civil Law) (Commercial) respectively.

15. Amongst them, DLO(C)(PEL&H) is supported by three DPGC and one Assistant Principal Government Counsel (“APGC”). PEL&H Unit comprises three teams, namely Advisory Team (“PEL&H(Adv)”), Litigation Team (“PEL&H(Lit)”) and Alternative Dispute Resolution Team (“PEL&H(ADR)”), and each headed by a DPGC. The work of PEL&H(Adv) includes advising Government B/Ds on a wide range of matters relating to town planning, environment, lands, buildings, building management, housing, road schemes, railway projects, reclamation works, heritage, Government rent and rates. Litigation or other legal proceedings arising from the aforesaid matters (such as judicial review or appeals to the Appeal Tribunal (Buildings)) are handled by PEL&H(Lit). PEL&H(ADR) is responsible for implementing major policy initiatives in the promotion and development of Hong Kong’s alternative dispute resolution services, with a focus on mediation and arbitration, and collaborates with the LEAD Office under the SJO in coordinating the overall promotion of the legal and dispute resolution services of Hong Kong locally, regionally and internationally.

Expanding scope of ADR work

16. PEL&H(ADR) originated as the Mediation Team 18 years ago in 2008 when mediation was introduced under the Civil Justice Reform. In 2020, the Arbitration Unit of the then Legal Policy Division was transferred to CD, which was then combined with the Mediation Team into PEL&H(ADR), placed under PEL&H Unit.

17. Since then, DLO(C)(PEL&H) needs to concurrently manage three major streams of work: advisory, litigation, and ADR-related portfolio. This has been particularly demanding in recent years as both the advisory and litigation streams constantly involve complex, high-stakes work requiring critical legal risk assessment, policy implications and strategic direction. Much of PEL&H(Adv)’s work is PA-driven, often involving sensitive policy issues and complicated legal issues, including the Northern Metropolis Development project and the amendments to the Buildings Ordinance (Cap. 123); the team often has to meet client B/Ds’ tight timelines. PEL&H(Lit) often represents B/Ds in high-profile and high stakes litigation, including the Hong Kong Golf Club judicial review case, the case regarding the removal of Aggressive Construction Company Limited from the register of general building contractors, and the legal proceedings seeking to replace the Management Committee of the Incorporated Owners of Wang Fuk Court in the aftermath of the Tai Po fire incident in November 2025.

18. PEL&H(ADR) was placed under PEL&H Unit because mediation at the time was considered appropriate as the first tool for attempting to resolve building management disputes in the community. With years of promotional efforts, mediation is now more widely accepted and promoted across different sectors, including both public and private sectors, and the community in general. Promotion of the use of mediation has also gone beyond the domestic level to regional and international levels, involving exchanges with counterparts in the Chinese Mainland and other jurisdictions.

19. Aside from mediation, arbitration has been another substantial portfolio of PEL&H(ADR), with Hong Kong’s established institutional framework and sophisticated stakeholders, against the backdrop of competition with other leading arbitral seats. Strategic planning at the domestic, regional and international dimensions is required, e.g. at the domestic level, on-going promotion and implementation of the two arbitration funding regimes on third party funding and outcome related fee structures, and the regularisation of the Immigration Facilitation Scheme for Persons Participating in Arbitral Proceedings in Hong Kong; at the regional level, work related to the GBA and mutual legal assistance arrangements regarding mutual enforcement of arbitral awards with the Chinese Mainland and with Macao SAR respectively, as well as the interim measures arrangement in aid of arbitral proceedings by the Chinese Mainland Courts and courts of Hong Kong; and at the international level, synergy with the International Organisation for Mediation (“IOMed”), the

first permanent international intergovernmental organisation dedicated to mediation in the world, headquartered in Hong Kong since October 2025 with the Central Government's support.

20. The arrangement of grouping PEL&H(Adv), PEL&H(Lit) and the PEL&H(ADR) under the supervision of the same single PGC under PEL&H Unit suffers an inherent tension in scheduling and prioritising. The advisory and litigation work of PEL&H is largely deadline- and court-driven, often requiring sustained directorate attention at short notice, whereas the duties of PEL&H(ADR) are engagement- and calendar-driven, involving fixed and ad hoc events, stakeholder meetings, courtesy visits and other senior level representation that cannot readily be moved. Often times, the work of PEL&H(ADR) has to align with Legislative Council ("LegCo") and Executive Council schedules (e.g. briefings, panels and related preparatory work) and to respond to ad hoc policy and coordination tasks as need arises. In recent years, many initiatives and projects led or supported by PEL&H(ADR) are PA-driven, with KPI set, e.g. the policy on deepening the mediation culture involving implementation of the policy on the adoption of mediation clause in Government contracts, the Pilot Scheme on Community Mediation, the Pilot Scheme on Sports Dispute Resolution, the review of the mediation regulatory system and the arbitration law reform in Hong Kong.

21. This tension has become more pronounced in recent years as PEL&H(ADR)'s work scope and external engagement have expanded, while PEL&H litigation and advisory demands have remained consistently heavy. As a result, DLO(C)(PEL&H)'s time has been stretched across competing commitments and different work modes, rendering it increasingly difficult to devote the necessary time and attention that his various areas of important work requires. Whilst it was historically considered appropriate, it is no longer considered realistic for all three portfolios demanding senior directorate leadership – the advisory and litigation-intensive portfolios and the equally time-sensitive ADR-related portfolio – to be overseen by a single PGC.

Need for permanently redeploying a PGC post from the LEAD Office of SJO and a DPGC post from PEL&H Unit of CD

22. As can be seen, PEL&H(ADR)'s remit now extends well beyond its initial conception. It serves as CD's focal point for advancing and supporting initiatives relating to mediation and arbitration. The work is inherently cross-cutting: it involves policy positioning, sustaining public

and stakeholders' confidence in dispute resolution services and mechanisms, and effectively communicating and coordinating with stakeholder across multiple sectors. PEL&H(ADR) also works with the LEAD Office in connection with the external messaging, policy spearheading and engagement on Hong Kong's dispute resolution ecosystem.

23. PEL&H(ADR)'s core work involves three broad areas:

- (i) First, it undertakes policy and framework support in relation to Hong Kong's dispute resolution services, including monitoring and analysing local and international developments, identifying emerging issues that may require the Government's attention or review of policies, and supporting the DoJ's contribution to the enhancement of the relevant legal and institutional framework, which often calls for careful prioritisation and alignment with broader Government's objectives. Examples include the implementation of the two arbitration funding regimes (i.e. third party funding of arbitration and the outcome related fee structures for arbitration) in recent years, as well as legislative exercises relating to the Mediation Ordinance (Cap. 620) and the Arbitration Ordinance (Cap. 609);
- (ii) Second, it drives promotion and capacity-building work by organising, planning and supporting major ADR-related programmes and initiatives, shaping and preparing external messaging for the DoJ to advance its ADR-related policy objectives, coordinating departmental participation, and ensuring that external messaging is coherent, accurate and consistent across platforms. Such work requires early and intensive engagement with organisers and stakeholders, and sustained follow-through from planning to delivery. Examples of promotion and capacity building events include the ADR portion of the Hong Kong Legal Week (including the Mediation Lecture), Hong Kong Mediation Week, the "Mediate First" Pledge Campaign, Hong Kong Arbitration Week, Hong Kong Maritime Week, Business of IP Asia Forum, ICCA Hong Kong Congress, ICC International Commercial Mediation Competition – Hong Kong and Vis East International Commercial Arbitration Moot. With the establishment of the Hong Kong International Legal Talents Training Office in November 2024, PEL&H(ADR) may also engage with and support the Office in the latter's capacity building work on ADR subjects; and

(iii) Third, PEL&H(ADR) leads stakeholder engagement with ADR institutions, professional bodies, sectoral organisations, academia and practitioners, where appropriately senior representation is important particularly for strategic discussions and visiting delegations. Examples include regular liaison with ADR institutions including the Hong Kong International Arbitration Centre and the Hong Kong Mediation Accreditation Association Limited, attending to visits by Mainland and overseas officials and stakeholders in the ADR field , and working with the Working Group on Mediation Regulatory System and the Working Group on Arbitration Law Reform.

24. The above core work of PEL&H(ADR) calls for dedicated senior directorate leadership to: (i) drive delivery and robustness of outputs; (ii) make decisions and commitments and represent the DoJ at a senior level; and (iii) support the sustained long-term development of initiatives. With the expanding scope of ADR-related work, a dedicated leadership arrangement for ADRU would enhance forward planning, responsiveness and DoJ representation, facilitating more effective coordination with the LEAD Office and other divisions of the DoJ and Government B/Ds in taking forward implementation work and aligning external messaging and engagement.

25. At present, PEL&H(ADR) is spearheading the two PA-driven legislative amendment exercises in mediation and arbitration in consultation with the Working Group on Mediation Regulatory System and the Working Group on Arbitration Law Reform. The corresponding amendment bills are targeted to be introduced into the LegCo from the second half of 2026. Substantive preparatory work is being undertaken to achieve that. Further, the biennial flagship event of the DoJ, Hong Kong Mediation Week, was held in May 2026, along with the Global Mediation Summit to commemorate the establishment of the IOMed. To promote the Pilot Scheme on Sports Dispute Resolution, a sports dispute resolution workshop with national sports associations as the primary target audience is currently planned to be co-organized in early July 2026, while a sports dispute resolution summit is currently planned to be co-organized in the fourth quarter of 2026. In August 2026, SJ will conduct his first mission trip to Central Asia to bring a Hong Kong legal and dispute resolution delegation to promote Hong Kong, a significant event in collaboration with the HKTDC led by the LEAD Office, to which PEL&H(ADR) has been offering support. The preparatory work for all

these has to be undertaken internally and with outside stakeholders in parallel without slippage. Dedicated senior directorate supervision and timely steer and clearance will be essential to the accomplishment of these projects.

26. In light of the above latest developments, we see a need to redeploy a PGC post from the LEAD Office of SJO, together with a DPGC post responsible for ADR duties in PEL&H(ADR) to the newly established ADRU of CD. ADRU with its own chain of command – headed by such PGC as supported by such DPGC – is warranted to ensure that its work can be accomplished effectively and efficiently.

27. The redeployed PGC post will be the Unit Head of the newly established ADRU in CD, responsible for setting priorities and work plans, overseeing delivery and quality control of tasks, coordinating major engagements and events, and representing the DoJ in senior external engagements as appropriate. The revised job descriptions of the PGC and DPGC posts to be redeployed to ADRU are at **Annexes 2 and 3** respectively.

Supervision and supporting staff of ADRU

28. The PGC post-holder will report to LO(C) and will be supported by a DPGC as well as other supporting staff responsible for ADR duties (to be redeployed from PEL&H(ADR)).

29. The existing and proposed organisation chart of the LEAD Office and CD showing the proposed creation and redeployment of directorate posts is at **Annex 4**.

ALTERNATIVES CONSIDERED

30. In respect of the proposed creation of one time-limited directorate post of DPGC in the LEAD Office at paragraphs 2 to 13 above, we have critically examined whether the duties of the proposed time-limited DPGC post, to be created for implementing the Go Global initiatives could be absorbed by the other existing directorate officers in the DoJ, but find it highly undesirable, if not infeasible –

- (i) A dedicated position pitched at directorate level is needed, for the post-holder's contribution to the smooth and independent

execution of the Go Global initiatives, as illustrated in paragraphs 2 to 12 above, in order to coordinate and integrate information related to Hong Kong's legal, financial, accounting and other professional services;

- (ii) A number of time-limited posts in the LEAD Office, including posts at the directorate level, which were created in 2022 for the implementation of the ROLE related work, will lapse by 1 April 2027, as illustrated in paragraph 11 above. However, there are follow-ups remaining further to their departures. It is proposed that the newly-created DPGC post could, apart from overseeing the anticipated Go Global initiatives, also take over the succeeding matters arising from the ROLE, for better human resources allocation and utilisation; and
- (iii) There is no other DPGC post in the DoJ available for re-deployment.

Hence, we consider it necessary to create a time-limited DPGC post, under the PGC currently leading the LEAD Office and assisting DSJ in the Go Global initiatives, to deliver the full range of work of the proposed DPGC post in the coming five years.

FINANCIAL AND ESTABLISHMENT IMPLICATIONS

31. The proposed creation of the time-limited DPGC post in the LEAD Office will involve an additional notional annual salary cost at mid-point of \$2,480,040. The additional full annual average staff cost, including salaries and staff on-cost, is around \$3,158,000.

32. The additional notional annual salary cost at mid-point for the additional non-directorate post of SGC as mentioned in paragraph 13 above is \$1,645,020 and the full annual average staff cost, including salaries and staff on-cost, is around \$2,301,000.

33. The DoJ has included the necessary provision in the 2026-27 Estimates, and will reflect the resources required in the Estimates of subsequent and relevant years.

34. The Government has implemented the zero-growth policy in the civil service establishment since 2021-22 with the overall establishment controlled at a level not exceeding that as at end-March 2021. To further utilise manpower resources and the control public expenditure, we will

reduce the civil service establishment by 2% each in 2026-27 and 2027-28 basing on the establishment of the preceding financial year. By 1 April 2027, the civil service establishment is expected to be reduced by over 10 000 posts within this term of Government. The impact brought by the proposed addition of one time-limited post in this paper on the civil service establishment will be negligible.

35. The proposed redeployment of one permanent PGC post from the LEAD Office of the SJO, together with one permanent DPGC post and other supporting staff from PEL&H Unit to ADRU, as set out in paragraphs 22 to 29 above, is cost-neutral, and does not additionally increase the overall establishment of the civil service.

ADVICE SOUGHT

36. Members are invited to comment on the proposal. Subject to Members' support, we will seek endorsement of the Establishment Subcommittee and approval from the FC accordingly.

Department of Justice
May 2026

Annex 1

Job description of the proposed Time-limited Deputy Principal Government Counsel Post in the Legal Enhancement and Development (“LEAD”) Office of the Secretary for Justice’s Office

Rank : Deputy Principal Government Counsel (DL2)

Responsible to : Principal Government Counsel (LEAD) (DL3)

Major duties and responsibilities

To lead, strategise and oversee the planning and implementation of projects and initiatives aimed at promoting the facilitation for Chinese Mainland enterprises in leveraging Hong Kong to go global (“Go Global”), and enhancing the rule of law and access to justice. Key responsibilities include -

1. Managing secretariats for the new Expert Committee responsible for formulating, coordinating and implementing work related to the promotion of Hong Kong’s legal services and other professional service sectors in supporting Chinese Mainland enterprises wishing to expand overseas;
2. Formulating strategies to advance the Go Global initiatives, and enhance public education initiatives to strengthen understanding and practice of the rule of law;
3. Managing and providing guidance on consultancy studies related to the Go Global initiatives and the rule of law education;
4. Overseeing the planning, promotion, implementation and coordination of flagship events related to the Go Global initiatives and promotion of the rule of law, such as the Hong Kong Legal Week and the biennial Rule of Law Congress;
5. Overseeing coordination of capacity-building events in Hong Kong and overseas to support rule of law development and public education efforts;
6. Supervising the analysis of international rule of law rankings of Hong Kong and oversee the preparation of related briefs and other

documents for the Secretary for Justice; and

7. Undertaking any other duties as may be assigned from time to time by seniors.

**Job descriptions of the proposed redeployed permanent
Principal Government Counsel Post
in the Civil Division**

Rank : Principal Government Counsel (DL3)

Responsible to : Law Officer (Civil Law) (DL6)

Major duties and responsibilities

1. Providing overall strategic leadership for the work of the Alternative Dispute Resolution Unit (“ADRU”), including work planning and prioritisation, quality control and delivery oversight;
2. Leading ADRU’s work on mediation and arbitration in line with the Government and Department’s objectives and priorities, including keeping abreast of and analysing local / regional / international developments, setting policy positioning and messaging, advising on strategic responses to emerging issues affecting Hong Kong’s dispute resolution standing, coordinating cross-division and inter-departmental inputs as required to ensure consistent, defensible advice and positions;
3. Steering and overseeing the legislative amendment exercises for the Mediation Ordinance (Cap. 620) and the Arbitration Ordinance (Cap. 609), including strategy, timelines and governance; supervision of policy papers, drafting instructions and consultation materials; and coordination of internal clearance, stakeholder consultation and implementation follow-up; representing the Department at Executive Council and Legislative Council on related matters as required;
4. Directing major alternative dispute resolution (“ADR”)-related promotion and capacity building programmes and events in and outside Hong Kong (including the Department’s flagship events and duty visits), including setting event objectives, programme design, key messages, speaking points and departmental participation, and ensuring end-to-end delivery (planning, liaison, protocol, and post-event follow-up);

5. Leading and maintaining high-level engagement and strategic dialogues with stakeholders including ADR institutions, legal and other professional bodies, academia, chambers, corporate users, practitioners and visiting delegations, etc;
6. Leading ADRU in discharging the above main duties and responsibilities; and
7. Taking up such other duties as may be assigned by Law Officer (Civil Law) from time to time.

**Job descriptions of the proposed redeployed permanent
Deputy Principal Government Counsel Post
in the Civil Division**

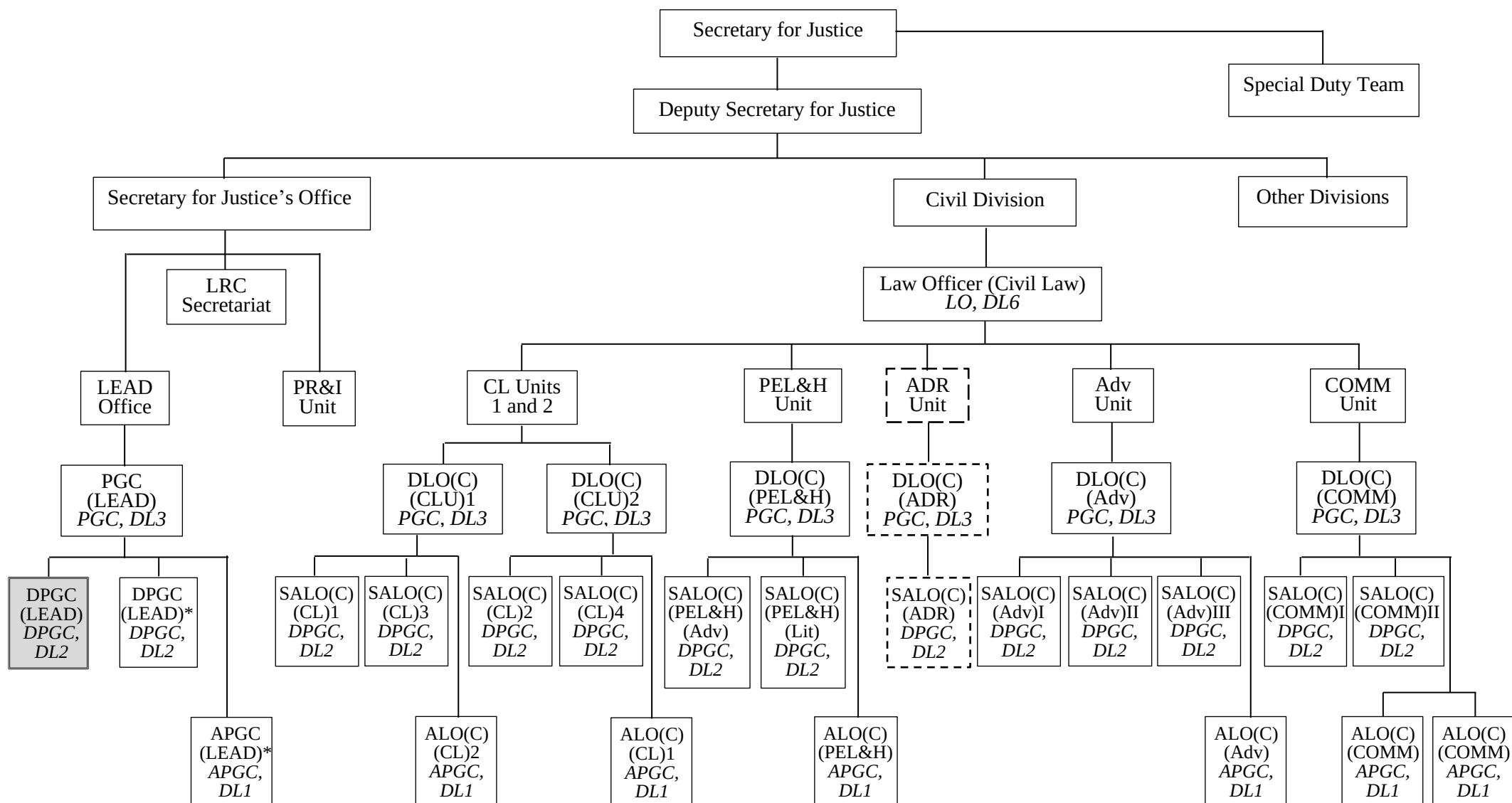
Rank : Deputy Principal Government Counsel (DL2)

Responsible to : Principal Government Counsel (DL3)

Major duties and responsibilities

1. Providing support to the Principal Government Counsel at the Alternative Dispute Resolution Unit (“ADRU”) in implementing its work;
2. Co-ordinating ADRU’s inputs to various estimates, including budget estimates, training vote estimates and printing estimates;
3. Co-ordinating ADRU’s inputs to questions from Special Finance Committee meetings and Legislative Council members;
4. Co-ordinating ADRU’s inputs to various returns called by the Department and other bureaux and departments on alternative dispute resolution-related initiatives;
5. Overseeing the staff deployment for all Government Counsel and Law Clerk grades staff working in ADRU;
6. Overseeing records management in ADRU; and
7. Taking up such other duties as may be assigned by the Principal Government Counsel at ADRU from time to time.

Existing and Proposed Organisation Chart of the LEAD Office and Civil Division in the Department of Justice



Legend:

ADR	-	Alternative Dispute Resolution	LEAD	-	Legal Enhancement and Development
Adv	-	Advisory	LO	-	Law Officer
ALO(C)	-	Assistant Law Officer (Civil Law)	LRC	-	Law Reform Commission
APGC	-	Assistant Principal Government Counsel	PEL&H	-	Planning, Environment, Lands and Housing
CL	-	Civil Litigation	PGC	-	Principal Government Counsel
CLU	-	Civil Litigation Unit	PR&I	-	Public Relations & Information
COMM	-	Commercial	SALO(C)	-	Senior Assistant Law Officer (Civil Law)
DL	-	Directorate (Legal) Pay Scale	*	-	Posts to be lapsed on 8 October 2026
DLO(C)	-	Deputy Law Officer (Civil Law)		-	Proposed time-limited DPGC post to be created in the LEAD Office of the Secretary for Justice's Office
DPGC	-	Deputy Principal Government Counsel		-	Proposed formation of ADR Unit in Civil Division through re-deployment of one PGC post from the LEAD Office of the SJO and one DPGC post from PEL&H Unit of Civil Division

For the sake of clarity, only posts of DL1 or above in the LEAD Office and Civil Division are shown.