

香港司法機構  
司法機構政務處



JUDICIARY ADMINISTRATION  
JUDICIARY  
HONG KONG

本函檔號 OUR REF: JUD CR 1-55/1 Pt. 7

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11 May 2015

Ms Mary So  
Clerk to Panel on Administration  
of Justice and Legal Services  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong

Dear Ms So,

**Panel on Administration of Justice and Legal Services**  
**Follow-up to meeting on 24 November 2014**

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I refer to the list of follow up actions arising from the meeting of the Panel on Administration of Justice and Legal Services (“AJLS Panel”) held on 24 November 2014. The Judiciary Administration was requested to provide responses to the following suggestions made by Members:

- (A) Expanding the scope of the Scheme on Judicial Assistants to enhance support to judges and judicial officers at all levels of court and engaging more young solicitors and barristers as Judicial Assistants; and
- (B) Apart from conducting open recruitment, consideration be given to approaching eligible legal practitioners direct and/or engaging an executive search firm to see whether these legal practitioners were willing to join the bench.

2. The Judiciary's responses to Members' suggestions are provided in the following paragraphs.

(A) Suggestion on the Provision of Judicial Assistance to Judges

3. The Judiciary has recently conducted a review on the Scheme on Judicial Assistants. With a view to enhance professional support for appellate judges, the Judiciary has decided that starting from 2015, the Court of Final Appeal and Court of Appeal of the High Court will have separate schemes for providing professional assistance to their Judges. More detailed information on the engagement of legally qualified assistants for enhancing support for Judges and Judicial Officers ("JJOs") is provided at paragraphs 29 to 32 in the Paper on "Judicial Manpower and Other Support for the Judiciary" which the Judiciary has issued to the AJLS Panel for discussion at its meeting to be held on 18 May 2015.

(B) Suggestion relating to Recruitment of Judges

4. It is the Judiciary's established policy to fill vacancies at the levels of the Court of First Instance of the High Court, District Court and Magistrates' Court through open recruitment exercises for the purpose of greater transparency in the recruitment process. This policy has worked well. The engagement of an executive search firm is considered not an effective means to identify suitable candidates in a small jurisdiction such as Hong Kong, as the Judiciary does not believe that any firm would have as much knowledge as its JJOs on the advocacy experience and professional competence of the eligible candidates who are mostly legal practitioners in court. In each open recruitment exercise, advertisements for the positions are published in the Judiciary website and newspapers. Eligible candidates from within the Judiciary, private practice and Government departments can apply for those positions on an equal basis.

5. The Chief Justice would like to reiterate that it is of the utmost importance that only the best suitable candidates who meet the legal requirements as well as the professional and judicial qualities for judicial posts are appointed.

Yours sincerely,



(Mrs Connie Ngan)  
for Judiciary Administrator