



SUSTAINABILITY IN PRACTICE

2024 ANNUAL REPORT



THE LAW SOCIETY
OF SINGAPORE



Our Mission

To serve our members and the community by
sustaining a competent and independent Bar
which upholds the rule of law and ensures
access to justice.

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OUR PEOPLE



THE COUNCIL



Lisa Sam Hui Min

President



**Teh Guek Ngor
Engelin, SC**

Vice-President



Chia Boon Teck

Vice-President



Michael S Chia

Treasurer



Lim Seng Siew



**Koh Choon Guan
Daniel**



Chew Kei-Jin



Lim Hui Bian Vivienne



**Lam Kuet Keng
Steven John**



Siraj Omar, SC



Nicholas Narayanan



**Chan Tai-Hui Jason,
SC**



Gregory Xu Weicheng



**Low Ying Li,
Christine**



Sui Yi Siong



**Foo Guo Zheng
Benjamin**



**Andrew Chua
Ruiming**



Darryl Chew Zijie



Eva Teh Jing Hui



Mori Ong



**Muhamad Ashraf s/o
Syed Ansarai**

THE EXECUTIVE COMMITTEE



Lisa Sam Hui Min

President



**Teh Guek Ngor
Engelin, SC**

Vice-President



Chia Boon Teck

Vice-President



Michael S Chia

Treasurer



**Lam Kuet Keng
Steven John**



**Low Ying Li,
Christine**



Sui Yi Siong



**Foo Guo Zheng
Benjamin**

COUNCIL REPORT

Outgoing Council Member for 2023

The term of the following Council member ended on 31 December 2023:

Chan Pengee Adrian

Council Members for the Period 1 January 2024 to 31 December 2024

Senior Category (not less than 15 years' standing)

Lisa Sam Hui Min (President)

Teh Guek Ngor Engelin, SC (Vice-President)

Chia Boon Teck (Vice-President)

Michael S Chia (Treasurer)

Lim Seng Siew

Koh Choon Guan Daniel

Chew Kei-Jin

Lim Hui Bian Vivienne

Lam Kuet Keng Steven John

Siraj Omar, SC

Nicholas Narayanan

Chan Tai-Hui Jason, SC

Middle Category (5 to 15 years' standing)

Gregory Xu Weicheng

Low Ying Li, Christine

Sui Yi Siong

Foo Guo Zheng Benjamin

Junior Category (less than 5 years' standing)

Andrew Chua Ruiming

Darryl Chew Zijie

Eva Teh Jing Hui

Mori Ong

Muhamad Ashraf s/o Syed Ansarai

The following members of Council for 2024 are Statutory Members appointed by the Minister of Law to serve on the Council:

Lim Hui Bian Vivienne

Siraj Omar, SC

Nicholas Narayanan

The following members of Council for 2024 are Statutory Members appointed by Council to serve on the Council:

Teh Guek Ngor Engelin, SC

Chew Kei-Jin

Sui Yi Siong

Council Meetings

There were 4 ordinary meetings of the Council from September 2023 to December 2023. The attendance of members was as follows:

Member	Present	Absent
Chan Tai-Hui Jason, SC (President)	4	0
Chia Boon Teck (Vice-President)	4	0
Lisa Sam Hui Min (Vice-President)	3	1
Michael S Chia (Treasurer)	4	0
Lim Seng Siew	4	0
Chan Pengee Adrian	2	2
Koh Choon Guan Daniel	2	2
Chew Kei-Jin	3	1
Lim Hui Bian Vivienne	4	0

Lam Kuet Keng Steven John	4	0
Siraj Omar, SC	1	3
Nicholas Narayanan	4	0
Tan Beng Hwee Paul	2	2
Gregory Xu Weicheng	2	2
Low Ying Li, Christine	3	1
Sui Yi Siong	3	1
Foo Guo Zheng Benjamin	4	0
Tan Wei-Min, Sarah Ephesians	2	2
Andrew Chua Ruiming	3	1
Darryl Chew Zijie	4	0
Eva Teh Jing Hui	4	0

Nicholas Narayanan	8	0
Chan Tai-Hui Jason, SC	5	3
Gregory Xu Weicheng	7	1
Low Ying Li, Christine	6	2
Sui Yi Siong	5	3
Foo Guo Zheng Benjamin	7	1
Andrew Chua Ruiming	5	3
Darryl Chew Zijie	7	1
Eva Teh Jing Hui	7	1
Mori Ong	8	0
Muhamad Ashraf s/o Syed Ansarai	8	0

There were 8 ordinary meetings from January 2024 to August 2024. The attendance of members was as follows:

Member	Present	Absent
Lisa Sam Hui Min (President)	8	0
Teh Guek Ngor Engelin, SC (Vice-President)	6	2
Chia Boon Teck (Vice-President)	6	2
Michael S Chia (Treasurer)	7	1
Lim Seng Siew	8	0
Koh Choon Guan Daniel	5	3
Chew Kei-Jin	5	3
Lim Hui Bian Vivienne	7	1
Lam Kuet Keng Steven John	7	1
Siraj Omar, SC	1	7

THE SECRETARIAT



Shawn Toh

Chief Executive Officer (until July 2024)
Chief Communications Officer
(from July 2024)



Alvin Chen

Chief Legal Officer
Department Head
Representation and Law Reform
Compliance



Chen Siew Loon

Chief Financial Officer



Gokul Haridas

Department Co-Head
Department Head (from March 2024)
Regulatory



Clifford Hang

Department Head
Administration



Jean Wong

Department Head (from March 2024)
Learning and Development
(formerly known as Continuing
Professional Development)



Joseph Tay

Department Head
IT Security & Infrastructure
and Data Protection



Goh Wan Cheng

Department Co-Head
Membership Services



Lee Wei Yan

Department Co-Head
Membership Services



Sharmaine Lau

Department Head
Publications

Amy Koh

Department Head
Continuing Professional Development
(until November 2024)

Roy'ani Binte Abdul Razak

Department Head
Compliance (until February 2024)

Anamika Bagchi

Department Co-Head
Regulatory (until March 2024)

REPORT OF THE ACTIVITIES OF THE LAW SOCIETY

The key activities and initiatives of the Law Society of Singapore (Society) during the period 1 September 2023 to 31 August 2024 (the Reporting Period) are outlined as follows.

1. Supporting and Engaging with Members

The Society supports and engages with members through a wide variety of programmes, schemes and resources, which includes mentorship initiatives and professional ethics guidance.

As at 31 August 2024, the Society had 6,348 Practitioner Members, 76 Associate Members, 149 Non-Practitioner Members, and 14 Honorary Members. In addition, 593 lawyers were called to the Bar.

(a) Council Luncheons

During the reporting year, the Society organised 4 in-person luncheons at the State Courts Bar Room. Each luncheon was attended by an average of 50 to 100 members. These events provided an excellent opportunity for members to network and socialise over lunch. Each luncheon featured insightful presentations on various topics of interest and importance, along with a fun and educational quiz.

Starting in 2024, a hybrid format was introduced to allow members who cannot attend the luncheon in person to participate in the talks via Zoom.

(b) Law Society Mentorship Scheme

Launched in July 2023, the Law Society Mentorship Scheme (Mentorship Scheme) aims to connect mentees with volunteer mentors from a diverse pool of lawyers beyond their immediate workplace network. This platform allows mentees to discuss topics such as ethical conundrums, practice-area challenges, mental well-being, and career development in a confidential setting with their assigned mentor. Additionally, the Mentorship Scheme offers the option for reverse mentoring, where mentees can share their technology skills and social media knowledge with their mentors, subject to mutual consent.

The first run of the Mentorship Scheme, pairing 47 mentors and mentees. It commenced with an opening event to facilitate initial meetings and introduce key aspects of the programme. To mark the conclusion of the Mentorship Scheme, a closing event was held where 2 pairs of mentors and mentees shared mentorship journeys.

During the 9-month programme, a mid-term survey was conducted among participants. A common feedback received was the need for training on mentorship. In response, we collaborated with Dr. Paul Lim of Singapore Management University to develop a course covering the principles, types and practices of mentoring, along with essential skills needed for fostering meaningful mentor-protégé relationships.

Building on the success of the inaugural run, we have launched the second run of the Mentorship Scheme in August 2024.

(c) Council Dialogue

On 16 February 2024, the Council hosted a meaningful dialogue session with the Chairpersons and Co-Chairpersons of the Law Society's committees. This dialogue provided a platform for in-depth discussions on the committees' initiatives, challenges, and feedback. There was also a festive Lo-Hei. The committee chairpersons who attended the dialogue had the opportunity to network, exchange ideas, and build stronger connections, enhancing collaboration and mutual support across various committees.

(d) Mass Call

The 2024 Mass Call was held over 3 sessions on 19 and 20 August 2024. To welcome the newly called lawyers, the Law Society partnered with homegrown specialty coffee brand, Huggs, to offer bottled coffee and tea, proudly labelled with the tagline "Sure win legal brew – For a career breakthrough". Each newly called lawyer received a goodie bag filled with useful items to help them begin their journey in the practice of law, including a stylish bottle tumbler, a special edition of the Law Gazette, and informative cards about key Law Society schemes.

(e) Legal Secondment Programme

The Legal Secondment Programme is an initiative by the Ministry of Law in partnership with the Singapore Economic Development Board and the Society, aimed at upskilling Singapore lawyers through secondments to in-house legal departments of organisations.

The programme matches lawyers with opportunities at selected host organisations for up to 6 months. Through project-based work and mentorship by senior-level executives (including General Counsels and business

leaders), secondees gain exposure to high-growth and emerging areas, enhancing their commercial acumen. This experience enables them to provide higher quality legal services to clients and accelerate their career progression.

(f) Guidance and Resources on Professional Ethics

(i) Ethical guidance issued by the Advisory Committee of the Professional Conduct Council

The Society's Secretariat continues to support the work of the Advisory Committee of the Professional Conduct Council (the Advisory Committee) in rendering professional and ethical guidance to legal practitioners.

During the Reporting Period, the Society's Secretariat received and assisted with a high volume of queries from legal practitioners proactively seeking guidance on their obligations under the Legal Profession (Professional Conduct) Rules 2015 (the PCR).

Out of approximately 37 requests for guidance received, approximately 17 were identified as suitable for referral to the Advisory Committee. The remaining queries were either withdrawn by the enquirer, referred to other member support schemes offered by the Society, or assessed to fall outside the scope of the Advisory Committee.

The requests for guidance received pertained to topics such as confidentiality, conflicts of interest, publicity of a legal practitioner or law practice, duties owed by a legal practitioner to their client, and professional etiquette (i.e. relationships and dealings between legal practitioners).

Requests for guidance may be sent to the Advisory Committee Secretariat at ethics_enquiry@lawsoc.org.sg in accordance with the Law Society of Singapore Practice Direction 2.1.3 (Enquiries to Relevant Committee).

(ii) The Ethics Assist Helpline

On 10 June 2024, the Society launched "Ethics Assist", a confidential helpline designed to facilitate a member's access to ethical guidance. The creation of Ethics Assist is aligned with the recommendation of the Interim Report of the Ethics and Professional Standards Committee dated 15 December 2023, which recommended the establishment of a less formal mechanism for legal practitioners to receive more immediate guidance on ethical issues.

Through the Ethics Assist Helpline, members can obtain guidance from Senior Counsel and senior practitioners who volunteer on the Ethics Assist Panel. All queries received are relayed anonymously to a member of the Ethics Assist Panel to minimise the risk of a conflict of interest.

Since its launch, the Ethics Assist Helpline has addressed a range of queries across various practice areas (e.g. Family Law and Conveyancing), as well as queries on professional etiquette between legal practitioners.

The Ethics Assist helpline which is exclusively for members of the Law Society, can be reached at 6530-0222 and operates 5 days a week (excluding weekends and public holidays). It is staffed by the Society's Secretariat from 9.00am to 11.00am, and from 3.00pm to 5.00pm.

(iii) Access to Ethics Resources

The Society's Ethics Resources webpage links and references a wide range of resources on professional ethics developed by the Society or published within the Law Gazette (<https://www.lawsociety.org.sg/for-lawyers/ethics-resources/>).

A consolidated factsheet which lists all of the Law Society's Ethics Resources is also available at this link (<https://law-society-singapore-prod.s3.ap-southeast-1.amazonaws.com/2024/07/Law-Society-Ethics-Resources-Factsheet-Updated.pdf>) on the Society's Ethics Resources webpage. The Society's current Practice Directions and Guidance Notes can be found on the Society's website (<https://www.lawsociety.org.sg/for-lawyers/ethics-and-professional-responsibility/>).

(g) Practice Resources

(i) New Guidance Note on Disclosure Letters and Responsiveness-to-Form Letters

Guidance Note 4.7.1 on Disclosure Letters and Responsiveness-to-Form Letters (GN 4.7.1) was issued on 9 April 2024 by the Equity Capital Markets Law Committee. GN 4.7.1 was issued to assist law practices and legal practitioners in relation to the issuance of disclosure letters and responsiveness-to-form letters in transactions involving the offering of equity in Singapore.

GN 4.7.1 is not intended to be the authoritative guide on disclosure letters or responsiveness-to-form letters. Instead, it aims to provide legal practitioners with guidance on the consequence and effect of such letters and to assist legal practitioners in adopting good practices when issuing such letters.

(ii) Enhancing digital literacy

On 16 October 2023, the Society's Information Technology Committee launched its Guide on the Adoption of LegalTech for Law Practices (the Guide).

The main objective of the Guide is to aid legal practitioners and law practices in being better informed when considering the adoption of

technology and managing the risks in adopting technology. The Guide is a practical and holistic resource which includes a high-level introduction to the current state of technology, issues to consider in the adoption and funding of technology, and a checklist that legal practitioners and law practices can go through as they consider adopting a legal technology solution, or reviewing their existing solutions.

To improve the standard of digital literacy within the legal profession, the Society has published articles on the Law Gazette to equip members with the tools and knowledge required to operate in the digital age:

- In “Explainer: Web 3.0 for Lawyers” (May 2024), an overview of “Web 3.0” was set out alongside some tips for lawyers wanting to prepare for a Web 3.0 world.
- In “Technology Basics – Part 1: Taming the Inbox” (July 2024), a comprehensive list of practical tips was shared to empower lawyers to streamline their workflow and enhance their productivity using Microsoft Outlook

2. Improving the Standards of Learning of the Legal Profession

The Society’s Continuing Professional Development (CPD) Committee is dedicated to delivering a diverse range of programmes to support the professional growth of our members.

As Covid-19 restrictions gradually eased, the Society has also adapted to our members’ needs. Physical sessions were progressively introduced, including flagship events such as the Annual CPD Day 2023, held on 8 to 10 November 2023, and the Litigation Conference 2024, held on 3 and 4 April 2024.

Webinars and eLearning continued to be offered as well, to provide convenience to members in their educational and professional development. More than 60 programmes were organised during the Reporting Period, drawing more than 6,000 participants.

The key highlights of the Society’s CPD initiatives include the following:

(a) Business Capabilities Building

In our ongoing commitment to supporting law practices in maintaining their competitiveness, the Society actively collaborates with partners to introduce a range of programmes aimed at enhancing the capabilities of our lawyers. These carefully curated initiatives, led by industry experts, focus on driving business transformation and unlocking new possibilities for law firms of the future.

The programmes offer valuable insights and key takeaways, including:

- Legal innovation to streamline operations, and maximising efficiency within their law firms;
- Incorporating sustainability in legal operations and ethical considerations in legal practice;
- Digital marketing strategies to help lawyers effectively reach and engage with clients; and
- Influencing legal service buying decisions to position legal practice effectively.

(b) Practice Well

At the core of a lawyer’s role is the effective application of legal practice to serve their clients. Recognising this, the Society’s Learning and Development (L&D) department, together with the CPD Committee, strives to ensure that our members stay updated and aware of the latest changes, new rules, and potential pitfalls that practitioners should be mindful of.

In addition to our focus on professional development, the Society is also dedicated to nurturing the overall well-being of our members. We firmly believe that a healthy mind fosters greater productivity and adds meaning to an individual’s work. Besides our continued efforts in organising the Society’s Practice Well Week for the second consecutive year, the Society partners with reputable organisations such as Promises Healthcare and College of Law Australia to raise awareness about mental health within the legal profession.

By addressing both the professional and personal aspects of our members’ lives, the Society seeks to empower them with the knowledge and skills needed to excel in their legal careers.

3. Contributions to Law Reform and Engagements on Practice Matters

(a) Feedback to Consultations

The Society provided constructive feedback on behalf of the profession to the Judiciary, the Ministry of Law, the Attorney-General’s Chambers, and other government bodies and stakeholders. We have advanced the interests of the profession through feedback given in response to public consultations and closed-door consultations. Some examples of feedback submitted during the Reporting Period include:

- **24 April 2024:** Submission to the Singapore Institute of Legal Education (SILE) pertaining to 6 recommendations to implement the new practice training framework proposed by the Committee for the Professional Training of Lawyers (CPTL) in 2018. The submission was in response to the following 6 recommendations pertaining to (a) a moratorium on applications for practice training contracts; (b) new practice training framework (Advocate/Solicitor-Seat and Core/Secondary Seat requirements); (c) practice training contract checklists; (d) practice training in in-house legal department; (e) mandatory quarterly feedback sessions; and (f) commencement,

duration, and calculation of the practice training period, which was envisaged to apply to law students who take the Part B Course and Bar Examinations in 2024 and expect to start their training contracts in January 2025.

- **26 March 2024:** Submission to the Financial Industry Disputes Resolution Centre Ltd (FIDReC) in response to its consultation seeking views from the public on proposed amendments to FIDReC's Terms of Reference. These proposed amendments included: (a) an increase in the award limit from \$100,000 to \$150,000; and (b) the inclusion of small businesses with an annual sales turnover of not more than \$1,000,000 as eligible complainants.
- **6 December 2023:** Submission to the Ministry of Culture, Community, and Youth on the Public Consultation on the draft Administration of Muslim Law (Amendment) Bill 2024. Views were sought on the proposed amendments in three areas: (a) enabling the Majlis Ugama Islam Singapura (MUIS) to better administer its functions and duties to support the Muslim community; (b) enabling further digitalisation of the Registry of Muslim Marriages (ROMM) and processes of the Syariah Court (SYC); and (c) enhancing the administrative provisions relating to ROMM and SYC for effective outcomes.
- **28 September 2023:** Submission to the Accounting and Corporate Regulatory Authority and the Singapore Exchange Regulation on the Public Consultation regarding the Recommendations by the Sustainability Reporting Advisory Committee to advance climate reporting in Singapore, which aims to uphold Singapore's attractiveness as a global business hub while contributing to the national agenda on sustainable development under the Singapore Green Plan 2030.

(b) Dialogue Sessions with the Courts

The Society also engaged in dialogue sessions with the Supreme Court, State Courts and Family Justice Courts. Issues relating to the Court Practice Chairpersons', Civil Practice, Family Law Practice, PIPD (Personal Injury and Property Damage), Probate Practice and Small Law Firms Committees were raised with the Courts on a regular basis. These channels of communication enabled the Society to address a wide range of issues with the Courts in a timely manner and ensured that our members' viewpoints were represented properly and persuasively.

(c) Practitioners' Huddle and Engagement Sessions

Three engagement sessions for members were held during the Reporting Period:

- i. Developments in PIPD practice (including feedback and recent case updates) – in person session on 15 May 2024;
- ii. Discussion on 2 recent cases by the Court of Three Judges involving ethical issues – in-person session

on 30 November 2023; and

- iii. Developments in family law practice, particularly the upcoming changes to the Family Justice Rules – in-person session on 25 October 2023.

(d) Mix and Mingle with Second Minister for Law Edwin Tong

The Civil Practice Committee organised and held a Mix-and-Mingle with the Second Minister for Law Edwin Tong (Minister Tong) on 3 May 2024 at the offices of Ashurst ADTLaw. The estimated attendance of the event was approximately 60.

Minister Tong interacted and engaged with members present at the informal occasion to hear their feedback on practice and the legal industry.

4. Promoting and Strengthening International Relations

(a) Hosting Overseas Delegates

We observed a notable increase in requests from overseas Bar Associations and Law Societies seeking to pay courtesy visits to our Law Society. This increase reflects growing international interest in fostering stronger global connections and sharing best practices. These visits provide valuable opportunities for cross-border collaboration, enhance mutual understanding, and strengthen our global network within the legal community. More details on our International Relations activities are documented in the International Relations Committee report.

(b) Memorandum of Understanding

During the reporting period, we signed 5 Memorandums of Understanding (MOUs), with (i) Suzhou Industrial Park Lawyers Association; (ii) China Council for the Promotion of International Trade and Singapore Chinese Chamber of Commerce & Industry; (iii) Tianjin Lawyers Association; (iv) Seoul Bar Association; and (v) Law Council of Australia. The MOUs were signed with the intention of building rapport and collaborating on mutually beneficial initiatives.

(c) Exchange Programme with Hong Kong Bar Association

Following the signing of a Memorandum of Understanding (MOU) with the Hong Kong Bar Association (HKBA) on 15 July 2023, the Law Society launched an exchange programme with HKBA. The objectives of this programme are to:

- Promote mutual cross-cultural learning, professional development, and growth;
- Learn from each jurisdiction's best practices in litigation and arbitration;
- Improve the advocacy skills and capabilities of members from both organisations;
- Build stronger and closer relationships between

members of the Law Society and HKBA, especially among young lawyers.

During the reporting period, 2 rounds of exchanges were successfully completed. One Singapore lawyer was seconded to Hong Kong, while 4 Hong Kong lawyers were hosted in Singapore, each for a duration of 4-6 weeks. Throughout the exchange, the lawyers were paired with Senior Counsel, providing them the opportunity to understudy and learn from actual cases and legal work within the respective jurisdictions.

(d) Lawyers Go Global

We organised a mission to Shanghai and Suzhou, China, from 5 to 8 March 2024, with 55 members participating. Other than visiting Chinese law firms, we also visited Meituan, a leading Chinese shopping platform for consumer products and retail services, including delivery, dining, entertainment, and travel. During our tour of the Meituan office, we explored interactive exhibits highlighting the company's services, technological innovations, and extensive reach across China. We also engaged in a discussion with Meituan's legal team on Technology and Artificial Intelligence. We had the opportunity to visit Suzhou Industrial Park, a joint venture between the Singapore and Chinese governments, where we held a panel discussion with Suzhou lawyers on ESG legal practices and Legal Technology.

(e) International Relations Webinars

In 2024, we launched a series of International Relations Webinars to raise awareness and deepen understanding of legal practices across various jurisdictions, focusing on China, India, and Vietnam. The first webinar explored emerging trends and challenges in the China legal landscape as well as how to thrive in a dynamic legal environment. The second webinar compared the intricacies of environmental law in India and Singapore, and examined diverse approaches to address Environmental, Social and Governance challenges. The third webinar is scheduled to take place in the first quarter of 2025.

(f) 34th Presidents of Law Associations Conference 2024

President Lisa Sam, along with a few Council members, attended the 34th Presidents of Law Associations (POLA) Conference in Hong Kong, organised by the Law Society of Hong Kong, from 6 to 8 June 2024. The conference theme was "Sustainability of the Legal Profession Globally". At the POLA Conference, President Lisa delivered an insightful presentation on the Liberalisation of the Legal Service Market and the role of Alternative Legal Service Providers in Singapore.

(g) Subscription Service for Overseas Lawyers

With the significant rise in international engagements, the Law Society has launched a subscription service for

overseas lawyers practising in their home jurisdiction, overseas in-house counsels and individuals who are interested to know more about Singapore law. Subscribers may sign up for CPD courses organised by the Law Society which are open to non-members. Individuals who sign up for this subscription service are known as "Affiliates" as they are not members of the Law Society.

(h) Webinar for Affiliates

To increase awareness of our Affiliate Subscription Service, webinars have been planned to address the learning needs of overseas lawyers. The first webinar is scheduled to take place in the last quarter of 2024.

(i) Mission Trip to London

Seven members of the Court Practice Chairpersons' Committee (CPCC) embarked on a self-funded mission trip to London from 13 to 17 November 2023. The CPCC delegation met with representatives from:

- The Supreme Court of the United Kingdom;
- The Law Society of England and Wales;
- The General Council of the Bar;
- The Honourable Society of the Inner Temple;
- The Honourable Society of Gray's Inn;
- The Honourable Society of the Middle Temple; and
- Twenty Essex.

The topics discussed included advocacy training, regulation of alternative legal service providers, senior practitioners' adapting to technology, remuneration for trainees, diversity and inclusion, artificial intelligence and costs.

5. Boosting Technology Adoption

(a) Legal Technology Platform

In partnership with Ministry of Law, the Society has embarked on a project to enhance the adoption of the Legal Technology Platform (LTP) and other legal technology tools by Singapore law practices. The LTP is a major initiative launched by the Ministry of Law in July 2022 to support Singapore law practices to kickstart their digitalization journey. It is a matter management and collaboration tool designed around legal workflows and integrated with public services commonly used by Singapore law practices.

(i) Outreach efforts at Litigation Conference 2024

Legal technology firm Lupl was provided with a dedicated booth space at the Litigation Conference 2024, held on 3 and 4 April 2024. With approximately 250 participants in attendance, this opportunity allowed Lupl to engage effectively through interactive

demonstrations of the LTP. The setup not only facilitated direct interactions with attendees but also significantly increased awareness of the LTP among legal professionals and industry experts.

(ii) Engagement session with Young Lawyers Committee – Weaving legal tech into modern legal practice

On 8 April 2024, 37 young legal-tech enthusiasts participated in the “Weaving Legal Technology into the modern legal Practice” workshop organised by the Young Lawyers Committee.

This hands-on experience offered invaluable insights into optimising legal workflows. Participants engaged in mapping exercises to pinpoint areas for improvement and explored the features of the LTP to streamline processes.

(iii) Legal technology survey: Collaboration between the Law Society, Ministry of Law and Infocomm Media Development Authority

The Law Society, in collaboration with the Infocomm Media Development Authority (IMDA) and the Ministry of Law, launched a survey on 8 May 2024 to monitor legal technology adoption within the sector. This initiative was intended to gather valuable insights following the introduction of the Legal Industry Digital Plan by IMDA in late 2023.

Council and the Information Technology Committee were consulted to shape the survey, ensuring it addresses key aspects of legal tech adoption and its impact on the industry. To encourage participation, incentives such as a lucky draw and gifts for early respondents were introduced.

(iv) Engagement session with Information Technology Committee – LTP and Microsoft copilot integration: A preview for lawyers

The Law Society’s Information Technology Committee and interested members gathered at the Microsoft Office for an exciting preview of the LTP and Microsoft Copilot integration on 6 August 2024.

With 74 participants in attendance, they explored innovative features and practical use cases, including Singapore-specific integrations like retrieving eLitigation notifications, and billings with Clio and Tesseract. These integrations provide deeper insights, task summaries, and updates all in a single solution.

(v) Workshop: Weaving legal tech into legal practice workshop for managers and leaders

A diverse group of leaders from the legal profession came together on 13 August 2024 to learn, connect and network with the LTP team. This workshop inspired participants to use various approaches in leveraging the LTP to address professional development,

performance and knowledge management amongst their teams.

It was an insightful evening for the leaders who attended as they gained insights on the evolving landscape of legal technology and how it can benefit their organisation.

6. Enhancing Online Services and Communication Channels

The Society provides a suite of online services for members and law practices, such as directories. We also actively reach out to members via our various online communication channels.

(a) Professional Notices

Professional Notices is a complimentary service that allows law firms and lawyers to announce professional moves, such as the change of firms, change of designation, resignation and retirement. Designed to help with cross-referral work, a section for lawyers to indicate their practice areas has also been included.

(b) Directory of Lawyers Offering Commissioning and Notary Public Services

For a reasonable fee of \$100 a year, lawyers can advertise in the directory of commissioners for oaths and notaries public. Not only can lawyers have their names listed, the directory also includes other pertinent information, such as languages spoken, and the date and time of availability.

(c) Find a Lawyer Directory

Law firms may advertise in the Society’s online directory in 17 practice areas at reasonable annual rates. The directory is consistently one of the top 3 most searched pages of the corporate website. We have many repeat advertisers, a testament that this advertising platform is an effective tool to reach out to clients.

Since last year further improvements have been made to the Directory by adding search filters by office location and languages spoken by lawyers. A Community Law section was also added for lawyers to advertise. This section serves the dual purpose of allowing small firm lawyers to advertise at a much lower rate of \$100 (a year) and as a reference for Pro Bono SG beneficiaries who do not qualify for legal aid but require legal services.

(d) Careers Portal

The Careers Portal at www.lawsocietycareers.com.sg is a dedicated website developed by the Society to be the go-to one-stop resource for law firms/companies looking to hire lawyers and legal support staff, as well as for job seekers, including those seeking practice training contracts. Advertising rates for local law firms have remained very reasonable.

(e) E-newsletters and E-communication

The Society communicates with members via our 2 weekly e-newsletters, *Jus News* and *Weekly Pulse*, bringing practice news and updates on events and initiatives. We brought members the latest developments in the law through the Society's monthly flagship magazine the *Law Gazette*, which also has its own website www.lawgazette.com.sg which garners over 20,000 views per month. A special hard copy edition of our Mass Call Magazine for newly admitted lawyers was published in August 2024, with the theme "The future-focused lawyer: Embracing the winds of change".

7. Change of Professional Indemnity Broker

Lockton Companies (Singapore) Pte Ltd (Lockton) has been the brokers for the Law Society's professional indemnity insurance schemes for many years.

In the last quarter of 2023, Council called for a closed tender, whereby 6 insurance brokers participated for the placement and administration of the Compulsory Professional Scheme (the Scheme) commencing on 1 April 2024. After a thorough 2-stage review process, Marsh (Singapore) Pte Ltd (Marsh) was eventually appointed in mid-December 2023 as the Scheme Brokers for a term of 2 years from 1 April 2024 to 31 March 2026. Marsh successfully negotiated a 7% reduction No Claims Discount off the standard premium table from the expiring premium 2023/2024. This was done on the back of a difficult and challenging insurance market after exiting the Covid-19 pandemic. The insurers will continue to contribute 2% of the primary premium to the Education Fund for the 2024/2025 renewal.

Finally, we wish to express our gratitude for the support and collaboration that Lockton has extended to the Law Society over the years.

Shawn Toh

Chief Executive Officer (until 14 July 2024)

Chief Communications Officer (from 15 July 2024)

Alvin Chen

Chief Legal Officer

YEAR IN REVIEW

2023 SEPTEMBER

1 SEPTEMBER



Continuing Professional Development

IN-PERSON

A FIRESIDE CHAT WITH LEADERS IN MEDIATION:
NAVIGATING THE INDUSTRY AS YOUNG
MEDIATORS AND MEDIATION COUNSEL

Friday, 1 September 2023
9.00 AM - 12.00 PM

[Seminar] Fireside Chat with Leaders in Mediation: Navigating the Industry as Young Mediators and Mediation Counsel

1 & 2 SEPTEMBER



Bench and Bar Games 2023 - Day 2 and 3

6, 14, 20 & 27 SEPTEMBER

Arbitration 101 - An Introduction to
Arbitration and its Fundamental Concepts

7 SEPTEMBER



"Barbie" Movie Screening

7 SEPTEMBER

[Webinar] Business Development
Strategies for Law Firms

13 SEPTEMBER



"From University to the Legal
Fraternity" Dialogue Session with Law
Undergraduates

13 & 14 SEPTEMBER



Family Conference 2023

27 SEPTEMBER

Navigating Infertility and Practice
Support Group Session

28 SEPTEMBER



The Calling: A Young Lawyers'
Celebration

28 SEPTEMBER

[Webinar] Certificate in Paralegal Skills
2023

2023 OCTOBER

5 - 12 OCTOBER

[Webinar] Certificate in Paralegal Skills
2023

3 OCTOBER

Public Law Conference 2023

4 OCTOBER

Young Lawyers' Conference 2023

5 OCTOBER



[Webinar] Insider Trading and Material
Non-Public Information: Protecting
Yourself and Your Clients

9 OCTOBER

MOU Signing with Suzhou Industrial Park

10 OCTOBER



Annual General Meeting

16 OCTOBER

GPT and Beyond: A Multipartite
Discourse and Introducing the Legal
Industry Digital Plan and LegalTech
Adoption Guide

17 OCTOBER

Complimentary Health Screening for
Members

19 OCTOBER



Law Society-Singapore Institute of
Surveyors and Valuers Networking
Session

11 OCTOBER

 Continuing Professional Development

LIVE WEBINAR
SMALL FIRMS AND
SOLOISTS:
CONQUERING THE
IMPOSTER SYNDROME

 **Wednesday, 11 October 2023**
2:30 PM - 4:30 PM



[Webinar] Small Firms and Soloists:
Conquering the Imposter Syndrome

17 OCTOBER



Women's Health: A Deeper Look at Diet
and its Impact by the NUS Global Centre
for Asian Women's Health

19 OCTOBER

 Continuing Professional Development

IN-PERSON
GRAVITAS: **VOICE AND**
PRESENCE

 **Thursday, 19 October 2023**
12:00 PM - 2:00 PM



[Webinar] Gravitas: Voice and Presence

19 OCTOBER



Delegation Visit by Zhuhai Lawyers Association

20 OCTOBER

Delegation Visit by University of International Business and Law Beijing

25 OCTOBER

Family Law Practice Committee Huddle

27 OCTOBER



#IAmRemarkable Workshop

27 OCTOBER

Delegation Visit by Beijing Lawyers from UIBE

30 OCTOBER

MinLaw Makan Conversations

2023 NOVEMBER

2 NOVEMBER



[Webinar] Competition Primer

3 NOVEMBER

Public Law Conversation on Sustainability

6 NOVEMBER



Fireside Chat with Judicial
Commissioner Goh Yihan

8 - 10 NOVEMBER

Annual CPD Day 2023

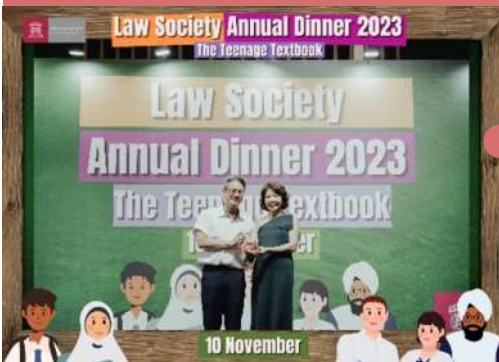
9 NOVEMBER

Council-to-Council Meeting with
Malaysian Bar Council

9 NOVEMBER

End of Year Drinks and Networking by
Women in Practice Committee

10 NOVEMBER



Law Society Annual Dinner 2023:
The Teenage Textbook

10 NOVEMBER



Malaysia-Singapore Summit

14 NOVEMBER

[Webinar] Hot-Tubbing:
When is It Useful, and
How to Get the Most Out of It

15 NOVEMBER

[Webinar] Data Innovation in SG and SEA: A Comparative Analysis of the Region's Data Protection Laws that Enable Innovation for Businesses

16 NOVEMBER

Delegation Visit by Commonwealth Games Federation Ethics Commission

21 NOVEMBER

Delegation Visit by Shenzhen Justice Bureau

22 NOVEMBER

Personal Injury / Property Damage Committee Huddle 2023

15 NOVEMBER




Deepavali Luncheon

16 NOVEMBER

[Webinar] Generative AI in Legal Drafting: What Lawyers Need to Know

17 NOVEMBER



Delegation Visit by Tianjin Bar Association

22 NOVEMBER

#IamRemarkable Workshop

24 NOVEMBER



Dinner with Past Presidents

22 & 23 NOVEMBER

Singapore Insolvency Conference

27 NOVEMBER



Makan Conversations with Senior Minister Teo Chee Hean by Ministry of Law and Young Lawyers Committee

30 NOVEMBER

Small Law Firms Committee Luncheon

2023 DECEMBER

6 DECEMBER



Kindling a Legal Career:
A Fireside Chat with Kelvin Poon, SC

1 DECEMBER



Annual Law Fraternity Golf Tournament

2024 JANUARY

9 JANUARY

Delegation Visit by Shanghai
Bar Association

17 JANUARY

[Webinar] Consumer Protection Primer

26 JANUARY



Minister:
Indraneel Rajah

Senior Parliamentary Secretary:
Rahayu Mahzam

MINISTRY OF LAW
SINGAPORE

Acc Association of
Corporate Counsel

In Conversation with MinLaw:
Women in Leadership
Lunch Dialogue

In Conversation with MinLaw:
Women in Leadership Lunch Dialogue

31 JANUARY



MOU Signing with
CCPIT, SCCCI and Law Society

8 JANUARY

Opening of the Legal Year

16 JANUARY

Delegation Visit by UNSC
Ombudsperson Richard Malanjum

19 JANUARY



Delegation Visit by High People's Court
of Henan Province

27 JANUARY



Piala Pala Bowling Tournament 2024

2024 FEBRUARY

26 JANUARY



Council Dialogue with
Committee Chairpersons

2 - 4 FEBRUARY



Law Fraternity Games

20 & 21 FEBRUARY



Legal Practice Management
Course (26th Run)

23 FEBRUARY



Lunar New Year Luncheon

28 FEBRUARY

[Webinar] Book-keeping for Law
Practices Course

2024 MARCH

7 MARCH

[Webinar] Cryptocurrency –
Issues for Experts

7 MARCH



International Women's Day Debate:
A Battle Over "Unconscious Bias"

28 MARCH

 Continuing Professional Development

LIVE WEBINAR
SANCTIONS CLAUSES, NATURE OF
LETTER OF CREDIT CONTRACTS,
AND THE IMPLICATIONS OF THE
DECISION IN *KUVERA RESOURCES
PTE LTD V JPMORGAN CHASE
BANK, NA* [2023] 2 SLR 389

 **Thursday, 28 March 2024**
12:00 PM - 02:00 PM



[Webinar] Sanctions Clauses, Nature of
Letter of Credit Contracts, and the
Implications of the Decision in *Kuvera
Resources Pte Ltd v JPMorgan Chase
Bank, NA* [2023] 2 SLR 389

4 - 10 MARCH



Lawyers Go Global: Mission to
Shanghai and Suzhou, China

19 MARCH



Thank You Dinner for Volunteers

2024 APRIL

8 APRIL



[Workshop] Weaving Legal Tech into Legal Practice

18 APRIL



Delegation Visit by Uzbekistan Ministry of Justice

23 APRIL



Sustainability Apex Programme: Networking Fireside Chat

3 & 4 APRIL



Litigation Conference 2024

16 APRIL

[Webinar] Anti-Money Laundering for Lawyers – An Introduction

18 APRIL



Pub Quiz: *Ignorantia Non Excusat*

24 APRIL



MinLaw Makan Conversations with Mdm Rahayu Mahzan

23 APRIL

Policy, Purpose & Applicability:
Lease Agreements for
Retail Premises Act (LARPA) 2023



[Webinar] Leasing of Retail Premises -
From Contract to Status

30 APRIL



Delegation Visit by the Press
Arbitration Commission of Korea

26 APRIL



Hari Raya Luncheon

2024 MAY

3 MAY

A Civil (Practice) Evening with the
Second Minister for Law

3 MAY



Risk Management Symposium

4 MAY



Fitness Fusion: Energise Your Day!

13 MAY

[Webinar] Year of the Dragon:
Economic and Legal Trends in China

14 MAY

Delegation Visit by China Commercial
Law Firm and Hetao International
Mediation Center

15 MAY

PIPD Huddle 2024

23 MAY

[Webinar] Knowledge, Intention and
Reliance: Deterministic and Non-
Deterministic Algorithms (Including AI)

9 MAY



Women in Practice Drinks &
Networking Event

13 MAY



Meeting with UK Minister of Justice,
Mike Freer

15 MAY

A Safe Environment for Excellence:
Identifying and Aiding Lawyers at Risk

16 MAY

Delegation Visit by Vice-President of
Shanghai Bar Association

28 MAY



MOU Signing with Tianjin Lawyers Association

2024 JUNE

5 JUNE



Delegation Visit and MOU Signing with Seoul Bar Association

5 JUNE



MOU Signing with Law Council of Australia

3 JUNE

Visit by Zhuhai Government Delegation

5, 12, 19, 26 JUNE

[Webinar] Certificate in Legal Secretarial Skills 2024

7 JUNE



Whiskey Tasting Event

12 JUNE



Delegation Visit by Bhutan Attorney-General

20 JUNE

[Webinar] Practical Course on Stamp Duty Rules for Common Real Estate Transactions

27 JUNE



Delegation Visit by World Justice Project

19, 25, 27 JUNE

[Webinar] Essential Written Advocacy Series 2024

26 JUNE

Learning & Development

IN-PERSON MENTORSHIP - WHEN AND HOW?

Wednesday, 26 June 2024
06.00 PM - 07.30 PM

Speakers:

- MURSHI KANTANI, Adjunct Lecturer, Chambers LLC
- ABRAHAM VERGIL, SC, Providence Law, Asia
- VIVIANNE LIM, Genesis Law Corporation
- BERNADETTE LOH, Chang Chia & Lim LLC
- KATIE LEE, Lumiere Law LLP

Mentorship - When and How?

26 JUNE

Learning & Development

LIVE WEBINAR UNMASKING CORRUPTION: HOW IT AFFECTS YOU AND YOUR WORKPLACE

Thursday, 27 June 2024
12.00 PM - 1.45 PM

Eligible for Private CPD Points!

[Webinar] Unmasking Corruption: How It Affects You and Your Workplace

2024 JULY

3 JULY

[Webinar] Certificate in Legal Secretarial Skills 2024

4 JULY



Delegation Visit by LAWASIA President

11 JULY



[Webinar] Challenging Clients,
Challenged Lawyers

18 JULY

Visit by Chief Justice of New Zealand

24 JULY

[Webinar] Day of Conveyancing
Highlights 2024

3 & 10 JULY



All the Small Chats – Small Law Firms
and Young Lawyers Social

4 & 8 JULY

[Webinar] Essential Written Advocacy
Series 2024

16 JULY



SAP Networking Panel Discussion:
Cracking the Sustainability Code
Series 1: Approaches to Carbon
Management

23 JULY



[Webinar] Navigating Green Frontiers:
Understanding Environmental Laws in
India and Climate Legislation in
Singapore

25 JULY

PIPD 2024 Seminar

25 JULY



Embracing Breastfeeding: Navigating Work and Motherhood by Women in Practice Committee

31 JULY

Unlocking the Mental Capacity Act: A Comprehensive Workshop on Applications in Singapore

30 JULY

Litigation in the Age of Social Media: Balancing Legal Strategy with Public Perception

2024 AUGUST

6 AUGUST

Engagement Session on LTP and Microsoft Copilot Integration: A Preview for Lawyers

2 - 4 AUGUST



SINGAPORE-MALAYSIA
BENCH & BAR GAMES
2-4 AUGUST 2024
SINGAPORE

THE LAW SOCIETY OF SINGAPORE

Bench and Bar Games 2024

14 AUGUST



Council Luncheon

16 AUGUST

[Webinar] How to Balance Success,
Sanity and Perfectionism

30 AUGUST

Navigating the Future of Mediation:
Promises and Challenges of an
International Standard of Mediation
Competency

7 AUGUST



[Webinar] Navigating Tax Laws in a
Globalised World: A Singapore Tax
Perspective

14 - 23 AUGUST

[Webinar] Certificate in Paralegal Skills
2024

19 - 20 AUGUST



Mass Call 2024
Photo: SG Courts

STATISTICS

As at 31 August 2024

Profile of Practitioners

Number of Practitioners in Last Five Years

	2020	2021	2022	2023	2024
No. of Practitioners	5,955	6,333	6,273	6,512	6,348

Years in Practice Based on Date of Admission in 2024

Year	< 5 years	5 to 15 Years	> 15 Years
2024	1,814	2,082	2,452

Gender

Year	Male	Female
2024	3,614	2,734

Number of Advocates and Solicitors Admitted

593

Number of Associate Members

76

Number of Non-Practising Members

149

Number of Honorary Members

14

2

GROWING OUR PRACTICE



ADVOCACY

Goh Siong Pheok Francis, Chairperson

The Advocacy Committee's main objective is to promote effective advocacy, as well as offer and facilitate advocacy training to legal practitioners and practice trainees.

Part B Advocacy Workshops



Co-Vice-Chairperson Joseph Liow speaking to the Part B candidates during the Part B Advocacy Workshops

With a pool of over 95 trainers, the Committee organised Advocacy Workshops for law graduates who are enrolled in the Part B course organised by the Singapore Institute of Legal Education (SILE). These trainers, who are practising lawyers, legal service officers, or judicial officers with at least 5 years of advocacy experience, all completed a Trainers' Refresher Course to maintain consistency and high-quality training.

From August to October 2023, 557 candidates were put through the Advocacy Workshops in a hybrid format, including virtual sessions via Zoom and in-person sessions at Maxwell Chambers. Virtual sessions covered topics such as applications for or the discharge of an injunction, summary judgment, and pleas in mitigation, while in-person sessions focused on witness handling aspects of trial, that is, examination-in-chief and cross-examination techniques.

Moving forward, from 2025 the Advocacy Workshops for SILE will adopt a new format. A sub-committee is currently revamping these workshops, with details to be shared soon.

Advocacy Training

As part of its commitment to enhancing advocacy skills among legal practitioners, the Advocacy Committee has organised various training programmes and is developing a comprehensive advocacy training pathway. This roadmap will guide practitioners from trainee to senior categories to learn, upgrade and sharpen their advocacy skills.

To support Civil Advocacy, the Committee conducted the "Essential Written Advocacy Skills Series" consisting of 5 modules via webinar from June to July 2024.

Looking ahead, there are upcoming new programmes planned for 2024 to further enhance Civil Advocacy. New Civil Advocacy programmes include the "Essential Oral Advocacy Skills Series", the "Interlocutory Advocacy Series 2024" and "The Law Society Trial Advocacy Course".

In addition, the Committee will also introduce its first Criminal Advocacy programme. The new Criminal Advocacy programme, titled the "Criminal Advocacy Skills Series" is a 2-part series which will cover "Advocacy in Criminal Pre-Trial Applications" and "Written Advocacy in Drafting Representations".

Advocacy Trainers



Advocacy trainers from the Law Society of Singapore alongside trainers from the Law Society of Brunei Darussalam during the Advocacy Teacher Training and Basic Advocacy Workshop

Senior advocacy trainers have been invited to train at prominent advocacy courses and training hosted by the General Council of the Bar of South Africa, the Australian Bar Association, and the Hong Kong Advocacy Training Council. This highlights their expertise and esteemed reputation in the international legal community.

On 8-9 April 2024, senior advocacy trainers participated in panels at the 4th International Advocacy Training Council Conference in Hong Kong. In June 2024, the Advocacy Committee assisted the Law Society of Brunei Darussalam to conduct an Advocacy Teacher Training and Basic Advocacy Workshop. These programmes were well-received and strengthened the relationship between the two Bars.

Appreciation

The Committee expresses gratitude to all trainers, the Judiciary, and the Attorney-General's Chambers for their steadfast support of our advocacy programmes. Such continued support is highly valued and anticipated in the upcoming year.

COMMITTEE MEMBERS

Goh Siong Pheck Francis - Chairperson
Liow Wang Wu Joseph - Co-Vice-Chairperson
Darrell Low Kim Boon - Co-Vice-Chairperson
Engelin Teh Guek Ngor, SC - Council Representative
Steven Lam Kuet Keng - Council Representative
Chelva Retnam Rajah, SC
Narayanan Sreenivasan @ N Sreenivasan, SC
Gregory Vijayendran, SC
Samuel Chacko
Yap Teong Liang
P Padman
Cheng Sun Cheok Alvin
Twang Kern Zern (Zhuang Gengren)
Senthil Dayalan
Navindraram Naidu
Vanathi Eliora Ray
Sadhana Rai
Kyle Gabriel Peters
Khelvin Xu Cunhan
Lim Mingguan
Paul Loy Chi Syann

SECRETARIAT REPRESENTATIVE

Amy Koh (until November 2023)
Jean Wong (from March 2024)

ALTERNATIVE DISPUTE RESOLUTION

Asya Jamaludin, Co-Chairperson

Paul Tan Beng Hwee, Co-Chairperson



Members of the ADR Committee

The Alternative Dispute Resolution Committee (the ADR Committee) is focused on the review and study of the various forms of dispute resolution, promotion of dispute resolution mechanisms as an alternative to litigation, with emphasis on the administration of the Law Society Arbitration Scheme (LSAS) and the Law Society Neutral Evaluation and Determination Scheme (LSNEDS).

For the reporting period of 1 September 2023 to 31 August 2024, the ADR Committee engaged in the following key activities:

1. Initiatives to Promote the LSAS and LSNEDS

a. Collaboration with the Financial Industry Disputes Resolution Centre (FIDReC)

With a view towards promoting the LSNEDS, the ADR Committee facilitated the conception of a pilot LSNEDS-FIDReC Scheme (the Scheme) in January 2023. Under the Scheme, FIDReC has been referring cases to the LSNEDS for neutral evaluation before adjudication, to be assessed by the Neutrals empanelled.

The ADR Committee is proud to share that the pilot Scheme has been running successfully, with 63 cases received as of 26 July 2024, since its operation began in May 2023. In this regard, the ADR Committee intends to launch a recruitment exercise to expand the LSNEDS-FIDReC panel of Neutrals, and better facilitate the anticipated caseload in the coming months.

b. Collaboration with the Singapore Estate Agents Association (SEAA)

On 14 November 2023, the Law Society formalised a partnership with SEAA through the signing of a

Memorandum of Understanding (MOU) during the SEAA's Singapore Key Executive Officers and Leaders Conference. This alliance promotes the usage of the Law Society's ADR Schemes such as the LSAS and LSNEDS, by SEAA members for all disputes arising from co-broking arrangements between property agencies and property agents. It is hoped that this cooperation would increase the external usage of the Law Society's ADR Schemes, as well as encourage the exchange of information and expertise on ADR-related topics.

c. Collaboration with the Consumers Association of Singapore (CASE)



MOU signing between Law Society and CASE

To enhance the use of the LSNEDS by consumers, the Law Society formalised a collaboration with CASE through the signing of a Memorandum of Understanding (MOU) on 4 June 2024. Slated to commence from 1 October 2024, the LSNEDS-CASE Scheme (the Scheme) allows consumers involved in disputes with businesses to seek a neutral evaluation of their claims under the LSNEDS, if mediation efforts at CASE do not yield a settlement. Given the success of the ongoing partnership with FIDReC, the Committee is confident that this collaboration would similarly benefit the community in the realm of alternative dispute resolution.

d. Presentation at the Law Society's Council Luncheon

On 26 June 2024, Tan Wei Ming represented the Committee and engaged members of the Bar with a



Tan Wei Ming presenting at the Council Luncheon

presentation during the Law Society's Council Luncheon. The talk introduced the ADR Schemes established by the Law Society, to promote the use of ADR by parties to resolve their disputes out of court. Whilst international arbitration is regularly used by corporate parties to resolve high value cross-border disputes, the objective of the presentation was to furnish local practitioners with an overview of the LSAS and LSNEDS, to provide an avenue for the public to gain access to good quality justice at affordable rates.

2. Council ADR Working Group

The Committee has continued to consider areas of improvement to the mechanisms of the Law Society Arbitration Scheme (LSAS), to better guide its panel of arbitrators through the process, while providing quality service and help for parties hoping to resolve their disputes. On this note, a Council ADR Working Group was formed on 19 June 2024, to review the branding of the LSAS and look at ways to promote the use of domestic arbitration in Singapore under the LSAS.

3. Singapore Convention Week Event on 30 August 2024 – Celebrating 30 Years of the Singapore International Arbitration Act 1994: Past, Present, Future

In conjunction with the Singapore Convention Week 2024, the ADR Committee has organised a panel discussion, to commemorate 30 years of Singapore's International Arbitration Act (IAA). Through this interactive dialogue, the audience gained useful insights on the historical context, evolution and impact, and future prospects of the arbitration-friendly jurisdiction. The event brought together star-studded speakers, including renowned arbitration experts and legal luminaries, to engage the participants fruitfully in celebrating this significant milestone. The Committee intends to publish an article in the October 2024 issue of the Singapore Law Gazette to share the key takeaways of this event, for the insight of the wider legal community.

4. Arbitration 101 Course

As part of the ADR Committee's continued commitment to promote ADR to members, the popular Arbitration 101 Course will once again be held in September 2024 over 4 weekly in-person sessions. The Course is aimed to cater for in-house and private practice lawyers of all levels of seniority who would benefit from the foundational knowledge and practical tips required to participate effectively in an arbitration. Experienced practitioners in the arbitration field will provide an overview on the legislative framework in Singapore and the fundamental principles and features of arbitration, amongst others.

COMMITTEE MEMBERS

- Asya Jamaludin** - Co-Chairperson
- Paul Tan Beng Hwee** - Co-Chairperson
- Arul Andre Ravindran Saravanapavan** - Co-Vice-Chairperson
- Chui Lijun** - Co-Vice-Chairperson
- Benjamin Foo Guo Zheng** - Council Representative
- Ang Mei-Ling Valerie Freda**
- Chan Daniel**
- Ching Meng Hang**
- Farrah Joelle Isaac**
- Joanna Seetoh Wai Lin**
- Joshua Chia Sheng Rong**
- Kang Yi-Jun**
- Khoo Boo Teck Randolph**
- Lim Si Cheng**
- Lim Zhuo Jun Jennifer**
- Muk Chen Yeen Jonathan**
- Nguyen Vu Lan**
- Ong Sin Yee**
- Shue Zihui**
- Sim Wei Min, Stephanie**
- Tan Wei Ming**
- Tay Jia Wei, Kenneth**
- Tay Yi Ru, Derek**

SECRETARIAT REPRESENTATIVE

- Alvin Chen**

BUILDING AND CONSTRUCTION LAW

De Vaz Ian Marc Rosairo, Co-Chairperson

Ng Kim Beng, Co-Chairperson



Members of the Building and Construction Law Committee

The objectives of the Building and Construction Law Committee (the Committee) are to facilitate learning and knowledge-sharing for members in this specialist practice area, and to seek opportunities for professional growth, development and engagement, both within and outside Singapore.

For the reporting period of 1 September 2023 to 31 August 2024, the Committee was involved in the following key activities and projects:

1. Engagements with Local Industry Stakeholders

Over the course of 2023 and 2024, the Committee has been engaging with various industry stakeholders in Singapore such as the Building and Construction Authority, Singapore Institute of Architects, Sustainable Energy Association of Singapore, and Society of Construction Law (Singapore) for outreach and potentially, to plan and organise events.

2. Engagements with International Industry Stakeholders

Outside Singapore, the Committee has plans to engage with peer associations and arbitration institutions in the region, to plan outreach events and exchanges. This is a key initiative to potentially broaden the reach of members to markets outside Singapore. To this end, the Committee has reached out to the International Federation of Consulting Engineers and the Asian International Arbitration Centre.

Following the success of the Committee's inaugural CPD seminar in March 2023, the Committee is planning to organise another CPD event with a regional focus by Q1 of 2025.

3. Publications

On thought-leadership, the Committee has drawn up an initial list of topics upon where podcast interviews will be conducted with prominent construction law practitioners and arbitrators. Along with the podcast interviews, the Committee intends to collate articles and written construction law updates. These materials will be added to a resource library for members.

COMMITTEE MEMBERS

De Vaz Ian Marc Rosairo - Co-Chairperson
Ng Kim Beng - Co-Chairperson
Lynette Chew Mei Lin - Vice-Chairperson
Jason Chan Tai-Hui, SC - Council Representative
Avinash Vinayak Pradhan
Chiam Yunxin
Er Hwee Lee Danna (Yu Huili)
Ho Chien Mien
Joanna Seetoh Wai Lin
Khushboo Hashu Shahdadpuri
Kishan Pillay s/o Rajagopal Pillay
Lee Wan Ling
Marcus Chia Hao Jun
Sathiseelan s/o Jagateesan
Shourav Lahiri
Sim Daryl Larry
Tan Tian Luh
Tay Yi Ru, Derek
Tan Kon Yeng Eugene
Teo Wei Xian Kelvin (Zhang Weixian Kelvin)
Toime Marius Elmar
Yap Wei Xuan Mendel

SECRETARIAT REPRESENTATIVE

Alvin Chen

CIVIL PRACTICE

Edmund Jerome Kronenburg, Chairperson



Members of the Civil Practice Committee 2024

The Civil Practice Committee (the Committee) presents its report for the period 1 September 2023 to 31 August 2024. In addition to its regular work, which includes close engagement with the Ministry of Law and the Courts, the Committee's main activities and projects during the above period included the following:

1. Litigation Conference 2024

The Litigation Conference was held at the Marina Bay Sands Expo and Convention Centre on 3 and 4 April 2024, with over 230 participants. Speakers and moderators comprised Judges, an Assistant Registrar, Senior Counsel and other senior members of the Singapore Bar, as well as King's Counsel. Law Society President Lisa Sam opened the conference and the Honourable the Chief Justice Sundaresh Menon delivered the keynote address on the first day. Deputy Attorney-General Ang Cheng Hock, SC delivered the keynote address on the second day. The following main topics were covered:

- a. The Tomorrow War – Litigation Meets Artificial Intelligence
- b. To be or Not to be That is the Question – What Tech AI Tools Can a Litigator Use?
- c. Artificial Intelligence – Boon or Bane for the Young Litigator
- d. The Rules of Court 2021 – Perspective from the Courts
- e. The Rules of Court 2021 – Ways to Navigate Safely and Make the Most of its Provisions (The Lawyers' Perspective)

f. Singapore as a Cross-Border / International Litigation Hub

g. Latest Trends in Regional and International Litigation

2. Mix and Mingle with Second Minister for Law

A second informal Mix and Mingle with Second Minister for Law Edwin Tong was held on 3 May 2024, kindly hosted by Ashurst ADTLaw. Over 50 lawyers with a broad variety of seniorities and firm sizes attended, at the Second Minister's request. He has asked for this engagement to continue on a regular basis.

3. Tea Session with Minister for Law

The Committee's Vice-Chairpersons Dawn Tan and Celeste Ang attended and gave feedback at a Tea Session with Minister for Law K Shanmugam on 1 November 2023.

4. Engagements with the Courts

The Committee engaged in written and in-person consultations with the Courts on various topics including the Express Track Scheme (with feedback on this still ongoing), the viability of issuing pleadings in text-searchable PDF, and improvements to Order 22 of ROC 2021.

5. Proposed Luncheon with Small Law Firms on the SICC

The Committee and the Small Law Firms Committee will hold a luncheon in Q4, 2024 to promote the SICC to smaller Singapore law practices. Representatives from the SICC as well as Singapore lawyers with SICC experience will be speaking and answering questions.

6. Proposed Guidance Note to Promote Sustainable Legal Practice

As stated in its 2023 report, the Committee had drafted and proposed a Guidance Note to promote Sustainable Legal Practice and assist practitioners when they and their opposing counsel are taking hearing or trial dates and/or obtaining directions on the progress of cases in Court. The Guidance Note has been approved by Council and the Committee understands that the Note is currently under review by the Professional Conduct Council.

COMMITTEE MEMBERS

Edmund Jerome Kronenburg - Chairperson
Ang Hsueh Ling Celeste - Co-Vice-Chairperson
Dawn Tan Ly-Ru - Co-Vice-Chairperson
Soh Yu Xian Priscilla - General Secretary
Krinesh B Rengarajoo - Assistant General Secretary
Marissa Miralini Karuna - Assistant General Secretary
Quek Liuyong - Assistant General Secretary
Tan Wei Ming - CPD Representative
Chew Kei-Jin - Council Representative
Chia Boon Teck - Council Representative
Ang Kaili
Bazul Ashhab Bin Abdul Kader
Chan Hian Young
Eusuff Ali s/o NBM Mohamed Kassim
Goh Hui Hua
Hewage Ushan Saminda Premaratne
Julian Martin Michael
Kyle Gabriel Peters
Lin Shumin
Mohammed Reza s/o Mohammed Riaz
Nirmala Ravindran
Paul Loy Chi Syann
Raymund A Anthony
Tan Ruo Yu
Teo Wei Jian Tristan
Toh Wei Yi
Yeoh Kar Hoe Richard
Zhuo Jiaxiang

SECRETARIAT REPRESENTATIVE

Alvin Chen

CONTINUING PROFESSIONAL DEVELOPMENT

Malcolm Tan Ban Hoe, Chairperson

2023/24 Programmes

Over 60 programmes were organised from 1 September 2023 to 31 August 2024, attracting more than 6,000 participants.

From 2023 onwards, more physical sessions for various CPD activities by the Law Society have been making a comeback. These activities encompass both seminars and flagship events such as the Annual CPD Day 2023, held on 8 to 10 November 2023, and the Litigation Conference 2024, held on 3 and 4 April 2024.

Despite the increase in the number of in-person seminars and workshops, webinars remain the primary mode for delivering professional development. Additionally, an eLearning option is available for participants who wish to review or catch up on any missed on-demand training.

SILE has extended the Public CPD Points accreditation for webinars to 31 December 2024.

Programme Highlights

The CPD Committee is dedicated to helping and supporting law practices in maintaining their competitiveness. Working alongside the other practice committees, CPD Committee has rolled out programmes to keep our members informed and equipped with updates on changes and new rules, the sharing of best practices and resources to navigate the ever-evolving legal landscape.

The Committee also emphasises the holistic well-being of our members, collaborating with organisations like Promises Healthcare and College of Law Australia to foster, encourage and promote psychological wellness within the legal profession.

Through various CPD programmes, including the notable Annual CPD Day 2023, participants gain valuable insights of the significance of staying informed and current with up-to-date information, and acquire tools and support to thrive both professionally and personally.

Some programme highlights include:

Programme	Date
Family Conference 2023	13 & 14 September 2023
Small Firms and Soloists: Conquering The Imposter Syndrome	11 October 2023
Annual CPD Day 2023	8 - 10 November 2023
Litigation Conference 2024	3 & 4 April 2024
Leasing of Retail Premises - From Contract to Status	24 April 2024
Risk Management Symposium	3 May 2024
Practical Course on Stamp Duty Rules on Common Real Estate Transactions	20 June 2024
Unmasking Corruption: How It Affects You and Your Workplace	27 June 2024
PIPD 2024 Seminar	25 July 2024
Litigation in the Age of Social Media: Balancing Legal Strategy with Public Perception	30 July 2024
Unlocking the Mental Capacity Act: A Comprehensive Workshop on Applications in Singapore	31 July 2024



Panel discussion on Professional Ethics during the in-person seminar for Annual CPD Day on 10 November 2023, with Mr Malcolm Tan (Chairperson of CPD Committee 2023), Mr Alvin Chen (Chief Legal Officer, Law Society) and Mr Jason Chan, SC (President of Council 2023, Law Society)



The Honourable Chief Justice Sundaresh Menon delivering the Keynote Address at the 10th edition of the Litigation Conference 2024 on 3 & 4 April 2024

Moving Forward

The CPD committee will continue to maintain our relationship with the practice committees of the Law Society, and the legal statutory bodies of Singapore, including SILE, the Judiciary, Attorney-General's Chambers and Singapore Academy of Law, to provide our members with up-to-date programmes.

The Committee will remain committed to providing and delivering high quality and cost effective services to meet the requirements of the mandatory CPD scheme. We also seek to encourage and promote the development and diversity of every member's professional development and growth journey.

COMMITTEE MEMBERS

Malcolm Tan Ban Hoe – Chairperson
Wong Li Ming Rachel – Vice-Chairperson
Benjamin Foo Guo Zheng – Council Representative
Daniel Koh Choon Guan – Council Representative
Allen Tan Tiaw Kheng
Chan Chee Yin Andrew
Cheah Saing Chong
Chew Li-Anne, Corinne (Zhou Liying)
Darryl Chew Zijie
Dawn Tan Ly-Ru
Emmanuel Duncan Chua
Fatim Jumabhoy
Gregory Xu Weicheng
Kimberly Ng Qi Yuet
Lim Lei Theng
Os Agarwal
Pooja Sinha
Song Ruoh Jin
Soon Yong Sen Calvin
Tan Guan Ling, Charlotte
Tan Yong Joon, Alvin (Chen Rongjun, Alvin)
Yuen Kit Kuan

SECRETARIAT REPRESENTATIVE

Amy Koh (until November 2023)
Jean Wong (from March 2024)

CONVEYANCING PRACTICE

Chua Shang Chai, Chairperson



Members of the Conveyancing Practice Committee 2024

The Conveyancing Practice Committee (the Committee) presents its report for the period 1 September 2023 to 31 August 2024 (Reporting Period). The Committee's key activities and projects for the Reporting Period are set out below:

1. Requests to the Committee for Guidance, Direction or Ruling

In accordance with the Law Society's Practice Direction 2.1.3 (Formerly PDR 2013, para 62), the Committee continues to assist members in settling disputes in respect of conveyancing transactions and/or providing guidance on customary conveyancing practice which may be unclear. The Committee's Queries Panel (comprised of 8 experienced conveyancing practitioners) continues to review the queries received and provide timely response to the members. We have also initiated a new process to circulate the draft response (which is prepared based on input from the Queries Panel) to the Committee for comments (if any) before the response is provided.

2. Day of Conveyancing Highlights 2024 (Webinar)

As part of the Committee's annual flagship event, the Committee had organised the "Day of Conveyancing Highlights 2024" for the 13th consecutive year. The "Day of Conveyancing Highlights 2024" comprised 2 online half-day sessions scheduled on 24 July 2024 and 17 September 2024, and aimed to equip participants with practical knowledge on the latest developments in conveyancing practice. Speakers invited to present at the event ranged from representatives from government bodies to academics and other professionals relevant to conveyancing practice. This year, the "Day of Conveyancing Highlights 2024" saw speakers from the Singapore Land Authority, Inland Revenue Authority of Singapore and Marsh Advisory.

3. Practical Course on Stamp Duty Rules for Common Real Estate Transactions (Course)

The Committee jointly organised the Course with the Stamp Duty Branch of Inland Revenue Authority of Singapore (IRAS). The Course was conducted as a webinar on 20 June 2024 and was attended by 302 participants. The Course aimed to equip conveyancing professionals with practical and applicable stamp duty knowledge so that they can navigate today's increasingly complex stamp duty landscape with greater confidence.

4. Real Estate Practitioners' Social

The Committee will also be organising the Real Estate Practitioners' Social for the second year running later this year. The objective behind the Real Estate Practitioners' Social is to bring together conveyancing practitioners and facilitate network expansion with various other professionals whose work runs incidental to conveyancing matters in a casual setting. The Committee intends to continue with the Real Estate Practitioners' Social as an annual extravaganza.

COMMITTEE MEMBERS

Chua Shang Chai - Chairperson and CPD Representative
Loh Kent Shin Timothy - Vice-Chairperson
Chia Hsien Lin Jennifer - General Secretary
Soh Su Ming, Berlin - Assistant General Secretary
Eva Teh Jing Hui - Council Representative
Andrew Wong Wei Kiat
Ang Keng Lee
Chan Lai Foong
Chew Mei Choo
Chua Lei Kwan Lina Mary
Chuang Keng Chiew
Debbie Brittany Lim Chien Hui
Haryadi Hadi
Lai Ying Ling Jenny
Lee Chang Yang
Lee Liat Yang
Nicholas Chua Hiu Chun
Selina Chin Bau Tze
Tan Ching Chern
Teh Yi En, Iain (Zheng Yien)
Vivian Kuok Ming Koong
Wendy Mei-Yoke Wong Nee Leong

SECRETARIAT REPRESENTATIVE

Alvin Chen

CORPORATE PRACTICE

Farhana Ahmed Sharmeen, Chairperson



Members of the Corporate Practice Committee

During the reporting period of 1 September 2023 to 31 August 2024, the Corporate Practice Committee's (the Committee) activities included the following:

1. Stakeholder Engagements

The Committee's representative continues to engage with the Accounting and Corporate Regulatory Authority (ACRA) at its Annual Dialogue with Professional Bodies to discuss issues encountered in the practice area and to be apprised of the new initiatives and policies rolled out by ACRA. The Committee also actively supports ACRA on an ongoing basis by providing feedback on corporate law and policy changes.

2. CPD Event

The Committee is planning to organise Corporate Law Day and the Sustainability Report Seminar on 15 October 2024 touching on the common pitfalls for corporate transactions and documents.

3. Public Consultation

The Committee provided feedback to ACRA and Singapore Exchange Regulation (SGX RegCo) public consultation held from 6 July to 30 September 2023 on the recommendations by the Sustainability Reporting Advisory Committee (SRAC) to advance climate reporting in Singapore.

4. Best Practice Guide for Execution of Deeds and Attestation Requirements

The Committee noted that banks are insisting on attestation clause for deeds even though it was not a requirement and will be developing a best practice guide for attestation requirements and also on the execution of deeds.

COMMITTEE MEMBERS

Farhana Ahmed Sharmeen – Chairperson
Gaw Ying Charn Benjamin – Vice-Chairperson
Vivienne Lim Hui Bian – Council Representative
Jeremiah Huang Wei Quan – General Secretary
Toh Leng – Assistant General Secretary
Song Ruoh Jin – CPD Representative
Abdul Jabbar Bin Karam Din
Ang Chieh Leng Daselin (Hong Jieling)
Beh Sze Yuen, Gary (Ma Siyuan)
Huang Yen San Petrus
Kwok Shuhui (Guo Shuhui)
Lee Jia Juinn, Kenji
Low Kah Keong
Sarita Misir
Sing Faith Joy
Tan Cher Chuan Justin
Toime Marius Elmar
William John Jamieson
Xie Xingbei Pearlyn

SECRETARIAT REPRESENTATIVE

Alvin Chen

COURT PRACTICE CHAIRPERSONS

Lim Seng Siew, Co-Chairperson

Samuel Chacko, Co-Chairperson



Members of the Court Practice Chairpersons Committee 2024

The Court Practice Chairpersons' Committee (the Committee) co-ordinates the work of practice committees involved with the State Courts and Family Justice Courts. During the period 1 September 2023 to 31 August 2024 (the Reporting Period), the Committee was involved in the following key activities and projects:

1. Dialogue Meetings with the Courts

A key part of the Committee's role is to engage the Courts to ensure an open line of communication between the Judiciary and members of the profession. During the Reporting Period, the Committee attended 2 dialogue sessions with the State Courts (on 6 November 2023 and 7 May 2024). Topics discussed included the asynchronous pre-trial crime hearings, quality of the video link facilities at the Prisons, transitional period before the Sentencing Advisory Panel Guidelines come into effect, bailors travelling overseas with accused persons, District Court costs guidelines and court audio recording/microphone system.

The Committee also continued to receive feedback and concerns from the members of the Bar, which it then, where appropriate, elevated to the Judiciary and other stakeholders. The feedback and concerns are carefully evaluated by the Committee, and matters of importance to the Bar are raised for substantive discussions with the relevant stakeholders such as the Judiciary and Ministry of Law. The aim of submitting such feedback is to engage with the relevant stakeholders in order to find appropriate solutions on the matters raised.

2. Mission Trip to London

Seven members of the Committee embarked on a self-funded mission trip to London from 13–17 November 2023. The delegation met with:

- The Supreme Court of the United Kingdom
- The Law Society of England and Wales
- The General Council of the Bar
- The Honourable Society of the Inner Temple
- The Honourable Society of Gray's Inn
- The Honourable Society of the Middle Temple
- Twenty Essex

The topics discussed included advocacy training, regulation of alternative legal service providers, senior practitioners' adapting to technology, remuneration for trainees, diversity and inclusion, AI and costs.

COMMITTEE MEMBERS

Lim Seng Siew - Co-Chairperson
Samuel Chacko - Co-Chairperson
Christine Low Ying Li - General Secretary
Charmaine Yap Yun Ning - Assistant General Secretary
Darryl Chew Zijie - Assistant General Secretary
Michael S Chia - Council Representative
Anparasan K
Chenthil Kumar Kumarasingam
De Vaz Ian Marc Rosairo
Dharma Sadasivan
Edmund Jerome Kronenburg
Francis Goh Siong Pheck
Goh Kok Yeow
Kee Lay Lian
Liew Yik Wee
Malcolm Tan Ban Hoe
Ng Kim Beng
Paul Tan Beng Hwee
Rachel Wong
See Chern Yang
Subir Singh Panoo
Syahrul Bahiah Binti Jamaludin
Wong Kai Yun

SECRETARIAT REPRESENTATIVE

Alvin Chen

CRIMINAL PRACTICE

Chenthil Kumar Kumarasingam, Chairperson

This report is for the period 1 September 2023 to 31 August 2024.

The Criminal Practice Committee (the Committee) continued its commitment to stay ahead of all matters concerning criminal practice and law. Throughout the reporting period, the Committee proactively engaged with the courts and government agencies on criminal legislation, criminal practice and procedure as well as addressed areas of concern encountered by criminal practitioners.

1. Committee Meetings

The Committee held its kick-off meeting on 30 January 2024 and prepared the schedule of programmes, events and dialogues with stakeholders for the year. Various sub-committees would be formed to manage important areas of responsibility to ensure a more effective and balanced allocation of resources within the Committee.

26 February 2024: The Committee held a meeting to organise and assign various projects and activities to the sub-committees.

26 March 2024: The Chair held a meeting to finalise the topics assigned to the sub-committees. Plans for the Law Society to host the Tripartite Lunch this year and training for the Criminal Bar were also discussed.

2. Engagements and Dialogues

29 November 2023: The Committee held a dialogue with Singapore Prison Service to discuss issues affecting criminal practitioners. Some of the areas discussed included video links for interviews and facilitating access to clients.

26 February 2024: The Committee attended a meeting with the AGC and the PDO to examine and update the language and relevant areas of the Code of Practice (the Code) for the Conduct of Criminal Proceedings by the Prosecution and the Defence.

2 April 2024: The State Courts invited the Committee and representatives from the AGC, the PDO and Criminal Legal Aid Scheme to an engagement session to share and discuss the findings from the User Questionnaire for Feedback on Asynchronous Hearings of Crime Pre-Trial Conferences and Criminal Case Disclosure Conferences.

17 April 2024: The Committee attended a second meeting

with the AGC and the PDO to discuss proposed updates to the Code. The Code was further discussed and fine-tuned via e-mail, and the updated Code was completed on 8 August 2024.

24 July 2024: The Committee, Council and members of the Criminal Bar attended the Criminal Bar Lunch-Dialogue hosted by the Honourable the Chief Justice Sundaresh Menon at the Supreme Court Viewing Gallery. Topics that were discussed included issues arising from the Case for the Prosecution and the Case for the Defence and support services for lawyers affected by traumatic events arising from their criminal defence work.

3. Social Events

14 December 2023: Criminal Bar get together at Octapas.

COMMITTEE MEMBERS

Chenthil Kumar Kumarasingam - Chairperson
Chia Ru Yun Megan Joan - Co-Vice-Chairperson
Navin Shanmugaraj Thevar - Co-Vice-Chairperson
Jason Chan Tai-Hui, SC - Council Representative
Sui Yi Siong - Council Representative
Amolat Singh
Andrew Chua Ruiming
Ashvin Hariharan
Chandra Mohan S/O K Nair
Derek Kang Yu Hsien
Dhaniyah Binte Hishammudin
Harjeet Kaur Dhaliwal
Jaikanth Shankar
Johannes Hadi
Lau Wen Jin
Ma HanFeng
Muntaz Binte Zainuddin
Nakoorsha Bin Abdul Kadir
Narayanan Sreenivasan @ N Sreenivasan SC
Paul Loy Chi Syann
Rajan Sanjiv Kumar
Ramesh Chandr Tiwary
Siraj Shaik Aziz
Sunil Sudheesan
V Santhosh
Wong Wan Kee Stephanina

SECRETARIAT REPRESENTATIVE

Alvin Chen

CYBERSECURITY AND DATA PROTECTION

Lua Limian, Jeremy, Co-Chairperson

Pang Keep Ying, Joey, Co-Chairperson



Members of the Cybersecurity and Data Protection Committee 2024

The Cybersecurity and Data Protection Committee (the Committee) focuses on promoting greater cybersecurity resilience and improved data protection practices within the legal profession.

For the reporting period of 1 September 2023 to 31 August 2024, the Committee engaged in the following activities and initiatives:

1. The Committee organised a webinar on data innovation in Singapore and Southeast Asia on 15 November 2023. The webinar focused on a comparative analysis of the region's data protection laws that enable innovation for businesses.
2. On 21 November 2023, members of the Committee participated in a fruitful and engaging roundtable discussion with the Personal Data Protection Commission (the PDPC). The Committee welcomes the free-flowing exchange of views with the PDPC and aims to have regular engagement sessions with the PDPC.
3. As part of the PDPC's Personal Data Protection Week 2024's offerings, the Committee organised a workshop titled "Navigating Cross-Border Data Transfers in the Age of Innovation", which was well attended by about 130 participants on 15 July 2024. Fifteen members from the Committee and the Law Society provided participants with a brief summary of the main pathways for cross-border data transfers of personal data and an introduction to the recently published Part 2 of the Joint Guide to

ASEAN Model Contractual Clauses and EU Standard Contractual Clauses, before discussing practical scenarios that can arise in such transfers in a workshop setting.

4. The Committee participated in multiple private and public consultations with industry stakeholders such as the PDPC, the Cyber Security Agency (the CSA), and the Ministry of Health. The Committee also stepped up engagement and collaboration efforts with the PDPC and the CSA in 2024 and is actively working on various fronts to promote cybersecurity & data protection awareness and training to the membership.
5. The Committee's biennial conference is returning this year as "Cybersecurity and Data Protection Day" on 2 October 2024. The event will focus on hot button issues and current trends in cybersecurity and data protection law and policy.

In addition to the above, the Committee wishes to express its gratitude to the various government agencies and other partner organisations for their continued support. With the advice of Council and the support of the Secretariat, the Committee remains dedicated to looking into initiatives and engagements aimed at providing comprehensive support to members of the Law Society.

COMMITTEE MEMBERS

Lua Limian, Jeremy - Co-Chairperson
Pang Keep Ying, Joey - Co-Chairperson
Aw Jansen - Co-Vice-Chairperson
Lam Zhen Guang - Co-Vice-Chairperson
Leow Jiamin - Co-Vice-Chairperson
Toh Angyan Alex - Co-Vice-Chairperson
Tran Le Luu Phuong - Co-Vice-Chairperson
Lim Seng Siew - Council Representative
Amira Nabila Budiyo
Chen Shiyun Su-Anne Anastasia
Kao Kwok Weng Jonathan
Lee Jia Juinn, Kenji
Lee Kher Sheng
Lee Ting, Lorenda (Li Ting)
Lim Kian Kim
Lim Sui Yin Jeffrey
Lucas Jordi Jacques Nicolet-Serra
Ong Ding Shun, Daryl
Ow Shi Jack
Prashaanth Kumar Rajandran
Raina Mohan Chugani
Sadasivan, Dharma Yongwen
Seetoh Yongxian, Daryl
Tan Mei Hui
Tan Yehua, Andrea
Toh Qingxiang
Wan Wily
Wun Rizwi

SECRETARIAT REPRESENTATIVE

Alvin Chen

EQUITY CAPITAL MARKETS LAW

Lock Yin Mei, Chairperson



Members of the ECM Law Committee at the Law Society office for a meeting

The Equity Capital Markets (ECM) Law Committee (the Committee) was constituted in 2023 to provide guidance to legal practitioners on ECM legal practice. Its other purposes were to expand and solidify the services and reach of legal practitioners within the area of ECM by engaging and promoting relations with relevant stakeholders in the securities industry, for knowledge and expertise sharing, including with fellow professional bodies, government or statutory agencies or bodies and relevant industry associations. Another objective of the Committee includes promoting the Society's alternative dispute resolution schemes and other services complementary to the law and practice of ECM.

During the reporting period of 1 September 2023 to 31 August 2024, the Committee issued Guidance Note 4.7.1 on Disclosure Letters and Responsiveness-to-Form Letters (the GN). The GN was issued on 9 April 2024 to assist law practices and legal practitioners in relation to the issuance of disclosure letters and responsiveness-to-form letters in transactions involving the offering of equity in Singapore.

COMMITTEE MEMBERS

Lock Yin Mei - Chairperson
Eng Yaag Ngee Rachel - Co-Vice-Chairperson
Tan Tze Gay - Co-Vice-Chairperson
Jeremiah Huang WeiQuan - General Secretary
Er Zong En, Fernando - Assistant General Secretary
Victoria Wah Yi Fen - CPD Representative
Vivienne Lim Hui Bian - Council Representative
Chen Jianhao, Kennedy
Hsu Li Chuan (Xu Li Quan)
Kam Su Cheun Aurill
Lau Yan Wai
Marcus Chow Wen Kwan
Ong Sze Shuen, Gail
Shawn Tan Yi Wei
Tan Wee Liang
Tong Wei Min Raymond
Xie Xingbei Pearlyn

SECRETARIAT REPRESENTATIVE

Alvin Chen

FAMILY LAW PRACTICE

Kee Lay Lian, Co-Chairperson

Wong Kai Yun, Co-Chairperson



The Family Law Practice Committee in a Zoom meeting

The Family Law Practice Committee (the Committee) focuses on liaising with the Courts, statutory bodies and government agencies on family law practice matters, and actively gathering and providing feedback in consultations on legislative and practice changes in family law.

For the reporting period of 1 September 2023 to 31 August 2024, the Committee engaged in the following activities:

1. Task Groups

Committee members were assigned to task groups to oversee the Committee's 4 main initiatives of 2024:

- i. Review of the use of experts in companies / business valuations in divorce proceedings;
- ii. Review of the Law Society Family Mediation Scheme;
- iii. Review of ethics in family practice; and
- iv. Review of the expanded legislative definition of "family violence".

2. Member Engagements

The Committee updated the Family Bar on the latest developments in family practice through the Family Law Byte e-newsletter on 15 December 2023, 30 April 2024, and 28 June 2024.

The Committee also organised a huddle session for the Family Bar on 25 October 2023. The session focused on the upcoming changes to the Family Justice Rules.

3. Dialogue Sessions with the Family Justice Court (FJC)

The Committee continues to engage in regular dialogue sessions with the FJC to receive updates from the Bench and to provide feedback on matters pertaining to family practice on behalf of the family Bar. During the reporting period, the Committee participated in 4 dialogue sessions.

4. Dialogue Session with University Students

Building on the dialogue sessions successfully coordinated by the Committee and the local law schools in the past, the Committee will be organising a dialogue session with law students from NUS, SMU, and SUSS in Q4 of 2024. For the first time, the Committee will also be reaching out to student bodies of the UK and Australia to invite Singaporean law students studying overseas to attend the session virtually. Through this session, the Committee hopes to discuss various aspects of family law practice with aspiring family law practitioners, including but not limited to day-to-day responsibilities of family law practitioners, current trends and challenges in family law practice, opportunities in the family law sector, and advice on entering and succeeding in the field

5. Family Conference 2024

The Committee will be jointly organising Family Conference 2024 along with the Probate Practice Committee and the Muslim Law Practice Committee. Titled "Retracing the Key Developments in the Last Decade: Shaping Family Justice for the Future" and set to take place on 3 and 4 September 2024, the Conference will mark the 10th anniversary of the FJC by tracing the significant milestones of family law developments over the past decade.

COMMITTEE MEMBERS

Kee Lay Lian - Co-Chairperson
Wong Kai Yun - Co-Chairperson
Linda Joelle Ong - Co-Vice-Chairperson
Yeow Tin Tin Margaret - Co-Vice-Chairperson
Engelin Teh Guek Ngor, SC - Council Representative
Ang Yu Wen Amelia
Chan Yu Xin
Cheong Zhihui Ivan
Chong Xin Yi
Dharmambal Shanti Jayaram
Gill Carrie Kaur
Ho Chee Jia (He Qijia)
Hoon Shu Mei Sumathi (Hong Shu Mei)
Hu Huimin
Kannan Nadarajan
Kanyakumari D/O Veerasamy
Ong Xin Ying Samantha
Poonam Lachman Mirchandani
Shawn Teo Kai Jie
Tan Hui Qing
Tan Si Ying, Gloria
Tricia Ho
Yee May Kuen Peggy Sarah
Yong Hong Kit Clement (Yang Fengji)

SECRETARIAT REPRESENTATIVE

Alvin Chen

INFORMATION TECHNOLOGY

Sadasivan, Dharma Yongwen, Co-Chairperson
Wong Li Ming Rachel, Co-Chairperson



Information Technology Committee members

The Information Technology Committee (the Committee) assists members with matters relating to information technology and legal practice, including liaising with statutory bodies and government agencies on matters relating to information technology in legal practice.

For the reporting period of 1 September 2023 to 31 August 2024, the Committee engaged in the following activities:

1. Noting the prevailing challenges faced by members of the bar and law practices in navigating the landscape of legal technology solutions and services, the Committee continued its efforts on the "Guide on the Adoption of LegalTech for Law Practices" (the Guide). The Committee deconflicted the draft of the Guide with the Ministry of Law and Infocomm Media Development Authority (IMDA). Thereafter, the Committee coordinated efforts with the Ministry of Law and IMDA to jointly organise an event for the launch of the Guide together with IMDA's Legal Industry Digital Plan on 16 October 2023, which included an informative panel discussion titled "GPT and Beyond: A Multipartite Discourse".
2. Following the launch of the Guide, the Committee's efforts have been focused on improving the publicity and reach of the Guide. In this regard, members of the Committee are preparing an infographic to legal practitioners and endeavour to publish the same by Q4 of 2024.
3. With a view to exchanging ideas about technology adoption in the legal industry and the regulation of legal technology in other jurisdictions, the Committee began engaging with the Law Society of England and Wales in late 2023. The Committee looks forward to building on these initial engagements. The

Committee also hopes to reach out to its counterparts in Malaysia and Australia in the near future.

4. The Committee is exploring avenues to identify and address the concerns of smaller law practices. To this end, the Committee is working on a survey to small and mid-sized law firms and will be organising focus group sessions with practitioners in Q3 and Q4 of 2024.

In addition to the above, the Committee maintains a resolute commitment to fostering and continuing engagement and collaboration with esteemed stakeholders such as the Ministry of Law and IMDA. Through ongoing and proactive collaboration with these stakeholders, the Committee seeks to establish cohesive and symbiotic relationships with a view towards helping the legal profession.

COMMITTEE MEMBERS

Sadasivan, Dharma Yongwen - Co-Chairperson
Wong Li Ming Rachel - Co-Chairperson
Smith Benjamin Yiwen - Vice-Chairperson
Lim Seng Siew - Council Representative
Amanda Goh Tsu-Yi
Chen Shiyun Su-Anne Anastasia
Christabelle Arya Gerard
Foo Yu Kang, Wilson (Fu Yukang)
Gaw Ying Charn Benjamin
Ho Yeung Kai
Kao Kwok Weng Jonathan
Kronenburg Edmund Jerome
Lim Sui Yin Jeffrey
Moh Huixuan, Estelle
Ong Ding Shun, Daryl
Prasad s/o Karunakarn
Rengarajoo s/o Rengasamy Balasamy
Seah Li Min, Cheryl
Toh Qingxiang
Wan Wily

SECRETARIAT REPRESENTATIVE

Alvin Chen

INSOLVENCY PRACTICE

Sim Kwan Kiat, Chairperson



Insolvency Practice Committee

For the reporting period of 1 September 2023 to 31 August 2024, the Insolvency Practice Committee (the Committee) sought to advance the practice area of insolvency law.

1. Singapore Insolvency Conference 2023

The Singapore Insolvency Conference (Conference), organised by the Insolvency Practitioners Association of Singapore (IPAS), was held in person from 22 to 23 November 2023. The Conference Organising Committee included Chairperson Sim Kwan Kiat, Vice-Chairperson Debby Lim, Members Darius Tay, Andrew Chan, Joel Chng, Emmanuel Chua, Sheila Ng, Lauren Tang, and Jo Tay. Chairperson Sim Kwan Kiat and Member Darius Tay, Co-Chairpersons of the Conference Organising Committee, delivered the closing remarks on Day 2 of the Conference. Members Sushil Nair, Lauren Tang, Darius Tay, Joel Chng, Emmanuel Chua, Andrew Chan and Sheila Ng were speakers at the Conference.

The theme of the Conference, "Looking Ahead – Rethinking R&I", underpinned discussions on the current and future trends and developments in Restructuring and Insolvency, what lies ahead, and possible reforms to address existing issues and new challenges posed by climate change and artificial intelligence.

The Conference included:

- Plenary sessions on the emerging global/regional trends and the role of restructuring in post C19 environment, R&I in a disrupted environment touching on recent events and the ever-evolving role of insolvency practitioners, developments in South-East

Asian restructuring moving into group insolvency and treatment of foreign creditors in a cross-border context;

- The launch of the inaugural regional forum for various R&I organisations and bodies that brought together representatives from South East Asia and beyond, paving the path for enhanced collaboration and harmonisation; and
- A Judicial Colloquium involving judges from different jurisdictions.

2. Engagement with the Supreme Court

The Committee continues to engage in conversations and consultations with the Supreme Court on matters relating to insolvency practitioners, as and when required.

3. Representative on IPAS

Chairperson Sim Kwan Kiat, as the Law Society representative on the IPAS, will be actively engaged in meetings and matters relating to IPAS.

4. Meetings

The Committee held a meeting on 2 July 2024 to gather feedback and consider ways to encourage and introduce insolvency to a wider group of young lawyers and lawyers from small law firms. It is proposed to have such meetings on a regular basis for members to explore ideas and catch up.

COMMITTEE MEMBERS

Sim Kwan Kiat – Chairperson
Lim Hui Li Debby – Vice-Chairperson
Foo Guo Zheng Benjamin – Council Representative
Eva Teh Jing Hui – Council Representative
Loh Song-En, Samuel – General Secretary
Yeo En Fei, Walter – Assistant General Secretary
Chng Zi Zhao Joel (Zhuang Zizhao) – CPD Representative
Ajinderpal Singh
Andrew Chan Chee Yin
Chan Ming Onn David
Edward Tiong Yung Suh
Emmanuel Duncan Chua
Kenneth Lim Tao Chung
Koh Junxiang
Lauren Tang Hui Jing
Ng Hui Ping Sheila
Quah Wei Sheng, Danny
Sushil Sukumaran Nair
Tay Kang-Rui Darius (Zheng Kangrui)
Tay Yu Xi (Zheng Yuxi)
Tris Xavier
Yeo Jianhao, Mitchell

SECRETARIAT REPRESENTATIVE

Alvin Chen

INTELLECTUAL PROPERTY PRACTICE

Foong Yew Cho Jonathan, Chairperson



Members of the Intellectual Property Practice Committee

The Intellectual Property Practice Committee (the Committee) focuses on supporting Intellectual Property (IP) practitioners in different areas of IP practice. The Committee is divided into 5 sub-committees as follows:

- (i) Trade Marks;
- (ii) Patents;
- (iii) Enforcement and Dispute Resolution;
- (iv) Copyright and Design; and
- (v) Emerging Issues.

For the period of 1 September 2023 to 31 August 2024 (the Reporting Period), the Committee engaged in the following activities:

1. Feedback and Engagement Sessions

The Committee has, through the course of the Reporting Period, actively participated and will continue to engage with the Intellectual Property Office of Singapore (IPOS) to provide feedback on various initiatives and issues, e.g. IPOS Digital Hub (IDH) and Supplementary Examination.

Committee members were invited to engagement sessions with IPOS on:

- 10 May 2024 – sharing on IPOS' latest patents initiatives relating to timelines in search and examination process and document submissions in structured data format.
- 9 and 10 May 2024 – live verification of the IDH which will be migrated to the Government on Commercial Cloud 2.0 platform.

The Committee noted the rising trend in cases managed by foreign non-lawyers and plans to prepare a write-up concerning foreign agents representing clients at IPOS for Hearing and Mediations Department (HMD) matters to the relevant stakeholders.

2. Intellectual Property Segment of the Annual CPD Day 2023

Members George Hwang and Dixon Soh were speakers for the Intellectual Property Segment of the Annual CPD Day 2023.

3. Dialogue Meetings

In efforts to contribute towards the development of the legal regime and practice of IP Law in Singapore, the Committee plans to organise a dialogue session with the IPOS Trade Marks Examiners and HMD officers on trade mark related matters in the second half of 2024.

4. CPD Event

The Committee plans to organise a CPD event on text and data mining across Asian jurisdictions in the first half of 2025.

COMMITTEE MEMBERS

Foong Yew Cho Jonathan – Chairperson
Boo Yee Swan – Vice-Chairperson
Koh Choon Guan Daniel – Council Representative
Millicent Lui Qiao Xin – General Secretary
Ferzana Fareen Haq – Assistant General Secretary
Chan Wenqiang (Jon) – CPD Representative
Chew Heng Hwang (Zhou Henghuang)
George Bonaventure Hwang Chor Chee
Jevon Louis
Kang Poh Sing (Jason)
Lam Chung Nian
Leow Jiamin
Lim Ying Sin Daniel
Meryl Koh Junning
Moi Sok Ling
Murgiana Haq
Ng Chee Weng @ Max Ng Chee Weng
Pang Sze Ray, Melvin
Ravindran s/o Muthucumarasamy
Soh Kar Liang
Soh Zeng Sheng (Dixon)
Tan Kee Leng
Tan Lin Yin Gladys
Teng Hin Weng, Mark
Toh Jia Yi
Wong Siew Hong
Yuen Kit Kuan

SECRETARIAT REPRESENTATIVE

Alvin Chen

INTERNATIONAL RELATIONS

Anil Murkoth Changaroath, Chairperson

1. Hosting of Delegation Visits

During the period of 1 September 2023 to 31 August 2024, the Law Society hosted the following in-person visits at the Law Society office:



Visit by Zhuhai Lawyers Association

Date	Events
19 October 2023	Zhuhai Lawyers Association The delegation wanted to better understand the legal landscape in Singapore, such as general statistics about law firms and lawyers.
27 October 2023	Beijing Lawyers from the University of International Business and Economics The delegation wished to learn more about the local legal landscape as part of their study trip in Singapore.
16 November 2023	Commonwealth Games Federation Ethics Commission The meeting looked at sports-related issues and possible future collaborations between the two organisations.
17 November 2023	Tianjin Bar Association The discussion covered mediation and possible avenues for deepening cooperation. Building on the initial Memorandum of Understanding (MOU) signed in 2019, a new MOU was signed with Tianjin Lawyers Association on 27 May 2024 to enhance the exchange of knowledge and deepen the ties between the two legal communities.

21 November 2023	Justice Bureau of the Shenzhen Municipality Our representatives shared details of Law Society's mediation scheme and discussed about the benefits of mediation in general.
9 January 2024 and 16 May 2024	Mr Henry Huang Ningning, Vice-President of Shanghai Bar Association Mr Huang represented the Shanghai Bar Association to discuss furthering the avenues of collaborations between Shanghai and Singapore's legal fraternities.
16 January 2024	Mr Richard Malanjum, Ombudsperson of the United Nations Security Council Mr Malanjum's office in the United Nations deals with individuals or entities that are under UN sanctions. He approached Law Society to recruit pro bono volunteers to assist with his office's duties.
19 January 2024	The High People's Court of Henan Province Law Society representatives shared about the Society's regulatory system and the Singapore criminal law system.
19 February 2024	Justice Committee of the UK House of Commons The delegation discussed technology in court and its efficiency, mediation in the Singapore context and other matters concerning criminal and legal policy issues.
19 March 2024	Ms Tracy Pan Hai Qing, Singapore Managing Partner of Guangxi WanYi Law Firm The meeting explored potential avenues for collaboration between the Guangxi Bar Association and the Law Society.

22 March 2024	<p>Mr Yap Teong Liang, President-Elect of LAWASIA</p> <p>President Lisa Sam and President-Elect Yap Teong Liang discussed strengthening collaboration between Law Society and LAWASIA, including potential joint activities such as hosting future LAWASIA conferences in Singapore and collaborating with the Queensland Law Society on ADR initiatives.</p>
18 April 2024	<p>The Uzbekistan Ministry of Justice</p> <p>Discussions covered alternative dispute resolution, international commercial arbitration, foreign law practices, domestic arbitration and mediation practices.</p>
30 April 2024	<p>The Press Arbitration Commission of Korea</p> <p>Fruitful exchange on how media-related disputes are resolved in South Korea and how fake news is handled under POFMA in Singapore.</p>
13 May 2024	<p>Meeting with Mr Mike Freer, then-Member of Parliament and Parliamentary Under-Secretary of State for Courts and Legal Services, United Kingdom</p> <p>Law Society had the privilege of being hosted at the official residence of the British High Commissioner to Singapore to meet with then-Parliamentary Under Secretary of State for the Ministry of Justice, Minister Mike Freer, to discuss the potential avenues of legal collaboration between the UK and Singapore.</p>
14 May 2024	<p>Hetao International Mediation Centre and China Commercial Law Firm</p> <p>The discussions covered potential avenues of collaboration and exchange. Law Society representatives also shared our experience on the internationalisation of legal services.</p>
3 June 2024	<p>The Guangdong-Macau In-Depth Cooperation Zone in Hengqin</p> <p>Discussions on commercial arbitration and mediation, and potential opportunities to work together.</p>

5 June 2024	<p>Seoul Bar Association</p> <p>Law Society renewed our MOU with the Seoul Bar Association. There was also an in-depth discussion on international arbitration.</p>
12 June 2024	<p>Mr Sonam Tashi, Attorney-General of Bhutan and a Delegation from his Office</p> <p>AG Tashi and his team visited the Law Society to learn about Singapore's legal aid and pro bono initiatives, professional development programmes, and best practices in legal research and drafting.</p>
27 June 2024	<p>World Justice Project</p> <p>Executive Director, Ms Andersen, and Regional Director for Asia-Pacific, Mr Plipat, met with Vice-President Chia Boon Teck to explore collaboration opportunities and they briefed Law Society on the Asia-Pacific programme which encompassed the Asia-Pacific Justice Forum and the Asia-Pacific Business Form for the Rule of Law.</p>
27 June 2024	<p>Taiwan Bar Association</p> <p>The delegation discussed topics related to continuing professional development, pro bono and public service involvement, and the business expansion of Law Society.</p>
4 July 2024	<p>Mr Shyam Divan, President of LAWASIA, Mr Yap Teong Liang, President-Elect of LAWASIA, and Dr Gordon Hughes, Secretary-General and Honorary Life Member of LAWASIA</p> <p>Discussions touched on LAWASIA membership and potential collaborations between Law Society and LAWASIA.</p>
18 July 2024	<p>Rt Hon Dame Helen Winkelmann, Chief Justice of New Zealand</p> <p>CJ Winkelmann wished to learn more about Law Society's initiatives related to equitable access to justice and advancements in remote participation technology and artificial intelligence.</p>

2. Memorandum of Understanding (MOU)



MOU with Seoul Bar Association

To promote and strengthen the cooperation between Law Society of Singapore and overseas bar associations and the exchanges between Singapore lawyers and lawyers in overseas jurisdictions, the Law Society has entered into several MOUs set out below.

Date	Events
9 October 2023	Suzhou Industrial Park Lawyers Association
31 January 2024	China Council for the Promotion of International Trade (CCPIT) and Singapore Chinese Chamber of Commerce & Industry (SCCCI)
28 May 2024	Tianjin Lawyers Association
5 June 2024	Seoul Bar Association
7 June 2024	Law Council of Australia

3. Relationships with Overseas Bar Associations/ Regional and Global Bar Associations

To promote and strengthen the relationship built with the overseas bar associations, the Law Society participated in events set out below:

Date	Events
5 September 2023	3rd Legal Symposium for China International Trade in Services
16 September 2023 – 19 September 2023	20th China-ASEAN Expo (online)
20 October 2023	3 rd Singapore-China International Commercial Dispute Resolution Conference

9 November 2023	Malaysia-Singapore Summit 2023
23 November 2023 – 26 November 2023	36 th LAWASIA Conference in Bengaluru, India
23 November 2023	Bilateral Meeting with the Law Society of England & Wales
26 November 2023	Bilateral Meeting with Seoul Bar Association
26 February 2024	Virtual Meeting with the Law Council of Australia
1 March 2024	Malaysia-Singapore Young Lawyers' Summit
6 June 2024 – 8 June 2024	34th POLA Conference in Hong Kong, China
6 June 2024	Bilateral Meeting with New Zealand Law Society
7 June 2024	Bilateral Meeting with the Law Council of Australia

4. Secondment and Exchange Programmes

a. Singapore-Shanghai Lawyers Secondment Programme



Food tour for lawyers from Shanghai

Building upon the strong cooperation between Singapore and Shanghai, a MOU was signed between the Ministry of Law, Shanghai Municipal Bureau of Justice, the Law Society of Singapore and Shanghai Bar Association to work together to host attachments and study visits for lawyers from both sides.

The first run of the Secondment Programme was from October 2023 to January 2024. The Law Society welcomed 10 lawyers from Shanghai with a networking lunch at the Members' Lounge and a food and heritage tour in the Katong area.

For the second run, 9 Singaporean lawyers embarked on their secondment in Shanghai in May 2024 and returned in August 2024 with insightful takeaways on Shanghai’s business environment and the best practices of Chinese law firms.

The mutual exchanges provide lawyers from both jurisdictions the opportunity to expand their networks, exchange knowledge and gain a deeper understanding of the business norms and cultural nuances of their host city.

b. Law Society x Hong Kong Bar Association Exchange Programme



POLA 2024 in Hong Kong

Following the formalisation of a MOU on the sidelines of the 33rd Presidents of Law Associations of Asia Conference 2023, the Law Society of Singapore and the Hong Kong Bar Association jointly organised an Exchange Programme. Successful applicants were given the opportunity to shadow Senior Counsels in Singapore or Hong Kong.

For the first run of the programme, Ms Leo Zhi Wei shadowed a Senior Counsel in Hong Kong for 6 weeks. For the second run, 3 Hong Kong Barristers have been assigned to shadow Senior Counsel in Allen & Gledhill Asia and 1 Hong Kong Barrister has been assigned to shadow Senior Counsel in Engelin Teh Practice LLC.

The Exchange Programme aims to promote cross-cultural learning in terms of professional development and best practices in litigation or arbitration, as well as forge friendships between the 2 bars.

5. International Relations Webinars

To enhance our members' understanding of legal practices across different jurisdictions, a new series of International Relations webinars (IR webinars) were introduced.

For 2024, there were 2 IR webinars which focused on China and India. The respective topics are as follows:

China	Year of the Dragon: Economic and Legal Trends in China
India	Navigating Green Frontiers: Understanding Environmental Law in India and Climate Legislation in Singapore

6. Lawyers Go Global



Meeting Lawyers in Suzhou during the LG2 Mission Trip

Launched in April 2018, Lawyers Go Global (LG2) is an initiative aimed at connecting Singapore legal expertise with overseas opportunities, through overseas missions, trainings as well as branding and marketing. The Committee regularly gives input to the LG2 team (including the selection of destinations), and many members of the Committee participated in the overseas Missions.

Members who are interested in participating in "Lawyers Go Global" programme can contact the Law Society’s LG2 team at goglobal@lawsoc.org.sg for more information.

Overseas missions organised in 2024 are set out in the table below. For the next mission, Chongqing has been selected, and it is planned to be in September 2024.

4 March 2024 - 10 March 2024	Mission to Shanghai & Suzhou, China
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7. Opening of Legal Year Singapore (OLYS)

The Committee also assisted Council to plan and coordinate the OLYS programme, including the Presidents’ Roundtable dialogue hosted by the Law Society. The Presidents’ Roundtable dialogue featured topics on generative AI and senior practitioners.

The discussion on first topic “Generative AI: Threat or Opportunity? Future-Proofing Lawyers” addressed AI’s transformation of the legal industry and how AI could increase productivity.

The second topic “70s, The New 50s. Maintaining a Viable Legal Practice” saw insightful discussions on ensuring that senior practitioners can enjoy their golden years meaningfully by embracing their wealth of experience and welcoming innovation.

COMMITTEE MEMBERS

Anil Murkoth Changaroth - Chairperson
Yee May Kuen Peggy Sarah - Co-Vice-Chairperson
Yee Mun Howe Gerald - Co-Vice-Chairperson
Benjamin Foo Guo Zheng - Council Representative
Anita Binte Ahamad
Chong Chia Chi
Chua Kee Loon
Gloria James-Civetta
Jeremiah Huang WeiQuan
Kronenburg Edmund Jerome
Leah Chua
Lee Tze En Chrystal
Michael Lukamto
Nguyen Vu Lan
Ong Lee Woei
Ow Joshua
Prasad s/o Karunakarn
Simon Peter Dunbar
Wong Jing Ying Audrey
Yeo Cai Yun Kimberly

SECRETARIAT REPRESENTATIVE

Lee Wei Yan

MEDIATION

Liew Yik Wee, Co-Chairperson

See Chern Yang, Co-Chairperson



The Mediation Committee 2024

The Mediation Committee (the Committee) is focused on the promotion of mediation as an expedient and efficient form of alternative dispute resolution (ADR), the administration of the Law Society Mediation Scheme and the provision of general guidance on mediation-related topics to the profession. The Committee comprises 4 sub-committees: Activities, Law Society Mediation Scheme (LSMS), International Outreach, and Young Mediators.

For the reporting period of 1 September 2023 to 31 August 2024, the Committee engaged in the following key activities and initiatives:

1. Law Society Mediation Scheme (LSMS)

Since its launch in 2017, the LSMS has experienced steady growth in the number of cases it handles and successfully resolves. In 2023, the LSMS received a total of 77 cases (a notable increase from the 64 cases received in 2022). In 2024, the LSMS has received 46 cases as of 1 August 2024. The overall settlement rate for LSMS mediations is approximately 75%. The Committee is confident that the LSMS will be supported and adopted by members and continue to grow within the legal community.

The Committee is firmly committed to maintaining and enhancing the high standards of mediation service(s) through the LSMS. On 3 November 2023, the LSMS was successfully accredited by the Singapore International Mediation Institute (SIMI) as a Registered Service Provider (RSP). Mediations conducted under the LSMS will now be recognised by SIMI for members looking to become Certified Mediators.

Additionally, the LSMS sub-committee has continued to evaluate ways in which the LSMS' infrastructure/rules may be improved and fine-tuned to enhance its adoption amongst members and create more opportunities to mediate for its panel mediators and allow them to gain valuable experience. With Council's support, these ideals were translated into action, and the Committee intends to officially launch the revised LSMS Rules by the end of 2024.

The Committee hopes to actively explore further possible collaborations to expand the scope of the LSMS to specialised types of disputes (such as in IP, and consumer protection).

2. Collaboration with the Singapore Estate Agents Association (SEAA)

On 14 November 2023, the Law Society formalised a partnership with SEAA through the signing of a Memorandum of Understanding (MOU) during the SEAA's Singapore Key Executive Officers and Leaders Conference. This alliance promotes the usage of the Law Society's ADR Schemes such as the LSMS, by SEAA members for all disputes arising from co-broking arrangements between property agencies and property agents. It is hoped that this cooperation would increase the external usage of the Law Society's ADR Schemes, as well as encourage the exchange of information and expertise on ADR-related topics.

3. Participation at the Singapore International Mediation Institute's (SIMI) Mediation Annual Review



Co-chairperson See Chern Yang at the Mediation Annual Review Seminar by SIMI

The Committee endeavours to engage the legal community to develop their professional skills and seize opportunities to expand their mediation practice, while keeping abreast with the commercial developments and trends in the mediation industry. In this vein, Co-Chairperson, See Chern Yang, was a keynote speaker at the Mediation Annual Review event organised by SIMI on 23 April 2024 at NUSS Suntec Guild House. The panel discussion saw Chern Yang, among other forerunners in the mediation industry, sharing their experiences and valuable knowledge on building a credible practice in one's own mediation journey amidst challenging times. The Committee aims to continue its efforts to demonstrate its pioneering spirit to inspire others to shape the market for mediation-related services.

4. The Young Mediators Sub-Committee

The Young Mediators sub-committee was set up in 2023 to address the concerns of young mediators and expand the accessibility of mediation as a practice area for new practitioners. Through potential collaborations with organisations in the industry, the sub-committee aims to foster a conducive environment for young lawyers to support and learn from each other in their foundational years of legal practice.

To kick start their vision, the sub-committee organised their first-ever event titled, "What's Next: Starting Your Mediation Journey" on 2 December 2023. In an incredible show of interest, more than 50 law students from the National University of Singapore, Singapore Management University and Singapore University of Social Sciences attended the panel discussion, which aimed to demystify the mediation accreditation process and the role of a mediator or mediation advocate. The enthusiastic group of attendees made this inaugural event a successful and rewarding experience, as they engaged in avid conversations about the practice of mediation and its applicability in their life, studies and work.

The sub-committee is currently working towards organising a fireside chat for young lawyers with senior mediators to provide young mediators with insight on steps they can take to gain experience as mediators in the first few years of their practice. This initiative is aimed to take place in the last quarter of 2024.

5. Singapore Convention Week Event on 30 August 2024 – Navigating the Future of Mediation: Promises and Challenges of an International Standard of Mediation Competency

As part of the annual Singapore Convention Week offerings, the Activities sub-committee has organised an in person event this year, titled "Navigating the Future of

Mediation: Promises and Challenges of an International Standard of Mediation Competency". The event offers young lawyers the valuable opportunity to hear directly from an expert panel of experienced practitioners in the mediation industry, as they discuss the potential for an international level of mediation competency, and the challenges and opportunities in developing global mediation standards in the current landscape of intensifying cross-border disputes.

6. Potential International Relations



Visit by the Uzbekistan Ministry of Justice delegation

During the course of the reporting period, members of the Committee met with representatives of the Vietnam Mediation Centre, the Press Arbitration Commission of Korea, the Uzbekistan Ministry of Justice and the Zhuhai Government, amongst others. During these introductory meetings, the Committee members exchanged valuable information regarding the mediation landscapes in Singapore and regionally. The Committee remains committed to broadening their reach across nations and will continue to explore opportunities for international collaboration with these counterparts.

COMMITTEE MEMBERS

Liew Yik Wee - Co-Chairperson
See Chern Yang - Co-Chairperson
Kevin Kwek Yiu Wing - Vice-Chairperson
Andrew Chua - Co-Council Representative
Christine Low Ying Li - Co-Council Representative
Bhargavan Sujatha
Charmaine Yap Yun Ning
Chong Chia Chi
Ho Chee Jia (He Qijia)
Kamalarajan Malaiyandi Chettiar
Li Jiabao
Lim Lei Theng
Loh Guo Wei, Melvin
Renuka d/o Karuppan Chettiar
Samuel Chong
Vivienne Kaur Sandhu
Yeo En Fei, Walter
Yeow Tin Tin Margaret
Yuen Djia Chiang Jonathan

SECRETARIAT REPRESENTATIVE

Alvin Chen

MUSLIM LAW PRACTICE

Abdul Rahman Bin Mohd Hanipah, Chairperson



Members of the Muslim Law Practice Committee

For the reporting period of 1 September 2023 to 31 August 2024, the Muslim Law Practice Committee (the Committee) was active in the following initiatives.

1. Family Conference

The Committee co-organised the Family Conference on 13 and 14 September 2023, together with the Family Law Practice Committee and the Probate Practice Committee. Members Syafiqah Ahmad Fuad and Mohamed Fazal were members of the 2023 Organising Committee. This year's Family Conference was scheduled for 3 and 4 September 2024.

2. Singapore Council of Women's Organisations (SCWO) Monthly Legal Clinics

Members of the Committee continue to volunteer and assist in the provision of legal advice to members of the public at the SCWO's monthly legal clinics, with the sessions conducted via Zoom.



Visit by the Syariah Law Committee of Malaysia Bar Council

3. Visit by the Syariah Law Committee of Bar Council Malaysia

The Committee hosted a visit by the Syariah Law Committee (SLC) of the Bar Council Malaysia at the Law Society on 28 September 2023. Member Ahmad Nizam presented on the Singapore Syariah Legal System, and was joined by the Presidents and Deputy Registrar of the Syariah Court (SYC) who gave a presentation on Muslim Divorces in the Syariah Court of Singapore. It was an engaging sharing session of insights and experiences as well as exchanging perspectives on the differences in practising Syariah Law in Singapore and Malaysia. The Committee is planning a reciprocal visit to meet the SLC in Kuala Lumpur in the last quarter of the year.

4. Public Consultation

The Committee provided feedback to the public consultation on the Draft Administration of Muslim Law (Amendment) Bill by the Ministry of Culture, Community, and Youth on 6 December 2023.

5. Dialogues and Engagement with the Syariah Court

The Committee continues to engage in dialogues with the Syariah Court to share the concerns of practitioners.

6. Engagement with Majlis Ugama Islam Singapore (MUIS)

The Committee continues to engage MUIS on issues relating to Wakaf Masyarakat Singapura, Wasiyyah Wajibah, Nuzriah, Hibah, Fatwa on Inheritance, and reference books in section 114 of the Administration of Muslim Law Act.

7. CPD Event

The Committee is planning a CPD event titled "Understanding Muslim Law – An Insight to the Muslim Divorce Practices and Landmark Cases in the Syariah Court" in the last quarter of the year.

COMMITTEE MEMBERS

Abdul Rahman Bin Mohd Hanipah – Chairperson
Norhakim Bin Md Shah – Co-Vice-Chairperson
Nur Liyana Binte Mohamed Sinwan – Co-Vice-Chairperson
Muhamad Ashraf s/o Syed Ansarai – Council Representative
Mohamed Fazal Bin Abdul Hamid – General Secretary
Muhammad Aadil Bin Dafir – Assistant General Secretary
Mohammad Rizuan Bin Mohammad Yasin – CPD Representative
Abdul Rohim Bin Sarip
Ahmad Nizam Bin Abbas
Ferzana Fareen Haq
Halijah Binte Mohamad
Kannan Nadarajan
Mohammed Shakirin Bin Abdul Rashid
Murgiana Haq
Nur Amalina Binte Saparin
Rashidah Kader Saheer
Renaro Daniel Ezra Bunyamin
Saburabi Nila Ibrahim
Syafiqah Ahmad Fuad
Tayabali Aziz Samiwalla

SECRETARIAT REPRESENTATIVE

Alvin Chen

PERSONAL INJURY / PROPERTY DAMAGE

Anparasan s/o Kamachi, Co-Chairperson
Subir Singh Panoo, Co-Chairperson



Personal Injury/Property Damage Committee 2024

The Personal Injury/Property damage (PIPD) Committee presents its report for the period 1 September 2023 to 31 August 2024.

1. PIPD Huddle

The Committee organised a Huddle session at the State Courts Bar Room for members of the PIPD Bar to meet up over lunch and discuss issues relevant to PIPD practice. One issue discussed was members' experience with their application to the Public Trustee for approval of their Solicitor-Client cost in terms of how quickly the Public Trustee would respond and the percentage approved by the Public Trustee for the Solicitor-Client cost.

There was a lively discussion on the recent decision by the Court of Appeal in *Crapper Ian Anthony v Salmizan bin Abdullah* [2024] SGCA 21 (Salmizan) on the issue of whether a Defendant could still challenge causation after consent Interlocutory Judgment had been recorded. The decision by JC Goh (as he then was) in the High Court had resulted in many matters having to go for trial on liability and quantum where causation was disputed.

The Committee has also planned a second Huddle in the later part of the year to discuss the implications of the decision after the release of the written grounds of the Court of Appeal decision.

2. PIPD Seminar

The Committee organised a much-anticipated and well-attended PIPD Seminar on 25 July 2024 on the following topics:

- a. Disciplinary Framework
- b. Law Society's Compulsory Professional Indemnity Insurance
- c. Ethics and Responsibilities in relation to PIPD Practice
- d. Interest in Ethical Conflicts – How to Navigate Them
- e. Handling Major Aviation Accidents
- f. Handling an MIB Claim

The esteemed speakers were Mr Gokul Haridas, Director and Head (Regulatory) of the Law Society; Ms Kang Yixian, Senior Vice President (Claims Solutions Leader, Singapore); and Mr Jay Prabhu, Assistant Vice President (FINPRO) of Marsh (S) Pte Ltd; and senior practitioners including Mr Jimmy Yim SC of Drew & Napier LLC, Mr Terence Liew of Clyde & Co Clasis Singapore, and Mr Anthony Wee of Titanium Law Chambers LLC.

3. Court Dialogues

The Executive Committee met up over lunch with the State Court Judges to discuss various issues faced by practitioners, including the in-person Civil Dispute Resolution (CDR) sessions, and the protocol which would be implemented post-Salmizan.

4. The PIPD Mediation Scheme (Scheme)

As stated in the 2023 report, Council had approved the PIPD Mediation Scheme on 23 March 2023 which the PIPD Committee had proposed. The Committee has set up a sub-committee to prepare the Fee Schedule and an Addendum to do a soft launch of the Scheme by year-end.

5. Other Key Initiatives

The Committee continues to improve PIPD practice for the benefit of the Bar by engaging in dialogues with the Court and various stakeholders, including the Public Trustee's Office, to share feedback on practices which impact the PIPD Bar.

COMMITTEE MEMBERS

Anparasan s/o Kamachi - Co-Chairperson
Subir Singh Panoo - Co-Chairperson
Shabira Banu d/o Abdul Kalam Azad - Co-Vice-Chairperson and General Secretary
Yek Nai Hui - Co-Vice-Chairperson
Kok Yee Keong - Assistant General Secretary
Lisa Sam - Council Representative
Muhamad Ashraf s/o Syed Ansarai - Council Representative
Abdul Salim Ahmed Ibrahim
Constance Margreat Paglar
Er Zong En, Fernando
Han Hean Juan
Liew Teck Meng
Michelle Kaur
Ng Kwong Loong (Wu Guanglong)
Raj Singh Shergill
Renuka d/o Karuppan Chettiar
Sekhon Gurdeep Singh
Tay Boon Chong Willy
Teo Weng Kie
Vinodhan Gunasekaran
Vivienne Kaur Sandhu
VM Vidhiya
Wu Yijun Jade

SECRETARIAT REPRESENTATIVE

Alvin Chen

PROBATE PRACTICE

Goh Kok Yeow, Co-Chairperson

Kee Lay Lian, Co-Chairperson



Probate Practice Committee

For the reporting period of 1 September 2023 to 31 August 2024, the Probate Practice Committee (Committee) has been actively involved in the following activities relating to its remit of being the voice of the Law Society in probate, wills administration, succession planning and mental capacity matters.

1. Family Conference

The Committee co-organised the Family Conference on 13 and 14 September 2023, together with the Family Law Practice Committee (FLPC) and the Muslim Law Practice Committee. Co-Chairperson Kee Lay Lian, Co-Vice-Chairperson Kanyakumari and member Dharma Jayaram were members of the 2023 Organising Committee. Held virtually over 2 days, the Conference brought together members of the Judiciary and the Bar for an in-depth analysis and discussion on the new Rules and its impact on the key areas of family practice. This year's Family Conference was scheduled for 3 and 4 September 2024.

2. Series of Probate Workshops

Co-Chairperson Goh Kok Yeow, Co-Vice-Chairperson Chong Yue-En and Dr Colin Tan were the speakers of the "Unlocking the Mental Capacity Act: A Comprehensive Workshop on Applications in Singapore" on 31 July 2023. This in-depth and interactive workshop was designed to equip participants with the skills, knowledge and tools necessary to identify vulnerable individuals, make MCA applications and take appropriate legal steps through deputyship applications.

Two more workshops are scheduled for the last quarter of the year.

3. Dialogue Meetings with the Family Justice Courts (FJC)

The Committee continues to engage the FJC through dialogue meetings on 9 October 2023 and 20 March 2024 on matters relating to Rules and Practice Directions concerning the new FJR, FJC PDs, proceedings under the Probate and Administration Act, Mental Capacity Act (MCA), Wills Act, and other related legislations. Following the dialogue, the Committee disseminated information shared by the FJC to members via Jus News.

4. Articles in the Law Gazette

The Committee published a series of articles in the *Law Gazette*:

- a. September 2023 – The Client's Mental Capacity to Litigate – A Few Pointers on Practice by members Tan Shen Kiat and Tan Kah Wai;
- b. October 2023 – Potential Pitfalls in a Settlement Agreement by member Steven Lam
- c. November 2023 – Foreign LPAs: Recognition, Enforceability and Practical Issues by member Leonard Loh;
- d. December 2023 – Where There's a Will, There's a Way – Provided You Can Find the Original Will by member Jaryl Lim; and
- e. June 2023 – What Happens to a Sole Practitioner's Law Practice if They Die or Lose Mental Capacity? by members Leonard Loh and Jaryl Lim.

5. Family Justice at Heartlands

The Committee was involved in the Family Justice at Heartlands, an outreach project initiated by the FJC in 2022 to create public awareness of the different legal and therapeutic support services through a series of roadshows organised by FJC and MSF. The Committee presented and gave talks on probate, wills and mental capacity at those sessions. Co-Chairpersons Kee Lay Lian and Goh Kok Yeow and member Tan Shen Kiat presented on probate and administration, mental capacity and LPA at Wisma Geylang Serai on 25 November 2023.

6. Law Society Mediation Scheme – Family (LSFS) for Probate and MCA Matters

The Committee is working on expanding the LSFS to probate and MCA matters.

7. Meeting with the Association of Banks in Singapore (ABS)

The Committee continues to engage with the ABS to discuss matters related to the banks' procedures about probate and letters of administration and accounts concerning MCA.

COMMITTEE MEMBERS

Goh Kok Yeow – Co-Chairperson
Kee Lay Lian – Co-Chairperson
Kanyakumari D/O Veerasamy – Co-Vice-Chairperson
Chong Yue-En – Co-Vice-Chairperson
Steven Lam Kuet Keng – Council Representative
Tan Shen Kiat – General Secretary
Loh Weijie, Leonard – Assistant General Secretary
Anuradha d/o Krishan Chand Sharma – CPD Representative
Ahmad Nizam Abbas
Aye Cheng Shone
Carolyn Natalie Bava
Dharmambal Shanti Jayaram
Jaryl Lim Zhi Wei
Lee Jiemin Nicolette
Low Seow Ling (Liu Xiaolin)
Margaret Yeow
Sim Bock Eng
Sumaiyah Abdul Kader
Tan E-Fang
Tan Kah Wai
Thaddaeus Aaron Tan Yong Zhong

SECRETARIAT REPRESENTATIVE

Alvin Chen

PUBLIC AND INTERNATIONAL LAW

Jeffrey Chan Wah Teck, SC, Chairperson

This report is for the period 1 September 2023 to 31 August 2024 where the Committee engaged in the following key activities:

1. Public Law Conversation 2023

On 3 November 2023, the Committee held a Public Law Conversation on Sustainability on 2 topics.

- a. Professor Danielle Yeow from the Centre for International Law (CIL) presented on "The Effect of the Paris Agreement on our Public Law".
- b. A panel discussion, moderated by committee member Samyata Ravindran, and which included panellists Ms Joyce Lai from DBS Bank Ltd, Professor Benjamin Ong from SMU's School of Law, Mr Sean Tseng from NUS' Faculty of Law, and Professor Danielle Yeow from the CIL, on "Is the right to a better world a fundamental human right that ought to be written into the constitution?" followed.

Ms Indranee Rajah, SC (Minister, Prime Minister's Office, Second Minister for Finance & Second Minister for National Development, Leader of the House) ended the conversation with her closing address.



Attendees of the Public Law Conversation with Ms Indranee Rajah, SC

2. Webinar on Sanctions Clauses, Nature of Letter of Credit Contracts, and the Implications of the Decision in *Kuvera Resources Pte Ltd v JPMorgan Chase Bank, NA* [2023] 2 SLR 389 - 28

On 28 March 2024, the PILC conducted a webinar titled

"Sanctions Clauses, Nature of Letter of Credit Contracts, and the Implications of the Decision in *Kuvera Resources Pte Ltd v JPMorgan Chase Bank, NA* [2023] 2 SLR 389 - 28.". This was attended by 211 participants from the legal profession and others. Mr Chen Zhida from Helmsman LLC was the speaker and Daniel Ho and Wu Junneng moderated the event.

The webinar addressed that with recent geopolitical events, sanctions due diligence has become increasingly important for cross-border businesses, especially those involved in international trade and finance. It explored *Kuvera Resources Pte Ltd v JPMorgan Chase Bank, NA* [2023] 2 SLR 389, and its legal and business implications, including the enforceability of sanctions clauses more generally and in the context of letters of credit. It also closely examined the decision itself and the reasoning of the lower court, and discussed practical issues relating to sanctions clauses and concerns that practitioners face when advising clients on the enforceability of sanctions clauses.

3. Proposed Maintenance of Racial Harmony Bill

In response to the Government's call for public feedback on a Consultation Paper they issued on a proposed "Maintenance of Racial Harmony Bill", the Council of the Law Society had forwarded the PILC's proposals to the Ministry of Home Affairs for the Government's consideration.

4. Immunity of Diplomatic Missions for Contravention of Host State Laws

Given public interest in the Government's actions following publication by a foreign embassy of potentially offensive material on its Facebook page, PILC members submitted, for the *Law Gazette's* consideration, a short article setting out the basics of diplomatic immunity and consequences of actions by embassy staff that may contravene the laws or policies of the Host State.

5. Upcoming Events

- a. 18 September 2024 – the **Extradition Webinar** will examine the basics of the practice of Extradition of

Offenders and important provisions of the Singapore-Indonesia Extradition Treaty recently brought into force.

b. 15 November 2024 – **the Public and International Law Seminar 2024** will examine:

- i. legal issues arising out of efforts to combat climate change (climate-related litigation and ongoing treaty negotiations to regulatory issues);
- ii. the role of international investment agreements in supporting the net zero transition; and
- iii. Singapore's role in the progressive development of international environmental law.

COMMITTEE MEMBERS

Jeffrey Chan Wah Teck, SC – Chairperson
Christopher Anand s/o Daniel – Vice-Chairperson
Siraj Omar, SC – Council Representative
Charis Tan En Pin
Crystal Tan Shi Ying
Gideon Chew Ming Kai
Ho Qi Rui, Daniel
Joel Raj Moosa
Johannes Hadi
Lee Soong Yan, Kevin (Li Chong'En)
Lim Si Cheng
Lim Zhuo Jun Jennifer
Mahesh Rai s/o Vedprakash Rai
Ng Shijie Hansel
Samyata Ravindran
Tham Wei Chern
Uma Jitendra Sharma
Wee Howe Min
Wu Junneng

SECRETARIAT REPRESENTATIVE

Roy'yani Razak (until February 2024)
Johanna Yeow (from April 2024)

PUBLICATIONS

Debby Lim, Chairperson



Members of the Publications Committee

The Publications Committee (the Committee) comprised the following sub-committees for this reporting period: (1) Mass call magazine (chaired by Fong Wei Li), (2) Annual report (chaired by Kishan Pillay), and (3) Legal writing seminar (chaired by Divyesh Pillai) and generally oversees the following publications and projects of the Law Society:

1. Singapore Law Gazette

The Committee publishes the official monthly magazine of the Law Society, the *Singapore Law Gazette (the Law Gazette)* which is available online at www.lawgazette.com.sg. The Committee assists in the commissioning, writing and proof-reading of each issue and also periodically curates special thematic issues. The *Law Gazette* presently averages 26,000 page views per month.

2. Law Gazette Awards

The Law Gazette Awards were introduced in 2013 to recognise our writers for their contributions to the *Law Gazette*, and to encourage the writing of good quality articles. In 2023, we awarded the prize for best feature article to Hoon Shu Mei and Tan Shen Kiat for the article "Mutual Wills: Till Death Do Us Part" and also to Alvin Chen for the article "Cheating, Deception by Concealment and Ordinary Dishonesty".

At the time of writing of this report, the Committee is undertaking nominations for the 2024 awards. The awards are judged by a panel of experienced volunteers from the

judiciary, legal profession and academia.

3. Mass Call Magazine

Each year, the Committee publishes a magazine for newly called lawyers in August to coincide with the annual mass call. The Committee was pleased to once again print hard copies of the magazine for distribution to the over 400 newly called lawyers at the Mass Call held at the Supreme Court on 19 and 20 August 2024. For this year's issue the theme was "*The Future-focused Lawyer: Embracing and Winds of Change*" and we commissioned a range of articles including:

- a. How to succeed in your first year as an associate by Cheryl Seah
- b. Now you're a qualified lawyer, what next by Shulin Lee
- c. Thriving in the hybrid workplace by Khelvin Xu
- d. Emerging legal practices: AI, digital media and ESG by Fong Wei Li
- e. Legal ethics in 2050 by Sharmila Sanjeevi
- f. Post-admission career options by Lance Ang
- g. Life in a law firm by Rajan Chettiar
- h. Mentorship journey by Law Society secretariat
- i. Let's talk about mental health by Dr Elaine Yeo
- j. Interview with our pro bono ambassador by Obbana Rajah
- k. Lawyers of tomorrow by Tan Yu Qing

The [online copy](#) of the mass call magazine garnered 27,000 views in the first month of being published.

4. Legal Writing Seminar

The Committee conducted a webinar via Zoom titled "*Generative AI in Legal Drafting: What Lawyers Need to Know*" on 16 November 2023. The speakers were Ian Ernst Chai and Professor David Tan. The webinar was well-received with a turnout of 275 participants.

At the time of writing, the Committee is in the midst of organising our 2024 seminar on the topic “Beyond Legalese: Effective Legal Communication for Every Audience”. It is slated to be held on 13 November 2024.

5. Online Directory of Law Practices and Lawyers

The online directory which carries paid advertising from law firms has consistently been among the top 3 most visited sections of the Society’s website, offering advertising in 17 practice areas. In order to make the directory more user friendly, the directory has been improved to include new features that enables search by location and language/dialect.

In addition, at the request of the Law Society’s subsidiary Pro Bono SG (PBSG), since last year we have introduced a new section called Community Law for lawyers to advertise and serve as a resource for PB SG to refer their beneficiaries to. The aim was also to allow small firm lawyers to advertise for a reasonable fee of \$100 in order to offer their legal services.

6. Specialist Services Directory

The Committee produces the online specialist services directory which carries advertisements by legal support services providers including specialist witnesses. We hope this directory will continue to be a useful and valuable resource for lawyers seeking specialist opinions or perspectives, procuring a specialist report or consulting or instructing a specialist in both contentious and non-contentious matters.



Cover design of Annual Report 2024

7. Annual Report

This year’s Annual Report carries the theme “Sustainability in Practice” and is depicted by a thriving plant and a globe to convey a message of promoting a sustainable law practice beyond our shores.

COMMITTEE MEMBERS

- Debby Lim – Chairperson
- Fong Wei Li – Co-Vice-Chairperson
- Kishan Pillay – Co-Vice-Chairperson
- Gregory Xu – Council Representative
- Professor David Tan – Consultant
- Amanda Goh Tsu-Yi
- Cheryl Seah Li Min
- Divyesh Menon
- Eva Teh Jing Hui
- Jon Chan Wenqiang
- Kimarie Cheang Xiao Pin
- Lance Ang Wen Pin
- Leo Zhi Wei (until July 2024)
- Lim Ming Yi
- Marcus Yip Tai Meng
- Suang Wijaya
- Tan Shen Kiat
- Tee Liang Shi
- Teo Zhu-En Joel

SECRETARIAT REPRESENTATIVE

Sharmaine Lau

SMALL LAW FIRMS

Low Ying Li, Christine, Chairperson



Members of the Small Law Firms Committee

The Small Law Firms Committee (the Committee) presents its report for the period of 1 September 2023 to 31 August 2024 (Reporting Period). Information regarding the Committee's key activities and projects during the Reporting Period are as follows:

1. Practitioners' Gatherings

Luncheons at Bar Room

With the easing of restrictions in the wake of the COVID-19 pandemic, the Committee reinstated the in-person luncheons at the Bar Room for members to gather and discuss developments in the profession. On 30 November 2023, the Committee hosted a lunch discussion on recent cases by the Court of 3 Judges involving ethical issues in practice. Members were invited to share their views on avoiding common pitfalls in practice.

The Committee will co-organise a luncheon with the Civil Practice Committee in October 2024 for small law firm practitioners who practise cross-border commercial litigation to gain exposure to the Singapore International Commercial Court (SICC) and conduct matters before the SICC, through a panel discussion. The discussion is expected to cover certain aspects of the SICC rules and practitioners' sharing of cases before the SICC, amongst other topics.

The Committee is excited to partner with other practice area-centric Law Society Committees to host a series of luncheons in the coming months. The Committee is also organising sessions aimed at enhancing members' skills to

develop their practice and addressing practical issues they may encounter, including business development and ethics issues. These gatherings, focused on capacity-building, will provide members the opportunity to learn about the latest developments in various practice areas and gain valuable insights on managing and building their law practices, all within a relaxed and engaging setting.

2. Socials for Small Law Firm Practitioners and the Bar

To build camaraderie among young lawyers from small law firms and offer a valuable networking opportunity, the Committee collaborated with the Young Lawyers' Committee to organise "All The Small Chats – A Small Law Firms and Young Lawyers Social" on 3 July 2024 at BQ Bar and 10 July 2024 at Spectre. Nearly 50 young lawyers, primarily from small law firms, gathered to connect over food, drinks, and shared experiences. Attendees had the opportunity to connect with old friends and forge new friendships while strengthening their professional networks.

Planning is underway for socials for small law firm practitioners for the middle category lawyers and senior lawyers for 2024 and 2025.

3. Networking Sessions with Other Organisations



Networking event with SISV

Building on the success of the in-person networking session with the Valuation & General Practice division of the Singapore Institute of Surveyors and Valuers (SISV) in 2022, a second session was held on 19 October 2023 at York Hotel

to enable lawyers and valuers to exchange insights from their respective professions and to interact.

Members were provided with an overview of Collective Sales and on valuation methods for different types of properties. Members also had the opportunity to network with valuers and real estate professionals over tea.

Plans for future networking sessions with other professional associations and organisations are underway for 2024.

4. Practice Resource for Lawyers Setting Up New Firms

The Committee submitted an article titled “Starting Your Own Practice – How to Save Money and Time” in the July 2024 issue of the *Law Gazette*. The article aims to assist members in the set-up phase of their practice, with a focus on costs-saving by providing an overview of the following:

- 1. offerings in the market for virtual and/or co-sharing offices as well as information on the relevant regulatory requirements to be fulfilled; and
- 2. available government assistance schemes for staff recruitment and adoption of legal technology.

5. Working Group for Review and Modification of Workplace Anti-Bullying and Anti-Harassment Template Policy

In June 2020, the Law Society published a resource guide for members on anti-bullying and anti-harassment in the legal profession. In 2022, a draft template policy was developed to provide guidance to law firms on the basic structures and procedures for law firms to consider putting in place to address such matters (on an opt-in basis).

The Committee established a cross-working group with the Young Lawyers Committee (YLC) and the Women in Practice Committee to explore potential amendments to the draft template policy aimed at assisting small law firms in its implementation, should they choose to adopt it. In April and May 2024, the Committee organised focus group sessions to gather insights from lawyers and management of small law firms regarding the draft template policy and the proposed framework for addressing grievance complaints. Following these discussions, the Committee made revisions to the draft template policy in June 2024, which is currently undergoing additional review before any further steps are taken.

6. Sub-Committees

Members of the Committee are assigned to various sub-committees:

- 1. to organise luncheons for more interactions amongst members and capacity-building;
- 2. to organise and execute events with external stakeholders for networking with other professional organisations;
- 3. to develop practice resources for lawyers interested to set up their own practices;
- 4. to look into modification of a template policy for anti-bullying and anti-harassment in the legal profession to suit the needs of small law firms; and
- 5. to organise socials for small law firm practitioners.

The Chairperson extends her thanks to the Vice-Chairpersons, Council representatives and all Committee members for their enthusiastic support, commitment and invaluable contributions while serving on the Committee.

COMMITTEE MEMBERS

- Low Ying Li, Christine** – Chairperson
- Tang Jin Sheng** – Co-Vice-Chairperson
- Teng Hin Weng, Mark** – Co-Vice-Chairperson
- Michael S Chia** – Council Representative
- Mori Ong** – Council Representative
- Elsie Lim Yan (Lin Yan)** – Assistant General Secretary
- Edward Stanley Tay Wey Kok** – CPD Representative
- Anuradha D/O Krishan Chand Sharma**
- Asoka s/o Markandu**
- Aye Cheng Shone**
- Darryl Chew Zijie**
- Lai Yan Ting**
- Lee Jiaxin**
- Lee Shen Han**
- Ng Kwong Loong (Wu Guanglong)**
- Ong Min-Tse Paul**
- Phang Min Nyuk Elaine**
- See Wern Hao**
- Shobna d/o V. Chandran**
- Toh Ming Wai**
- VM Vidhiya**
- Wu Yijun, Jade**

SECRETARIAT REPRESENTATIVE

Alvin Chen

SOCIAL AND WELFARE

Sherman Ho Wei Liang, Chairperson

The Social and Welfare Committee (the SWC) organises social activities to strengthen camaraderie among Law Society members as well as administers the welfare schemes of the Law Society.

Highlights of the SWC's work for the period 1 September 2023 to 31 August 2024 are as follows:

1. Annual Dinner and Dance 2023, 10 November 2023

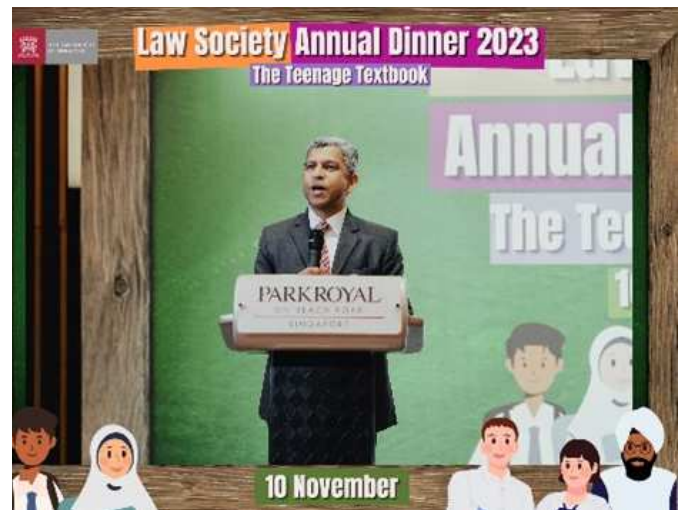


Guests dressed in their school uniforms

Annual Dinner 2023 was held at PARKROYAL at Beach Road. Themed "The Teenage Textbook", attendees celebrated the legacy of our late President, Adrian Tan by dressing in their school uniforms to embark on a nostalgic journey back to the era of Adrian's iconic 1988 novel *The Teenage Textbook*, for a night of reminiscence and celebration.

The highlight of the night was the posthumous conferral of the prestigious C C Tan Award to Adrian, a true legal luminary. It was a recognition of his extraordinary leadership of the legal profession. Justice Hri Kumar Nair graciously accepted the award on behalf of Adrian's family. We also celebrated the unwavering spirit of volunteerism of Peggy Sarah Yee May Kuen, our Pro Bono Ambassador 2023/2024 and the exemplary sportsmanship of Moiz Haider Sithawalla, recipient of the Sports Personality Award 2023.

The event was enhanced by the presence of a live band, whose captivating performances provided a delightful backdrop for the evening's festivities. Adding to the ambience, a mobile bar featuring a specially curated cocktail menu offered attendees an opportunity to enjoy



Justice Hri Kumar Nair delivering the acceptance speech for the C C Tan Award

distinctive and flavourful drinks, enriching the overall experience. Guests also put their knowledge to the test by participating in an exciting quiz, centered around Adrian Tan. In addition, a photo booth stationed at the reception area enabled guests to capture cherished moments and create lasting memories of the evening.

2. Pub Quiz 2024, 18 April 2024



Champions of the Pub Quiz

In collaboration with BQ Bar, the 2024 edition of the Pub Quiz "Ignorantia non excusat" brought together approximately 60 attendees for an evening filled with camaraderie and fun. Participants, in teams of 3 to 5 members, eagerly put their brilliant minds to the test, fostering an atmosphere of friendly competition and

shared excitement. Winning teams were rewarded for their outstanding performance with prizes generously sponsored by Contigo Law LLC, N S Kang, and Forte Law LLC.

3. Fitness Fusion 2024, 4 May 2024



Brazilian Jiu Jitsu session

The Fitness Fusion health event, held at Field Assembly Clarke Quay saw a fruitful collaboration with the venue sponsor, Field Assembly. Members of the Law Society participated in trial classes in Strength Training, Run Club, Brazilian Jiu-Jitsu, High-Intensity Interval Training and Yoga. This was followed by a refreshing Cold Plunge session. It was inspiring to observe attendees embracing physical activities while emphasising the importance of mental wellness through movements.

4. Whiskey Tasting Event 2024, 7 June 2024



Whiskey tasting and poses on point

Attendees gathered at the Moet Hennessy Diageo Office Bar to enjoy a fine selection of 5 exceptional Glenmorangie whiskies, thoughtfully paired with light bites. The participants learned about the history as well as flavour profiles of the whisky selection of the night. We extend our gratitude to Asher BWS for collaborating with us to make this event a success.

5. Organising Festive/Council Luncheons 2023/24



Celebrating Lunar New Year with our members



A scrumptious Hari Raya buffet spread

During the reporting period, we hosted a series of hybrid luncheons at the State Courts Bar Room, each designed to be informative and interactive. At every luncheon, a themed quiz was incorporated to engage attendees and create a lively atmosphere. Each luncheon also featured insightful presentations and knowledge sharing discussions on diverse topics. These hybrid luncheons served as a meaningful platform for members to not only enjoy a meal together but also to exchange ideas and strengthen camaraderie within the legal community.

COMMITTEE MEMBERS

Sherman Ho Wei Liang - Chairperson
Celine Liow Wan-Ting - Co-Vice-Chairperson
Ong E-Wei, Patrick - Co-Vice-Chairperson
Mori Ong - Council Representative
Anita Binte Ahamad
Darel Yong Sher Lynn
Elsie Lim Yan (Lin Yan)
Foo Chuan Ri
Kimberly Ng Qi Yuet
Lo Ying Xi, John
Mannar Rajkumar
Michael Lukamto
Nur Rafizah Binte Mohamed Abdul Gaffoor
Sun Weixin Nikki
Tan Boon Hua Ethan
Tan Kah Wai
Thong Ying Xuan
Vinodhan Gunasekaran

SECRETARIAT REPRESENTATIVE

Lee Wei Yan

SPORTS

Tan Xu Teng, Co-Chairperson
Ramesh s/o Selvaraj, Co-Chairperson

The Sports Committee aims to foster harmonious relationships, promote teamwork, and develop sportsmanship among members of the Bar and the broader legal community, including the judiciary, legal officers, academics, and undergraduates. This is achieved through social networking and interaction at various sporting events, which help build a strong sense of camaraderie.

Highlights of the events organised and participated by the Sports Committee for the period 1 September 2023 to 31 August 2024 are set out below.

1. Bench & Bar Games



Pre-game team cheer from LSS Badminton team



2nd Men's Doubles (LSS Badminton team - Boon Tiong and Alvin)

Last year's Bench & Bar Games (Games) was the first in-person Games since the COVID-19 pandemic. The Games were held in Johor Bahru, Malaysia, where the host team



LSS Netball team



LSS Premier Football team

emerged victorious, claiming the Judge's Cup with an overall score of 10.5-6.5. We extend our heartfelt thanks to the Malaysian Bar and the Johor Bar Committee for their warm hospitality.

This year, the Games will be held in Singapore from 2 August 2024 to 4 August 2024. We are excited to play host once again after a long hiatus due to COVID-19. Stay tuned for the results next year!

2. Volleyball Tripartite Games 2023

The Volleyball Tripartite Games took place on 21 October 2023 at the NUS University Town Sports Hall 1. This event, which featured the Law Society of Singapore, the Law Society of Hong Kong, and the Malaysian Bar, aimed to foster international bonds and strengthen relationships among the participating bars. The Law Society of Singapore



Participants from the Law Society of Singapore, Law Society of Hong Kong and Malaysian Bar

achieved a commendable second place, narrowly losing to the Malaysian Bar after a competitive 4-hour match. Following the games, a celebratory dinner and traditional beer boat race was held at the Singapore Recreation Club. Our gratitude extends to Joseph Liow, Guo Longjin, and Joey Lim for their generous sponsorships, and to all participants for their commitment.

3. Inter-Professional Games 2023

Held between September and November 2023, the Inter-Professional Games (IPG) returned after a 3-year hiatus. Six professional bodies participated: Institution of Engineers, Singapore (IES), Institute of Singapore Chartered Accountants (ISCA), the Law Society of Singapore (LSS), Singapore Institute of Architects (SIA), and Singapore Institute of Surveyors and Valuers (SISV).

Congratulations to our Badminton, Chess, and Women’s Soccer teams for claiming first place. Additionally, our Basketball, Golf, Squash, Table Tennis, and Volleyball teams achieved respectable second-place standings, while our Bowling and Floorball teams earned commendable third-place finishes. LSS narrowly missed the overall championship, finishing second to ISCA.

4. Legal-Medical Tennis Challenge

The inaugural Legal-Medical Tennis Challenge was held on 5 November 2023 at the Winchester Tennis Arena, where our Tennis team faced the Doctors in a friendly yet competitive competition. The event was organised privately, as no other professional body could field a Tennis team except the Law Society of Singapore (LSS) and the Singapore Medical Association (SMA) for the IPG. This effort ensured the annual meet-up for both teams continued. The teams competed in 12 Doubles matches across the 55+, 50+, 45+, mixed doubles, ladies doubles, and men’s doubles categories. The matches were highly competitive yet friendly, fostering new friendships and networks among participants. LSS won the inaugural Legal-Medical Challenge Shield.

5. Annual Law Fraternity Golf Tournament

The Law Society’s Annual Law Fraternity Golf Tournament was held at Orchid Country Club on 1 December 2023, providing a platform for members to celebrate camaraderie and sportsmanship. Shangwei Tang won the C C Tan Cup with the highest stableford points. Edward Tiong took the Knowles Cup with the lowest nett score, and Leon Koh clinched the Wee Chong Jin Cup with the lowest gross score. We extend our gratitude to all participants for making the golf tournament a success.

6. Annual Piala Pala Bowling Tournament 2024



Participants together with GOH Steven Lam



Team LegalWorks winning the Piala Pala Trophy for 2024

The Law Society’s annual Piala Pala Championship 2024 was held on Saturday, 27 January 2024 at the Chinese Swimming Club, with 10 teams competing. Team LegalWorks Law Corporation, led by Kenneth Teo, secured the championship with a decisive lead, while Drew & Napier Team 1 finished as runner-up, and Harry Elias Team 1 came in third, thanks to Lorraine Fong’s record-breaking performance. The event fostered camaraderie and friendly competition among participants from various legal practices, highlighting exceptional individual performances and team spirit.

7. Law Fraternity Games 2024



Badminton Law Fraternity



Football Law Fraternity - LSS v SUSS

The annual Law Fraternity Games (LFG) 2024 took place from 2 to 3 February 2024, bringing together members of the Law Society of Singapore (LSS), (NUS) Faculty of Law, (SMU) Yong Pung How School of Law, and (SUSS) School of Law. LSS excelled, securing first place in all represented games, with (SMU) sharing the top spot in Men's Soccer. The event fostered connections between legal professionals and aspiring lawyers, culminating in a closing ceremony at the Law Society Members' Lounge. The ceremony featured a buffet and celebrated the sportsmanship and efforts of all participants, including the hardworking LSS LFG Sub-Committee and student convenors.

COMMITTEE MEMBERS

Tan Xu Teng - Co-Chairperson, Tennis Convenor
Ramesh s/o Selvaraj - Co-Chairperson
Valmiki C Nair - Co-Vice-Chairperson, Touch Rugby Convenor
Ravin Periasamy - Co-Vice-Chairperson
Nicholas Narayanan - Council Representative
Absolom Leo Darshan - Member
Adzfar Alami - Cross Country Convenor
Amerjeet Singh s/o Jaswant Singh - Darts Co-Convenor
Bala Chandran s/o A Kandiah - Masters Football Convenor
Chan Lai Foong - Golf Co-Convenor
Chen Yixin Edith - Member
Chua Yeow Hooi - Chess Convenor
Chung Weijian Brandon Ian - Badminton Convenor
Felix Lee Shih Yang - Basketball Co-Convenor
Goh Kah Kiat Elton - Pool Convenor
Ho Wan Yi - Ladies Football Convenor
Iliya Noor - Hockey Convenor
Lee Terk Yang - Premier and Veteran Football Convenor
Lim Siew Kuan - Golf Co-Convenor
Lim Yue Tow Joey - Volleyball Convenor
Lye May-Yee, Jaime - Netball Co-Convenor
Moiz Haider Sithawalla - Cricket Convenor
Muhammad Imaduddien Bin Abd K - Member
Nakoorsha Bin Abdul Kadir - Darts Co-Convenor
Ng Pei Tong - Table Tennis Convenor
Nurul Nordin - Netball Co-Convenor
Patrick Tay - Member
Senthil Dayalan - Member
Tang Shangwei - Member
Timothy Hew Zhao Yi - Floorball Convenor
Wong Foong Wee - Basketball Co-Convenor
Yap Kim Wee Ivan - Squash and Boat Race Convenor
Yeo Javier - Bowling Convenor
Yeoh Jun Wei Derric - E-Sports Convenor

SECRETARIAT REPRESENTATIVE

Lee Wei Yan

TAX AND TRUST

Leow Hock Meng, Edmund SC, Co-Chairperson

Lim Yew Nghee (Eugene), Co-Chairperson



Members of the Tax and Trust Committee

The Tax and Trust Committee (the Committee) focuses on developing interest in and growing the specialisation of tax and trust lawyers in Singapore.

For the reporting period of 1 September 2023 to 31 August 2024, the Committee engaged in the following activities:

1. Webinar

The Committee organised a webinar titled “Navigating Tax Laws in a Globalised World: A Singapore Tax Perspective” on 7 August 2024, covering key issues in tax laws and practice and the role that lawyers can fulfil in that tax space.

The attendees were introduced to the various tax issues that lawyers should be cognisant of, in view of the recent tax developments both in Singapore and internationally through sessions on cross-border tax considerations, Singapore tax updates, tax controversies and current tax issues in private wealth.

2. Initiatives with External Stakeholders

The Committee aims to collaborate with the Tax Academy of Singapore to come up with programmes relevant to members.

3. Informal Tax Lawyer Discussion Group

The Committee, with an objective to build and strengthen the community, formed an informal group for Singapore tax lawyers to mutually share tax developments and

considerations on a periodic basis. The inaugural session on 28 February 2024 focused on the new section 10L.

The second session held on 22 July 2024 focused on the Multinational Enterprise Bill.

4. Outreach Sessions

The Committee remains committed to conducting outreach sessions to law students and organised an outreach session “The Mysterious World of Tax & Trusts” for law students from the NUS, SMU and SUSS on 6 October 2023 to introduce tax and trust practice areas and to share on the career paths in these areas of practice.

In addition to the above activity, the Committee remains steadfastly committed to fostering ongoing engagement with legal practitioners, stakeholders, and pertinent entities within the tax and trust community. The Committee also continually explores and pursues collaboration opportunities with other Standing Committees in the Law Society.

5. Law Gazette Article

The Committee published an article in the December issue of the *Law Gazette* to share the work and initiatives of the Committee, and highlights of some legislative changes made to the income tax regime in Singapore.

COMMITTEE MEMBERS

Leow Hock Meng, Edmund SC – Co-Chairperson
Lim Yew Nghee (Eugene) – Co-Chairperson
Ong Ken Loon – Vice-Chairperson
Nicholas Narayanan – Council Representative
Han Junwei – General Secretary
Thaddaeus Aaron Tan Yong Zhong – Assistant General Secretary
Ma HanFeng – CPD Representative
Andrew Wong Wei Kiat
Bu Puay Siang (Wu Peichan)
Deepak Raja
Gilbert Chng Yu Jie
Leon Kwong Wing
Phuah Kok Liang Marcus
Quek Liuyong
Sundareswara Sharma
Tan E-Fang (Chen Yifang)
Tan Shao Tong
Teo Zhu-en Joal
Quek Liuyong
Valerie Wu Peichan
Victoria Lee Soo Pin
Vikna Rajah s/o Thambirajah

SECRETARIAT REPRESENTATIVE

Alvin Chen

WOMEN IN PRACTICE

Rebecca Chew Ming Hsien, Chairperson

The Women in Practice Committee (WIP) is pleased to present its report for the period 1 September 2023 to 31 August 2024. A number of activities were organised during this period which focused on sustaining and empowering women in the legal profession. WIP's purpose is to build a community of women practitioners who have a platform to network and support each other as well as organise programmes to sustain women in practice.

Key Activities and Projects

1. Networking Events (7 September, 9 November 2023 and 9 May 2024)



"Barbie" movie screening



Women in Practice drinks & networking event

Last year, WIP hosted an exclusive screening of the highly acclaimed "Barbie" movie, reserving the entire theatre for our members and their families on 7 September 2023. This event offered a wholesome opportunity for members to enjoy quality time with their loved ones.

To conclude 2023, WIP hosted a casual networking event on 9 November, offering lawyers across different practices a valuable opportunity to connect, share experiences, and build professional relationships. The evening attracted a diverse range of legal professionals, with experience levels spanning from PQE of 5 to 40 years.

Continuing into 2024, WIP organised another successful networking gathering on 9 May. Nearly 50 lawyers gathered to unwind and mingle over food and beverages in a relaxed atmosphere. This event provided an ideal backdrop for fostering meaningful connections and engaging conversations among peers.

2. Health and Wellness for Women in the Legal Profession

The health and well-being of female lawyers within the legal profession is an increasingly recognised area of concern and focus. As women continue to make significant strides in law, addressing their unique health challenges and promoting holistic well-being has become paramount. The WIP Committee aims to build sustainability in the practice of law.

On 27 September 2023, WIP hosted a closed-door support group for female practitioners experiencing infertility or undergoing treatments such as IVF, IUI, and other related procedures. The session provided a confidential forum where participants shared their personal journeys, challenges, and mutual support, fostering an environment of empathy and encouragement among members.

In collaboration with the NUS Global Centre for Asian Women's Health (GloW), WIP also facilitated a dialogue session on women's nutrition and health on 17 October 2023. Led by Dr Yang Jiaxi, a prominent nutrition epidemiologist and leader of the Nutrition and Lifestyle working group at GloW, the session explored nutrition's impact on women's well-being and reproductive health throughout their lives.

To mark health awareness month in October, WIP partnered with DBD Health Hub and ATA Medical to host a complimentary onsite health screening session for all our members on 17 October 2023. This session included essential tests such as blood pressure, blood sugar, and cholesterol levels.

On 25 July 2024, WIP partnered with My Queen, a prenatal and postpartum care centre to host the “Embrace Breastfeeding” talk. The session was led by Ms Kang Phaik Gaik, President of the International Association of Infant Massage (IAIM) Singapore and Former Head of Parentcraft and Lactation at Alvernia Parentcraft Centre. This informative talk offered practical tips and essential education for lawyers who are new parents, covering the basics of breastfeeding and strategies for overcoming common challenges. The talk provided valuable resources to foster a supportive and informed breastfeeding environment, and helped parent lawyers enhance their breastfeeding practices within the workplace.

WIP's Mentoring Programme, featuring 20 lawyers as volunteer mentors, successfully mentored over 140 mentees across 17 mentoring groups. The programme allowed for flexible meeting times and discussion topics, empowering mentees to tailor their mentoring experience to their specific needs and fostering a sense of community through regular meetings.

This initiative has been instrumental in providing guidance and support to younger female lawyers, enabling them to navigate the challenges and opportunities in their legal careers. We hope to continue to foster a more conducive environment for our mentees to get support.

#IAmRemarkable is a global movement, started by Google, that empowers everyone, including under-represented groups, to celebrate their achievements in the workplace and beyond, while challenging the social perception around self-promotion.

In partnership with WIP, the workshop was conducted on 2 occasions. The sessions were led by a gold-tier facilitator and ambassador for #IAmRemarkable, Mr Ravi Agarwal. The initial session on 27 October 2023 was aimed at our mentees within WIP mentoring groups, while the second session on 22 November 2023 was available to all members of the Law Society. Attendees gained from the workshop by understanding the significance of self-promotion in both personal and professional contexts, and received practical tools for enhancing this skill.

Continuing the theme of sustaining women in practice for 2023, WIP collaborated with the Association of Corporate Counsel (ACC) Singapore Chapter to host the "In Conversation with MinLaw: Women in Leadership Lunch Dialogue."

This event brought together 40 members from the Law Society of Singapore and the ACC for a stimulating session with Minister Indranee Rajah, SC and Senior Parliamentary Secretary Rahayu Mahzam. Amidst lunch, discussions centred on crucial challenges faced by women lawyers in both private practice and in-house, along with strategies to empower and elevate women in leadership within the legal industry.

In partnership with Singapore Corporate Counsel Association (SCCA), WIP organised a debate in honour of International Women's Day (IWD), observed annually on 8 March. The event drew a substantial audience, attracting more than 100 lawyers and in-house counsel eager to delve into the theme of Unconscious Bias. Structured around the motion "Unconscious bias is immutable. It is the result



Celebrating International Women's Day: An evening of debate on Unconscious Bias

of and entrenched in our lived experiences, and we should learn to celebrate and harness it"; the debate was skilfully moderated by Stefanie Yuen Thio. The event was graced by the presence of Guest-of-Honour Justice Valerie Thean, and Senior Parliamentary Secretary Rahayu Mahzam. We had a lively debate and the audience enjoyed themselves.

Prior to the debate on 7 March 2024, WIP also successfully launched a campaign for IWD during the week starting 4 March. This initiative saw WIP members engaging male allies, encouraging them to post on LinkedIn expressing their recognition and admiration for the hard work, accomplishments, and invaluable contributions of women in the legal profession.

8. Article in Law Gazette

Apart from organising events, WIP also made significant contributions through an article published in the *Law Gazette*.

The article featured an interview conducted by WIP member Tan Tian Yi with Sharon Lau, a corporate partner in Latham & Watkins LLP's Singapore office and a member of the firm's executive committee. The interview focused on Sharon's perspectives on balancing the demands of legal practice as a senior female corporate lawyer with being a working mother.

This article highlights the challenges faced by female lawyers, particularly in regions where bias is more prevalent, and advocates for combating unconscious bias in the legal profession through education and policy changes. Sharon also offered advice to aspiring women lawyers on achieving work-life harmony and emphasised the importance of support networks and self-care in balancing professional and personal responsibilities. WIP will be publishing more articles covering lawyers in various practice areas to share their practical experiences.

COMMITTEE MEMBERS

- Rebecca Chew Ming Hsien** - Chairperson
- Lin Shumin** - Vice-Chairperson
- Engelin Teh Guek Ngor, SC** - Council Representative
- Low Ying Li, Christine** - Council Representative
- Angela Lim Loke San**
- Cathryn Neo Mei Qin**
- Dawn Tan Ly-Ru**
- Farhana Ahmed Sharmeen**
- Farrah Joelle Isaac**
- Hany Soh Hui Bin**
- Janice Pui We Yih**
- Joanna Seetoh Wai Lin**
- Lim Pei Ling June**
- Meryl Koh Junning**
- Shobna D/O V. Chandran**
- Tan Tian Yi**
- Toh Jia Yi**
- Valerie Wu Peichan**
- Vanathi Eliora Ray**
- Vivienne Kaur Sandhu**
- Wong Qiao Ling Sharon**
- Xie Xingbei Pearlyn**
- Yong Siow Hui Michelle**

SECRETARIAT REPRESENTATIVE

Goh Wan Cheng

YOUNG LAWYERS

Darryl Chew Zijie, Co-Chairperson

Charmaine Yap Yun Ning, Co-Chairperson



Members of the Young Lawyers Committee 2024

The Young Lawyers Committee (YLC) is dedicated to organising programmes, activities and events for the benefit and welfare of lawyers with less than 7 years of practice. In doing so, the YLC endeavours to understand and address the needs and concerns of our young lawyers. With its core goals revolving around the themes of Community, Competence and Contribution, the YLC has endeavoured to be in touch with the latest developments and trends affecting junior practitioners.

For the reporting period of 1 September 2023 to 31 August 2024, the YLC held 4 committee meetings to discuss projects and work out its calendar of events for the year. A summary of the activities and events of the YLC for the year are set out below.

Community

The annual Mass Call hosted by the Supreme Court took place on 20 and 21 August 2023. To continue the tradition of welcoming the newest members to the legal profession, the YLC prepared a customised electronic direct mail (EDM) for the graduands, congratulating them on being called to the Bar. The EDM also included a Resource Guide that listed the various support schemes available, membership benefits under the Law Society and the Law Gazette Mass Call special edition Magazine.

As one of the YLC's efforts to build the community for young lawyers, the YLC launched "The Calling: A Young Lawyers' Celebration". This inaugural mass call party was to celebrate and welcome the Newly Qualified Lawyers (NQLs) from Mass Call 2023 into the legal fraternity. The party was held at Mortar & Pestle on 28 September 2023, and with the generosity from our sponsors, the YLC was able to cater food and drinks for everyone. It was truly heartening to see the NQLs bond with fellow young lawyers

(and those young at heart). Participants got to know each other through a game of social bingo, where the winners walked away with vouchers and free profile headshots. There was also a photo booth for participants to capture the memories. The event saw approximately 100 new and current members in attendance. The celebrations were vibrant and spirited. The YLC thanks its sponsors for contributing to the success of the event. Stay tuned for the 2024 edition of the mass call party!

Hearing specific concerns that young lawyers in smaller law firms are finding themselves more isolated, particularly with the use of Zoom for Court hearings these days, the YLC collaborated with the Small Law Firms Committee to organise "All The Small Chats - A Small Law Firms and Young Lawyers Social", on 3 July 2024 at BQ Bar and 10 July 2024 at Spectre. Across both days, close to 50



The Calling: A Young Lawyers' Celebration



All the Small Chats - Small Law Firms and Young Lawyers Social

young lawyers from small firms (and not so small firms) gathered to bond over food, drinks and war stories. Both evenings were memorable and both committees hope that the gatherings provided a platform for attendees to meet new people and make long-lasting friendships to.

Besides networking events, the YLC remained active in its contributions to the *Law Gazette*. This included the "Amicus Agony" column which addresses the challenges faced by young practitioners in relation to the realities of legal practice, as well as contributing articles on topics related to and outside of the legal practice.

Looking beyond the Junior Bar in Singapore, the leadership team of the YLC was part of a 10-person delegation representing the Law Society at the Malaysia-Singapore Young Lawyers' Summit: Visualising the Future on 1 March 2024, which was organised by the Malaysian Bar's National Young Lawyers & Pupils Committee (NYLPC). In addition to Co-Chairperson Charmaine Yap being a panellist on the topic of alternative dispute resolution and the delegation hearing perspectives from both countries, the Summit provided a platform for the YLC and NYLPC to build stronger relations for future collaborations that could extend our young lawyers' community across the causeway.

Competence

The YLC organised its first fireside chat with the Judiciary on 6 November 2023, for members of the Bar within the 4 to 7 PQE range in dispute resolution. The YLC had the honour of having the Honourable Justice Goh Yihan, Judge of the Supreme Court, grace the closed-door event. A total of 28 young lawyers from various small, medium and large law firms were in attendance. Justice Goh shared his perspectives on the symbiotic relationship between the Judiciary and the Bar, and the Judiciary's expectations of the Bar, providing invaluable insights for the professional journeys of the young lawyers present. In speaking with the participants, Justice Goh was nurturing and provided his personal and candid views on how young lawyers can aid the administration of justice.

In the spirit of promoting mentorship in the legal industry, the YLC also organised another fireside chat with Mr Kelvin Poon, SC on 6 December 2023 at Rajah & Tann Singapore LLP. This was an intimate evening of sharing experiences in legal practice, with a focus on the theme of kindling a legal career. Kelvin Poon SC shared insights on the challenges and opportunities that legal practitioners faced and how a young lawyer could adeptly navigate the dynamic and ever-evolving world of law. The feedback received from these two fireside chats was extremely positive.

Contribution

The YLC initiated the Young Lawyers Law Mentors Scheme in August 2020. As of the last quarter of 2023, this informal peer-to-peer support scheme that paired up young lawyers in the YLC with Law Graduates, Trainees and NQLs has been subsumed under the Law Society Mentorship Scheme. That being said, the YLC continues to support mentorship through having its members appointed as mentors in the new mentorship scheme or by providing ad-hoc "mentors" for aspiring mentees who fall outside the

scope of the mentorship scheme.

On 13 September 2023, the YLC organised a session with aspiring lawyers titled "From University to the Legal Fraternity". Held at the National University of Singapore, law undergraduates and trainees engaged in a lively discussion with young lawyers on their career path, as well



From University to the Legal Fraternity



YLC Members Foo Hsien Weng and Leo Zhi Wei discussed embarking a career in law and insights into the role of a lawyer with the students at Marsiling Secondary School's Career's Day Programme 2024



YLC Members Stephanina Wong and Foo Hsien Weng engaged with the curious and enthusiastic students at Yishun Town Secondary School's Career's Day Programme 2024

as gained insights from two recruitment partners from large law firms. Thereafter, participants and young lawyers continued the discussion over a casual networking dinner.

The YLC's efforts to raise awareness on law as a career were not limited to undergraduates. Members of the YLC participated in career talks at Yusof Ishak Secondary School, Marsiling Secondary School and Yishun Town Secondary School. At these sessions, YLC members shared with students on the role of the Law Society and their personal experiences as young lawyers, in addition to answering difficult questions raised by the students.

Collaborations with the Ministry of Law



MinLaw Makan Conversations - Dialogue Sessions with Young Lawyers



MinLaw Makan Conversations - Dialogue Sessions with Young Lawyers

The collaboration with the Ministry of Law titled "MinLaw Makan Conversations" has been well received over the last 2 years. These casual, interactive sessions were designed to give young lawyers a fresh platform to engage with political office holders and key individuals in the Singapore legal system. Participants enjoyed asking questions and hearing the Political Officer Holders' candid thoughts about the legal industry and challenges facing Singapore, as well as their personal experiences as practising lawyers. Four dialogue sessions have taken place since its inception and a special edition was held in November 2023 with Senior Minister Teo Chee Hean who shared about the outlook for Singapore (including the Government's policies), beyond the legal industry. Another dialogue session was held in April 2024, hosted by Senior

Parliamentary Secretary for Health and Law, Mdm Rahayu Mahzam. This was an intimate session where participants were treated to Mdm Rahayu's warm hospitality and guidance on "The Future of Legal Practice - Building a Sustainable Legal Practice as a Young Lawyer". Each session was attended by approximately 30 young lawyers.

With legal technology being the latest buzzword, the YLC also collaborated with the Ministry of Law to organise the "Weaving Legal Technology into the Modern Legal Practice" workshop in April 2024. Participants were treated to a hands-on workshop on optimising legal workflows, and were encouraged to provide their honest feedback on the features of the Legal Technology Platform.

Research Study on Lawyers' Attrition

To address the attrition rate among young lawyers, the YLC oversaw a research study commissioned by the Law Society in 2022. Partnering with an external consultancy firm, the study explored the challenges and opportunities that the legal industry had for lawyers in Singapore. The Phase I preliminary findings have been completed and the work for Phase II is underway. The YLC hopes that the findings in the next phase would provide a better understanding on the steps required to be taken to make legal practice more sustainable and viable for lawyers in the long term. The YLC hopes to be able to share more about the project's findings soon.

Important Issues for Young Lawyers

In addition to its core goals, the YLC continued its work on various issues which young lawyers hold dear, in hopes of addressing the needs of current and future young lawyers.

For example, to build on the good work of the committee last year, the YLC collaborated with the Small Law Firms Committee and the Women in Practice Committee to adapt the "Law Society's Workplace Bullying and Harassment Prevention and Management - Template Policy" to cater to the needs of small law firms. Further efforts on this topic will be discussed between the other committees of the Law Society. Additionally, members of the YLC have also continued to provide their views in relation to ad-hoc projects or matters pertaining to legal practice. These include the use of artificial intelligence in Court, learning & development matters, and appointing YLC representatives on committees or working groups (e.g. the Ethics and Professional Standards Committee and the Artificial Intelligence Working Group).

With "The Calling: A Young Lawyers' Celebration 2024" coming up in October, and a mix of networking events, a masterclass and dialogue sessions in the pipeline, the YLC is excited to embark on the second half of the year to execute these initiatives successfully. Do check this space for updates next year!

Last but not least, the YLC would like to express its gratitude and appreciation to all who have been supportive of its projects and events thus far. We look forward to planning more meaningful activities and events for the Junior Bar community!

COMMITTEE MEMBERS

Darryl Chew Zijie – Co-Chairperson
Charmaine Yap Yun Ning – Co-Chairperson
Wong Wan Kee Stephania – Vice-Chairperson
Mori Ong – Council Representative
Andrew Chua Ruiming
Cheong Tian Ci, Torsten
Cheyenne Valenza Low
Chua Shi Jie
Crystal Tan Shi Ying
Foo Hsien Weng
Maria Xenia Robles Lafiguera
Mohamed Hashim H Sirajudeen
Nico Lee Yin Hao
See Wern Hao
Soo Gui Yong (Su Guiyong)
Sun Weixin Nikki
Tan Yu Qing
Vinodhan Gunasekaran
Wan Rui Jie, Erwin
Woozeer Shaquil Ahmad

SECRETARIAT REPRESENTATIVE

Goh Wan Cheng

3

ENHANCING PROFESSIONAL STANDARDS



ADMISSIONS

Rajan Sanjiv Kumar, Chairperson



Mass Call 2024 held on 19 and 20 August 2024
Photo courtesy of SG Courts

This report is in respect of the period 1 September 2023 to 31 August 2024.

1. Section 12 Legal Profession Act (LPA) – Admission of Advocates and Solicitors

A total of 593 applicants were admitted as Advocates and Solicitors of the Supreme Court of Singapore in the said reporting period compared to 569 applicants who were admitted during the last reporting period (1 September 2022 to 31 August 2023).

Mass Call 2024 was held in person with applicants and guests in physical attendance at the Supreme Court Auditorium over 3 consecutive sessions on 19 August 2024 and 20 August 2024, where a total of 436 applicants were admitted. There were 432 applicants admitted in Mass Call 2023.

a. [2023] SGHC 282 *Re Lee Jun Ming Chester and other matters*

In this judgment, the Court heard 3 admission applications by 3 different applicants who declared different types of offences. The first applicant Chester Lee Jun Ming declared a criminal offence that occurred 6 years before his application for admission; the second applicant Chong Weng Teng declared an academic offence involving self-plagiarism that occurred during his last year of undergraduate study while the third applicant Lin Shuang Ju declared an academic offence involving insufficient attribution. The Court found that all 3 applicants were fit and proper persons for admission, that there was no suggestion of dishonesty or any other defect

of their character and granted order-in-terms.

b. [2024] SGHC 61 *Re Ong Pei Qi Stasia*

The applicant declared that she had committed plagiarism in April 2020 for an open-book examination during her undergraduate study and that she had made an untrue statement during the inquiry into the alleged plagiarism. The applicant had confessed (the untrue statement) to the university before filing her application for admission to the Bar in July 2023 and a further letter of warning was issued by the university. The Attorney-General and the Singapore Institute of Legal Education sought a 5-month adjournment of the application, re-considered said application at the end of the deferment period and issued their no objection thereafter. The Court found that the applicant's conduct was [19] *"a remarkable demonstration of her appreciation of her duty of candour to the Court"*, [21] *"her voluntary disclosures reflected her willingness to right past wrongs and represented a very significant step in her rehabilitation"*. The Court was satisfied that the applicant was a fit and proper person to be admitted and granted an order-in-terms.

c. [2024] SGHC 82 *Re Gabriel Silas Tang Rafferty*

The applicant in this judgment declared an academic offence that occurred in his first year of law school but withheld another academic offence that had occurred prior to the one academic offence declared in his affidavit for admission. The prior academic offence was discovered by the Attorney-General in their correspondence with the law school. The Court found that the applicant's non-disclosure of the prior academic offence was an attempt to mislead the Court and [41] *"grossly failing in his duty of candour to the court"*, and that the [42] *"lack of candour was compounded by his repeated under-declarations of the extent of his plagiarism"*. The application was dismissed and the applicant was ordered [63] *"not to bring a fresh application to be admitted as an Advocate and Solicitor in Singapore for a period of not less than five years from the date of my decision"*.

d. [2024] SGHC 111 *Attorney-General v Shahira Banu d/o Khaja Moinudeen*

For the first time, the Attorney-General took out an application under sections 16(4) and 98 of the Legal Profession Act 1966 to strike an advocate and solicitor of the roll of solicitors for making false statement(s) and suppressing material facts in their application to be admitted as an advocate and solicitor. The respondent Ms Shahira Banu, failed to disclose in her affidavit for admission an academic offence committed during her

second year of law school at the National University of Singapore. The Court held in [45] that the duty of candour applicable to an applicant for admission is equal to that owed by an advocate and solicitor, in [47] that the onus of disclosure lies on the applicant to avail the Court and stakeholders of all relevant information, in [48] that in making the requisite disclosure(s), an applicant must also disclose relevant circumstances and extent of the misconduct.

2. Section 15(1) Legal Profession Act (LPA) – Ad-hoc Admission of King’s Counsel or Equivalent

There were no new ad-hoc admission applications in the present reporting period. From the last reporting period (1 September 2022 to 31 August 2023), there were 2 applications made by foreign practitioners who hold the King’s Counsel title to be admitted for the purposes of appearing for a Court of Appeal case. The application was heard in Court on 15 January 2024 and a judgment was issued on 30 January 2024.

a. [2024] SGHC 24 Re Kassimatis, Theodoros KC v AG and another matter

The Court held that although 1 of the 2 applicants has met the requisite requirements, there was no special reason to admit both foreign counsel and that both foreign counsel were not entitled to address the Court on their application as they are not admitted as advocates and solicitors.

3. Rule 25 of the Legal Profession (Admission) Rules 2011 – Application for Abridgement of Time

During this reporting period, there were no applications for abridgement of time, compared to 5 applications for abridgement of time during the last reporting period (1 September 2022 to 31 August 2023).

4. Section 32(3) Legal Profession Act (LPA) – Application for Part-call

There were 11 applications for part-call for the reporting period compared to 5 applications for part-call during the last reporting period (1 September 2022 to 31 August 2023). All 11 applications were granted order-in-terms.

5. Section 78(1) Legal Profession Act (LPA) – Application for Employment of Certain Persons by Solicitor

In the present reporting period, the Admissions Committee considered 5 applications made by a practitioner for consent of the High Court to employ support staff in view of suspension from practice or striking off the roll, as required under the provisions of section 78(1) of the LPA. Two applications were withdrawn by the applicant, 1 application was granted order-in-terms and 2 were pending before the Court.

COMMITTEE MEMBERS

- Rajan Sanjiv Kumar** – Chairperson
- Saw Seang Kuan** – Vice-Chairperson
- Darryl Chew Zijie** – Council Representative
- Akesh Abhilash**
- Brinden Anandakumar**
- Chan Hian Young**
- Cheong Bing Cheng, Ben Chester**
- Christopher Anand s/o Daniel**
- Darrell Low Kim Boon**
- Davis Tan Yong Chuan**
- Dione Tan Shihui**
- Fatim Jumabhoy**
- Foo Chuan Ri (Fu Chuanri)**
- Gregory Xu Weicheng**
- Jasleen Kaur**
- Kenneth Lim Tao Chung**
- Kimberly Ng Qi Yuet**
- Kiran Jessica Makwana**
- Palmer Michael Anthony**
- Pillai Pradeep G**
- Jasmine Quek**
- Soon Yong Sen Calvin**
- Tham Wei Chern**
- Jaikanth Shankar**

SECRETARIAT REPRESENTATIVE

- Roy’yani Razak** (until February 2024)
- Johanna Yeow** (from April 2024)

ANTI-MONEY LAUNDERING

S. Suressh, Chairperson

This report by the Anti-Money Laundering Committee (the Committee) is in respect of the reporting period of 1 September 2023 to 31 August 2024.

1. Seminars and Training

Practical training is critical and forms part of the Committee's ongoing commitment to provide quality training for lawyers to stay compliant with anti-money laundering (AML) obligations and effectively mitigate risks.

The introductory AML webinar was held on 16 April 2024. The webinar is aimed at younger members of the profession and includes case studies and typologies.

Committee member Chia Boon Teck conducted the AML component of the Legal Practice Management Course (LPMC). The LPMC is mandatory for all lawyers that intend to practise as partners, directors or sole proprietors of a Singapore law practice.

The AML Online E-Learning Programme continues to see a consistent level of enrolment. The programme consists of several interactive modules to facilitate effective learning and is designed to raise awareness of key concepts and applicable legislations.

Committee Chairperson Suressh moderated the panel discussion on "Suspicious Transaction Reporting" at the Risk Management Symposium organised by the Law Society in May 2024. The panel which also included Committee member Andy Yeo, discussed the regulations governing and challenges facing suspicious transaction reporting across different jurisdictions.

In May 2024, Committee member Grace Chong moderated the panel session on "The Future of Regulatory Risk and Compliance" at the 3rd Annual FinCrime and Cybersecurity Summit - Singapore Series.

On 2 July 2024, Chairperson Suressh was on the panel of speakers on "Multi-layered Approach to Deter ML in Real Estate" at the ABS Financial Crime Seminar 2024.

2. Anti-Money Laundering Inspections

The annual inspections of law practices for 2022 and 2023 were carried out from June to September 2024.

3. Consultations

In September 2023, Chairperson Suressh and Vice-

Chairperson Eric Chan were invited by the AML/CFT Industry Partnership (ACIP) to provide input on countering the proliferation financing-related best practices for the legal sector to be included in the Best Practices Paper on proliferation financing risks faced by the various sectors in Singapore.

In October 2023, the Committee in consultation with the Tax and Trust Committee, provided a response to the Monetary Authority of Singapore on their queries concerning lawyers that provided bare trust services.

In March 2024, the Committee submitted feedback to the Public Consultation on Proposed Legislative Amendments Relating to Singapore's Regulatory Regime for Corporate Service Providers.

Prior to the publication of the updated Singapore's Money Laundering National Risk Assessment on 20 June 2024, the Committee, where possible, provided input on the legal sector.

4. Outreach Efforts

The Committee continually strives to provide meaningful guidance and performs outreach through multiple channels that include webinars, posting updates on the Law Society's AML webpage and through e-mailers.

In September 2023, the Committee provided input on a confidential advisory issued by the Ministry of Law on the billion-dollar money laundering cases. The Law Society assisted the Ministry of Law to disseminate a notice to all members advising them to login to the Members' Library of the Law Society website to view the advisory.

In November 2023, there was extensive engagement with the Malaysian Bar where we shared our experiences on regulating the legal sector with our brethren across the Causeway. Other engagements included:

- Chairperson Suressh participated in a discussion on Malaysia's AML regime after the 1MDB saga at the Council to Council meeting.
- Chairperson Suressh and Vice-Chairperson Eric Chan were on the panel on the topic "Money laundering and the role of lawyers – More than just getting to know your client?" at the Malaysia-Singapore Summit.
- Chairperson Suressh and the Secretariat had a discussion via Zoom on AML-related matters with the Secretariat of the Malaysian Bar Council.

Throughout the reporting period, some of the key updates that were disseminated to members included changes to the countries that were placed on FATF's grey list and updates to the designated individuals and entities subject to targeted financial sanctions from the Monetary Authority of Singapore.

The Committee will continue to adopt a proactive stance to stay ahead of constantly evolving AML regulations, risks, and circumstances.

COMMITTEE MEMBERS

- S. Suressh - Chairperson
- Eric Chan - Vice-Chairperson
- Chia Boon Teck - Council Representative
- Aaron Lee Teck Chye
- Akesh Abhilash
- Alvin Wong Hongxi
- Andy Yeo Kian Wee
- Charis Low Jia Ying
- Grace Chong Siew Lin
- Lim Kok Yeow Larry
- Loh Chiu Cheong Dennis
- Lucas Jordi Jacques Nicolet
- Selina Chin Bau Tze
- Sundareswara Sharma
- Valerie Wu Pei Chan

SECRETARIAT REPRESENTATIVE

- Alvin Chen



INQUIRIES INTO INADEQUATE PROFESSIONAL SERVICES

This report covers complaints received by the Law Society of Singapore (the Society) under section 75B of the Legal Profession Act (the Act). Briefly, clients can make a complaint under section 75B of the Act, if they believe that a lawyer has failed to meet professional standards as prescribed in the Legal Profession (Professional Conduct) Rules. The complaint must be made within 3 years of the conduct occurring, and the client must have attempted to resolve the issue directly with the lawyer. The Society received 56 complaints under section 75B of the Act between 1 September 2023 and 31 August 2024. This marks a significant decline in the number of complaints, compared to the 67 complaints received in the preceding year.

The breakdown of the 56 Inadequate Professional Services (IPS) complaints received during this period are as follows:

- 1 complaint was successfully resolved following direct resolution efforts;
- 1 complaint was rejected as it did not fall within the scope of a complaint under section 75B of the Act;
- 2 complaints were rejected because the complainants were not clients of the lawyers in question;
- 43 complaints are currently in the correspondence stage, meaning they are pending further actions such as revised letters of complaint, additional information, and/or necessary documents;
- 7 complaints were stayed because the complainants made concurrent complaints under section 85(1) of the Act;
- 2 complaints were withdrawn by the complainants.

The reduction in the number of IPS complaints from the previous year indicates an improvement in the quality of legal services or increased effectiveness in handling complaints. The Society continues to work diligently to address and resolve complaints to ensure that the standards of professional conduct within the legal profession are maintained and enhanced. Through these efforts, the Society aims to uphold the integrity and trust in the legal profession in Singapore.

SOLICITORS' ACCOUNTS RULES

Darius Tay Kang Rui, Chairperson



Members of the Solicitors' Accounts Rules Committee

The Solicitors' Accounts Rules Committee (the Committee) provides guidance to Council and members on the interpretation and application of all rules made under sections 72 and 73 of the Legal Profession Act 1966 concerning the Legal Profession (Solicitors' Accounts) Rules. The Committee is chaired by Darius Tay Kang-Rui, with Tham Lijing as Vice-Chairperson.

In the year under review, the Committee received a diverse range of queries from legal practitioners and law practices requiring guidance on their obligations as set out within the Legal Profession (Solicitors' Accounts) Rules.

These queries ranged from legal practitioners and law practices seeking clarification on the Law Society of Singapore Practice Direction 3.3.11 (Online Digital Payments from Client Accounts) to questions on the opening and operation of client accounts, as well as inquiries concerning the Legal Profession (Deposit Interest) Rules and the Conveyancing and Law of Property (Conveyancing) Rules 2011. In each instance, the enquirers were provided with practical guidance on how they could navigate their professional obligations through the adoption of appropriate safeguards.

The Committee will continue to assist all members in gaining a better understanding of the Legal Profession (Solicitors' Accounts) Rules.

COMMITTEE MEMBERS

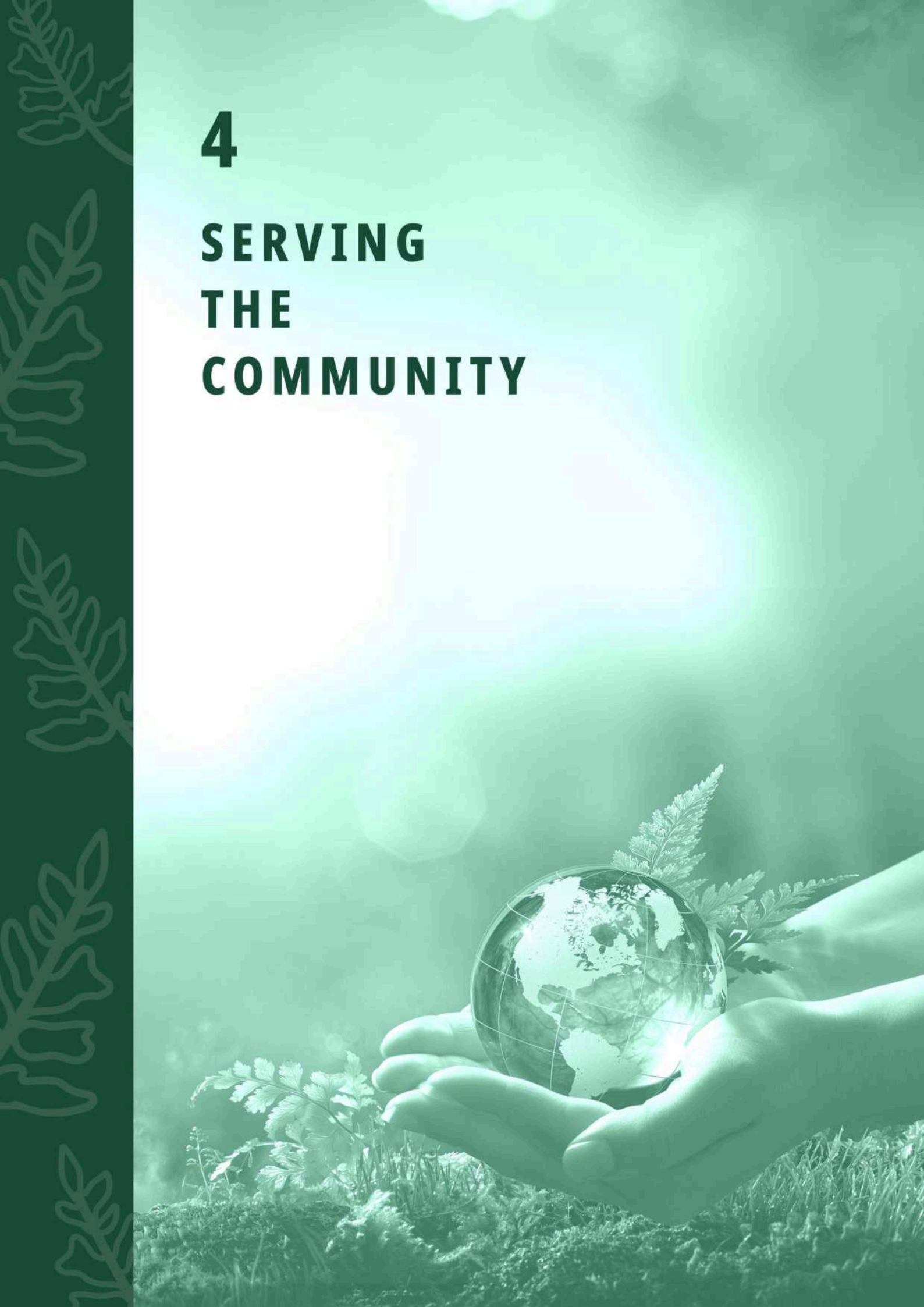
Darius Tay Kang Rui - Chairperson
Tham Lijing - Vice-Chairperson
Eva Teh Jing Hui - Council Representative
Balakrishnan Chitra
Benjamin Foo Guo Zheng
Cheah Saing Chong
Nicholas Poon Guokun
Oh Kim Heoh Mimi
Pryke Gary Allen

SECRETARIAT REPRESENTATIVE

Alvin Chen

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SERVING THE COMMUNITY



COMPENSATION FUND

Aziz Tayabali Samiwalla, Chairperson

The Council administers the Compensation Fund (the Fund) that provides grants to reduce or mitigate loss suffered by any person in consequence of dishonesty of a lawyer in connection with his/her practice in Singapore or any trust in Singapore of which the lawyer is a trustee. Such grants may also be made to compensate for loss as a result of the dishonesty of an employee of a law practice in the course of his/her employment. The Fund is administered under the terms of section 75 of the Legal Profession Act and the Legal Profession (Compensation Fund) Rules.

Every practising member of the Law Society contributes an annual sum of \$100 per year to the Fund when he/she renews his/her full-time practising certificate. Those applying for Practising Certificate after 1 October contribute a sum of \$50 to the Fund.

In relation to an application received in 2023 (3rd application), the claimant did provide the Secretariat with the requisite particulars of the claim. This application is pending the Committee's consideration but the initial views expressed at the First meeting of the Compensation Fund Committee (Committee) held in March 2024 was that the claimant needs to establish there is dishonesty on the part of the lawyer concerned.

In relation to another application received in 2023 (4th application), the claimant has still yet to show conclusively that he has tried to pursue a claim for civil recovery of the loss before turning to the Fund for a grant to help mitigate/reduce the loss suffered. The Committee again at its First meeting held that the facts did not establish dishonesty on the part of the lawyer concerned.

In relation to the application received in 2021 (which had previously been dismissed by Council), the claimant provided further information and filed an appeal for the Committee to reconsider the claim. The Committee has considered the appeal application, and has recommended for the application to be rejected, as the application does not involve dishonesty of the solicitor concerned. This matter is pending Council's determination.

For the period under review from 1 September 2023 to 31 August 2024, the Committee received a total of 4 fresh applications for grants from the Compensation Fund. Three of these applications did not contain adequate information to be referred to the Committee for consideration. Secretariat has written to the claimants to provide the necessary information/documents. However, we have yet to receive a reply from the 3 claimants. The last application is pending referral to the Committee for its consideration.

COMMITTEE MEMBERS

Aziz Tayabali Samiwalla - Chairperson
Tan Kay Kheng - Vice-Chairperson
Eva Teh Jing Hui - Council Representative
Amanda Chen Yi-Tseng
Chong Siong Siang Peter
Dr Qiu Yang
Lau Kah Hee
Ivan Lee Chin Seon
Loh Yu Chin Deborah
Steven Lam Kuet Keng
Tan Jee Ming

SECRETARIAT REPRESENTATIVE

Anamika Bagchi (until March 2024)
Gokul Haridas

PROFESSIONAL INDEMNITY

Mohamed Ibrahim s/o Mohamed Yakub, Co-Chairperson
Ong Lee Woei, Co-Chairperson



Members of the Professional Indemnity Committee

The Professional Indemnity Insurance (PII) Committee is pleased to present its annual report for the period from September 2023 to August 2024. This report outlines the activities, achievements, challenges faced, and future plans of the Committee in fulfilling its mandate to oversee the professional indemnity insurance scheme for legal practitioners in Singapore.

During the last quarter of 2023, a closed tender was called to 6 insurance brokers to conduct a review of the appointment of the insurance broker responsible for the placement and administration of the Compulsory Professional Scheme (the Scheme) commencing on 1 April 2024. After a thorough 2-stage review process, Marsh (Singapore) Pte Ltd (Marsh) in mid December 2023 was eventually appointed as the Scheme Brokers for a term of 2 years from 1 April 2024 to 31 March 2026. The new appointment of Marsh already brought tangible benefits to members when Marsh successfully negotiated a 7% reduction No Claims Discount off the standard premium table from the expiring premium 2023/2024. This was done on the back of a difficult and challenging insurance market after exiting the COVID-19 pandemic. The insurers will continue to contribute 2% of the primary premium to the Education Fund for the 2024/2025 renewal.

The Scheme insurers for the year 2024/2025 policy year and their participation and credit ratings are as follows:

Renewal Updates Insurers Selection

Insurers	Policy Structure	Participation	Financial Strength
MS First Capital Insurance Limited	Fronting Insurer / Direct Insurer	100% (retain 58% line)	A.M. Best : A (Excellent)
QBE Insurance Ltd	Reinsurer	13%	Standard & Poor's: A+ (Stable) A.M. Best: A (Excellent)
MSIG Insurance (Singapore) Pte. Ltd.	Reinsurer	10% (Increased from 6%)	Standard & Poor's: A+ (Stable) A.M. Best: A (Excellent)
India International Insurance Pte Ltd	Reinsurer	19% (decreased from 23%)	Standard & Poor's: A -

Needless to say, the task of supervising the takeover/migration of the existing files and data points from Lockton to Marsh took up a substantial time of the Law Society Secretariat and PII Committee so that the Scheme can be effectively rolled out and run on 1 April 2024.

1. Committee Membership

The PII Committee during the reporting period comprised members as set out below. The Committee members brought diverse expertise and perspectives to the table, ensuring robust discussions and effective decision-making.

2. Key Activities and Achievements (Non-exhaustive)

a. Policy Review and Recommendations

- Conducted regular reviews of the PII policy framework to ensure alignment with rapidly evolving legal and regulatory landscapes.
- Made recommendations for enhancements to coverage and policy terms, reflecting feedback from stakeholders and industry best practices.

b. Claims Management

- Monitored and managed claims reported under the PII scheme, providing timely adjudication and support to affected practitioners.
- Implemented measures to streamline claims processing and improve efficiency in handling disputes.

c. Stakeholder Engagement

- Looking ahead, this Committee intends to organise seminars, workshops, and webinars in conjunction with our brokers Marsh and other stakeholders to educate members on PII coverage, risk management, and emerging legal issues by utilising more data analytics by Marsh.
- Enhanced communication channels to foster greater engagement with law firms, insurers, and regulatory authorities.

d. Financial Oversight

- Maintained prudent financial oversight of the PII

fund, ensuring adequate reserves to meet potential liabilities.

- Reviewed actuarial assessments and financial projections to support sustainable premium pricing.

e. Policyholder Support

- Offered guidance and support to policyholders on risk mitigation strategies and compliance with PII requirements.
- Facilitated access to resources and information to assist members in understanding their coverage and obligations.

3. Challenges Faced

During the reporting period, the committee encountered several challenges:

- a. Increasing Claims Frequency:** Addressed a rise in claims frequency due to complex legal issues and economic uncertainties due to the evolving nature of our profession and the challenges posed by cyber security and the advent of use of more euphemistically termed “artificial intelligence”.
- b. Regulatory Changes:** Navigated regulatory changes impacting PII requirements and compliance obligations.
- c. Market Dynamics:** Responded to fluctuations in the insurance market affecting premium rates and coverage availability.

4. Future Directions

Looking ahead, the PII Committee aims to:

- a. Enhance Risk Management:** Develop tailored risk management tools and resources for legal practitioners.
- b. Promote Professional Development for PII members:** Expand educational offerings to support continuous professional development in risk management and ethics. best practices in procurement, especially in tendering, and secondment opportunities with insurance brokers, insurers and reinsurers to build Committee members expertise.
- c. Advance Stakeholder Collaboration:** Strengthen partnerships with insurers, regulators, and legal associations to uphold the integrity of the PII scheme.
- d. Innovate and Adapt:** Embrace technological advancements to improve claims processing efficiency and service delivery.
- e. Set Up an Education Fund:** In conjunction with professional development mentioned above, to set

up a scholarship to pursue studies at undergraduate or postgraduate level at centres of excellence in the field of Insurance Law, e.g. Hartford & London.

5. Acknowledgements

We would like to extend our heartfelt gratitude to all committee members present and past for their dedication and hard work. Special thanks to our Secretariat for their unwavering support and to all members of the Law Society for their trust and co-operation.

6. Conclusion

In conclusion, the PII Committee remains committed to upholding the highest standards of professional indemnity insurance for legal practitioners in Singapore. We extend our appreciation to our members, stakeholders, and the Law Society of Singapore for their ongoing support and collaboration. We look forward to continuing our work in safeguarding the interests of our members and maintaining the trust of the legal community.

COMMITTEE MEMBERS

Mohamed Ibrahim s/o Mohamed Yakub – Co-Chairperson
Ong Lee Woei – Co-Chairperson
Lim Seng Siew – Council Representative
Tang Jin Sheng – General Secretary
Manoj Belani – Assistant General Secretary
Alvin Ee Chin Liang
Chu Hua Yi
Lin Huiyin, Sharon
Sharifah Nabilah Binte Syed Omar
Menon Sumitri Mirnalini
Christopher Anand s/o Daniel

SECRETARIAT REPRESENTATIVE

Gokul Haridas



ACKNOWLEDGEMENTS

The Law Society is grateful for the support of the following law practices and organisations whose partners, directors, associates, legal officers and legal counsel have contributed their time and effort to carry out the work of the Law Society:

- Al Asia Pacific Institute
- Lamb Weston International Pte Ltd
- A C Shone & Co
- A. Rohim Noor Lila LLP
- Abdul Rahman Law Corporation
- Accenture Pte Ltd
- Achievers LLC
- Adel Law LLC
- Adsan Law LLC
- ADT Law LLC
- Advent Law Corporation
- Advocatus Law LLP
- Aequitas Law LLP
- Al Tamimi & Company
- Aldgate Chambers LLC
- Allen & Gledhill LLP
- Allen & Overy LLP
- Amica Law LLC
- Amolat & Partners
- Anitha & Asoka LLC
- Aon Singapore
- Apex Law LLC
- Arbiters Inc Law Corporation
- Arul Chew & Partners
- Ascendant Legal LLC
- Ashurst ADT Law
- Aurora Law LLC
- Avodah Advocates LLC
- Aziz Tayabali & Associates
- B Rengarajoo & Associates
- Baker McKenzie Wong & Leow
- Bayfront Law LLC
- BC Beazer Asia Pte. Ltd.
- BC Lim & Lau LLC
- Bethel Chambers LLC
- Beyond Legal LLC
- Bih Li & Lee LLP
- Bird & Bird ATMD LLP
- Blackoak LLC
- Bonsai Law Corporation
- BR Law Corporation
- Braddell Brothers LLP
- Breakpoint LLC
- BTPLaw LLC
- C Paglar & Co
- C S Lee
- Cairnhill Law LLC
- Cavenagh Law LLP
- Central Chambers Law Corporation
- Chancery Law Corporation
- Chia Wong Chambers LLC
- Chiu Cheong LLC
- CHP Law LLC
- Chua & Partners LLP
- Circular Law Chambers LLP
- Citibank
- City Law LLC
- CIVIC Legal LLC
- Clasis LLC
- Clayton Law LLC
- Clifford Chance Pte Ltd
- Clifford Law LLP
- Clyde & Co Clasis Singapore Pte Ltd
- CMS Cameron McKenna Nabarro Olswang (Singapore) LLP
- CMS Holborn Asia
- CNPLaw LLP
- Contigo Law LLC
- Continental Law LLP
- Covenant Chambers LLC
- Crescent Law Chambers LLC
- CTLC Law Corporation
- David Chong Law Corporation
- David Lim & Partners LLP
- David Llewelyn & Co LLC
- Davinder Singh Chambers LLC
- DBS Bank Ltd / DBS Asia Central
- De Souza Lim & Goh LLP
- Deansgate Barakah Law Corporation
- Deepak Raja & Associates
- Deloitte Tax Solutions Pte. Ltd.
- Dentons Rodyk & Davidson LLP
- Dharma Law LLC
- Donaldson & Burkinshaw LLP
- Drew & Napier LLC
- Dunbar & Lim Chambers LLC
- Eden Law Corporation
- Eldan Law LLP
- Ella Cheong LLC
- Emerald Law LLC
- Eng & Co LLC
- Engelin Teh Practice LLC
- Equinix Asia Pacific Pte Ltd
- Esteem Law LLC
- Ethos Law Corporation
- Eugene Thuraisingam LLP
- Fabian & Khoo
- Farallon Law Corporation
- FC Legal Asia LLC

- Flint & Battery LLC
- Focus Law Asia LLC
- Foo & Quek LLC
- Forte Law LLC
- Fortis Law Corporation
- Forward Legal LLC
- Francis Khoo & Lim
- FSLaw LLC
- Fullerton Law Chambers LLC
- Gateway Law Corporation
- Gavan Law Practice LLC
- Genesis Law Corporation
- George Hwang LLC
- Ghows LLC
- Gibson, Dunn & Crutcher LLP
- Gloria James-Civetta & Co
- Habitat for Humanity International Inc
- Halijah Mohamad & Co
- Han & Lu Law Chambers LLP
- Hanwa Singapore Private Limited
- Harry Elias Partnership LLP
- HCL Technologies Limited
- Herbert Smith Freehills LLP
- Hill Dickinson LLP
- Hin Tat Augustine & Partners
- Hoh Law Corporation
- Holborn Law LLC
- HP PPS Asia Pacific Pte. Ltd.
- hslegal LLP
- HThree Capital Pte Ltd
- I.N.C. Law LLC
- I.R.B. Law LLP
- Icon Law LLC
- Insights Law LLC
- Intel Corporation
- Jenny Lai & Co
- Jones Day
- Joo Toon LLC
- Joseph Liow Chambers
- Joseph Tan Jude Benny LLP
- Joyce A. Tan & Partners LLC
- JurisAsia LLC
- JusJuris Law LLC
- JWS Asia Law Corporation
- K Prasad & Co
- K Ravi Law Corporation
- K&L Gates Straits Law LLC
- Karuppan Chettiar & Partners
- Kennedys Legal Solutions
- Kevin SY Lee
- Kith & Kin Law Corporation
- KLTan LLC
- KSCGP Juris LLP
- Kyndryl
- Lahiri LLC
- Latham & Watkins LLP
- Law Connect LLC
- LawCraft LLC
- Lawrence Chua Practice LLC
- LawTrust LLC
- Leagle Sense LLC
- Lee & Lee
- Lee Shergill LLP
- Legal Clinic LLC
- Legal Matrix LLC
- Legal Solutions LLC
- Legis Point LLC
- Lexcompass LLC
- Linklaters Singapore Pte Ltd
- Lisa Sam & Company
- LOD Consulting (Singapore) Pte Ltd
- Luo Ling Ling LLC
- LVM Law Chambers LLC
- LYTAG Law LLP
- Mallal & Namazie
- Marcus Phuah & Co
- Matthew Chiong Partnership
- Mayer Brown PK Wong & Nair Pte Ltd
- Menon & Co
- Meritus Law LLC
- Meta
- Michael Por Law Corporation
- Millennium Law LLC
- Mirandah Law LLP
- Mirchandani & Partners
- Mishcon de Reya LLP (Singapore Branch)
- MOI Law Corporation
- Mori Hamada & Matsumoto (Singapore) LLP
- Morrison & Foerster LLP
- MSC Law Corporation
- N S Kang
- N8 Law LLC
- Nakoorsha Law Corporation
- Nicholas & Tan Partnership LLP
- Nishimura & Asahi (Singapore) LLP
- Norton Rose Fulbright (Asia) LLP
- NUS Faculty of Law
- OCBC Bank Singapore
- Omni Law LLC
- Oon & Bazul LLP
- OTP Law Corporation
- Paul Ong Chambers LLC
- Pereira & Tan LLC
- Pertinent Law LLP
- Peter & Kim
- Peter Low Chambers LLC
- Pinsent Masons MPillary LLP
- Prolegis LLC
- Providence Law Asia LLC
- PRP Law LLC
- PY Legal LLC
- Quahe Woo & Palmer LLC
- Rajah & Tann Singapore LLP
- Rajan Chettiar LLC
- Rajen Law Practice
- Ramdas & Wong
- Ramesh Tiwary
- Ravindran Associates LLP
- Remy Choo Chambers LLC
- Rev Law LLC

- RHTLaw Asia LLP
- Robinson LLC
- Salem Ibrahim LLC
- Securus Legal LLC
- Selvam LLC
- Sharpe & Jagger LLC
- Shobna Chandran LLC
- Shook Lin & Bok LLP
- Sidley Austin LLP
- Silvester Legal LLC
- Sim Mong Teck & Partners
- Simmons & Simmons JWS Pte. Ltd.
- Singapore Management University
- Singapore University of Social Sciences
- Standard Chartered Bank
- Stephenson Harwood LLP
- Sterling Law Corporation
- T L Yap Law Chambers LLC
- TAG International Group
- Tan Kok Quan Partnership
- Tan Rajah & Cheah
- Taxise Asia LLC
- Templars Law LLC
- Tencent Singapore
- Tham Lijing LLC
- That.Legal LLC
- The Alternative Investment Management Association Limited (AIMA)
- Tiktok Pte Ltd
- Tito Isaac & Co LLP
- TSMP Law Corporation
- United Overseas Bank Limited
- Venture Law LLC
- Virtus Law LLP
- Watson Farley & Williams LLP
- Wee Swee Teow LLP
- WhiteFern LLC
- Willy Tay's Chambers
- Winchester Law LLC
- Withers KhattarWong LLP
- WLaw LLC
- WNLEX LLC
- Wong & Leow LLC
- Wong Alliance LLP
- WongPartnership LLP
- Yeo Perumal Mohideen Law Corporation
- Yuen Law LLC

The Law Society would also like to thank the following for their support of the work of the Society:

- Supreme Court of Singapore
- State Courts of Singapore
- Syariah Court
- Family Justice Courts
- Attorney-General's Chambers
- Singapore Academy of Law
- Singapore Institute of Legal Education
- Ministry of Law
- Ministry of Culture, Community and Youth
- Ministry of Social and Family Development
- Ministry of Home Affairs
- Other Government Ministries and Statutory Boards

A group of people, mostly young adults, are running and taking a selfie at a community event. They are wearing red t-shirts with "JUSTA JALAN" printed on them. The background shows a modern building with a glass facade and a bridge structure.

PRO
BONO
SG

JUSTICE FOR ALL

STRONGER AS ONE *Community*

ANNUAL REPORT FY2023/24

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Corporate Information

Pro Bono SG (PBSG) is a Singapore-registered charity with Institution of a Public Character (IPC) status dedicated to ensuring access to justice for the vulnerable and disadvantaged in Singapore. We achieve this through three pillars of service: legal awareness, guidance, and representation.

Once a department within the Law Society of Singapore (LSS), we incorporated as a company limited by guarantee in 2017 with LSS as our sole member. Formerly known as Law Society Pro Bono Services, we renamed as Pro Bono SG in 2022 to reflect the commitment of all in Singapore to embrace our mission of doing good in the community.

UEN Number:	201700430E
Date of Charity Registration:	31 March 2017
IPC Period:	1 April 2022 – 31 March 2025
NCSS Full Member:	Since 1 April 2017
Auditor:	Fiducia LLP
Bankers:	Oversea-Chinese Banking Corporation Limited and Bank of East Asia

Headquarters:	1 Havelock Square, #B1-18, State Courts, Singapore 059724
North East Branch:	Community Law Centre @ Tian De Temple, 109 Hougang Ave 5, Singapore 538817
North West Branch:	Community Law Centre @ Realm of Tranquility, 547 Woodlands Drive 16, #01-177, Singapore 730547
Phone:	6536 0650
Email:	help@probono.sg
Website:	www.probono.sg

About Us



Our Vision

Justice For All

Our Mission

Enabling access to justice for the vulnerable and disadvantaged through legal awareness, advice and advocacy.



Our Objectives

We work to:

1. develop and ensure a just and efficient system for the provision of pro bono legal services in Singapore;
2. coordinate the provision of civil, criminal and community pro bono legal services with various agencies;
3. recruit, train and manage volunteers from the legal fraternity and beyond for the provision of pro bono services;
4. identify areas of need in the community for pro bono legal services; and
5. protect and assist the public on matters of the law relevant to their lives, particularly through programmes to develop public legal literacy.

Chairman's Message

Reflecting on the past year, I am filled with immense pride, thanksgiving and gratitude for the remarkable strides we have made together. Through concerted constructive contributions, Pro Bono SG has been at the forefront of championing access to justice, including for society's most vulnerable and in community socio-healing. Collaborative teamwork is the embedded essence of our annual report's theme: **Stronger as One Community**. Our unity of purpose has lifted one another up to newer levels of service and giving of time, talent and treasure. This is catalysis.

In FY2023/24, Pro Bono SG was humbled to receive several awards recognising the collective impact of staff, volunteers and supporters. This includes the People's Association Community Spirit Excellence Award 2023. This accolade testifies to our unwavering commitment to legal literacy nationwide. It has created legal awareness of practical legal rights and responsibilities within our society including via talks and webinars organised as part of the Law Awareness Weeks@CDCs. Through our Community Legal Clinics at various CDCs and CCs/RCs, we guide the legally needy and vulnerable with a metaphorical road map and compass.

At the Charity Transparency and Governance Awards 2023, we received the Charity Transparency Award (for the second consecutive year) and were blessed with a Special Commendation Award for Risk Management. Kudos to the Board, the Audit Committee chaired by Arfat Selvam, and Cai Chengying of Pro Bono SG's CEO's office, for this fine feat. These accolades are both humbling and honouring. In the final analysis, they are a meaningful motivation to us to maintain the highest standards of charity governance.

Thank you to all of you for all that you did and do. These awards are your rewards.

On that note, to support the roll out of the revised Code of Governance for Charities and IPCs by the Charity Council, we hosted an ESG 101 for Charities webinar in September 2023. This facilitated charities and IPCs to better understand and adopt ESG practices, envisioning a more sustainable and transparent future. We could not have organised so swiftly without the dynamic and dedicated help of our volunteer lawyers and partners.

Another momentous milestone was the opening of our second Community Law Centre on 19 January 2024. Following the success of our first centre, Community Law Centre @ Tian De Temple, this new branch at the North West District, Community Law Centre @ Realm of Tranquility, supported by the NCSS 4ST Partnership Fund, allows us to extend our reach and support to more individuals and community partners in need. During the NCSS AGM 2024, NCSS President Anita Fam cited our second centre as a positive exemplar of collaborative impact between Social Service Agencies.

We pulled out all stops earlier this year to organise our annual signature fundraising event, Just Jalan 2024, held on 4 February 2024. This walkathon was extraordinarily successful. The community and legal industry converged to walk for justice. Over half the sum raised came directly from the generosity of participants through peer-to-peer fundraising. Through friendly competitiveness and unity of purpose, both the spirit of the walk (journeying with our service users in their long walk to access justice) and the substance of the walk (awareness and fundraising) were successful.

We were especially pleased to host the inaugural Pro Bono SG Awards 2024 on 22 March 2024, graced by the esteemed presence of His Excellency, President Tharman Shanmugaratnam. Close to 300 of our top donors, volunteers, and partners gathered to honour the remarkable philanthropic and voluntary contributions that helped uplift the needy and vulnerable in Singapore. Through the superlative generosity of our benefactors, Pro Bono SG raised over \$2.5 million in FY2023/24. This directly supported all our legal aid programmes and community law centres across Singapore.

As we forge ahead into the future, a united vision compels us all forward. We have a real resolve to give legal awareness, advice and advocacy. Whether upstream or downstream, life streams and hope flows to community members wounded by injustice. Many of our service users are unable to help themselves or stand up societally in dignity. Chief Justice of Canada Richard Wagner in 2019 said *"To deny access to justice is to deny people their dignity, to say that some people are worthy of justice and some aren't"*. I think he is right on this link between access to justice and dignity.

Kudos to the indefatigable energy and enthusiasm and selfless service of our staff led by our evergreen CEO, Tanguy Lim. Each of you on staff are a wellspring of life that waters our outreach events, clinics and representation schemes.

Last but not least, I remain deeply grateful to each and every one of our board members for your quality contributions and sharing in likeminded vision and compassion. It is fitting and apt to pay tribute here to a fellow charity leader who sadly, is no longer with us today. He served with distinction and enthusiasm as a Board colleague from the first day of our corporatisation in 2017 until his untimely passing. I am referring to none other than our former Law Society of Singapore President, Adrian Tan. Larger than life, affable to a fault and passionately proactive about pro bono service.

As an enduring legacy, we owe our new name "Pro Bono SG" to Adrian. We are greatly humbled and honoured that his beloved family donated \$100,000 under the Adrian Tan Memorial Fund to Pro Bono SG. We are grateful for the late Adrian's memorial legacy and memorable life. The good he has done will live on.

I am also thankful to the altruistic dedication of all our committed volunteers and the generosity of all our supporters, whatever your contributions. With each pro bono action we take, with each life we touch, we move closer to a societal vision of a society of lives with dignity restored.



Gregory Vijayendran, SC
Chairman



CEO's Message

Dear Friends and Supporters,

As we close another remarkable year at Pro Bono SG, I am inspired by the resilience, innovation, and collaborative spirit that have defined our journey. Our theme, "Stronger as One CommUNITY," has truly come to life through the collective efforts of our Board, colleagues, volunteers and partners.

This year, we have seen unprecedented growth in our outreach and impact. Our legal awareness initiatives reached over 13,500 individuals through diverse programmes and initiatives, including specialised talks for artists, students, and migrant workers. The Law Awareness Weeks@CDC 2023, a cornerstone of our community engagement, saw 14 webinars and 23 in-person talks, benefitting more than 2,600 participants across Singapore.

Our commitment to innovation bore fruit with the launch of LawGoWhere, a groundbreaking web app developed in collaboration with the Ministry of Law with the support of Singapore Turf Club. This digital platform marks a significant step in democratising access to legal information, providing a first-stop portal for those facing legal crises.

Our Community Law Centre network continues to expand. The launch of our second centre at Realm of Tranquility extends our reach into the North West District, complementing our existing centre at Tian De Temple in the North East District. These centres are pivotal in providing integrative, on-the-ground socio-legal support to those most in need, with Pro Bono SG working closely with our community partners.

Our specialised programmes continue to make a significant impact. The Advocates for the Arts initiative provided crucial legal knowledge to over 600 participants in the creative sector. Our Project Schools programme reached more than 600 students and teachers, addressing critical issues like online sexual conduct and harassment.

The LawWorks partnership with NTUC, celebrating its 10th anniversary, continues to be a vital resource for workers, with four legal primers reaching 555 participants this year.

Our efforts in supporting community organisations have also intensified. We conducted five webinars on crucial topics like ESG and data breach risks, reaching over 3,300 participants from more than 1,000 organisations.

None of this would have been possible without the dedication of our volunteers. From conducting legal talks to staffing our clinics and representing clients, their commitment is the backbone of our organisation. The Pro Bono SG Volunteer Appreciation event was a small token of our immense gratitude for their service.

As we look to the future, we remain committed to expanding our reach, innovating our services, and strengthening our partnerships. The success of Just Jalan 2024 and the inaugural Pro Bono SG Awards 2024 demonstrates the strong community support for our mission.

Together, we are not just providing legal assistance; we are building a more just, informed, and empowered community. Thank you for being an integral part of this journey.



Tanguy Lim
CEO



Year's Milestones

Q1
APRIL - JUNE 2023
04 April 2023

IN CONVERSATION WITH COMMISSIONER OF CHARITIES AND CHARITY COUNCIL

With the revision of the Code of Governance to support charities in achieving higher levels of governance standards, over 1,200 participants signed up to attend the hybrid event to learn about the key changes to the Code.

This was followed by an in-depth conversation with Desmond Chin, Commissioner of Charities, Theresa Goh, Chairman of Charity Council, Ang Hao Yao, Chairman of Code of Governance Sub-Committee and Member of Charity Council, and Gregory Vijayendran, SC, Member of Charity Council and Chairman of Pro Bono SG. Moderated by Kitson Lee, Head of Centre for Non-Profit Leadership, the panellists shared their views on the revised governance principles and discussed how Board and Management could collaborate effectively in strategic planning, succession planning, and be prepared for future developments.



Watch the recording here
<https://bit.ly/2324COC>

Q2
JULY - SEPTEMBER 2023
07 July 2023

ACCESS TO JUSTICE FILM SCREENING

"Access to Justice – A Series Inspired by True Stories" is a collection of five short films that highlight the legal challenges faced by vulnerable individuals and the transformative impact of pro bono legal aid.

The premiere of these films was attended by over 200 supporters and our Guest of Honour, The Honourable The Chief Justice Sundaresh Menon.

We extend our heartfelt gratitude to Providence Law Asia LLC and its Managing Director, Abraham Vergis, SC, Pro Bono Ambassador 2021/2022, for their generous support in producing this series.



Watch the film here
<https://bit.ly/2324A2J>

19 July 2023

PAWS & THE LAW - NAVIGATING PET OWNERSHIP IN SINGAPORE

Our first-ever webinar to address pet ownership in Singapore, the webinar featured speakers Abigail Tan, Senior Corporate Counsel, Elastic, and Sadhana Rai, Director and Head of Representation, Pro Bono SG and Committee Member, SPCA. Moderated by Johannes Hadi, Partner, Eugene Thuraisingam LLP, the panel discussed about the responsibilities and awareness of the laws and regulations in owning a pet in Singapore, in order to ensure a safe and comfortable home for a pet when making the decision to bring one home.

25 July 2023

PEOPLE'S ASSOCIATION COMMUNITY SPIRIT EXCELLENCE AWARD

Presented with the People's Association Community Spirit Excellence Award 2023, this recognition is a testament to Pro Bono SG's unwavering commitment to making legal advice accessible to all and fostering legal awareness in our community. Through our Community Legal Clinics at the CDCs and our network of legal clinics at the CC/RCs, Pro Bono SG has been able to offer legal advice to those in need. Additionally, our participation in the Law Awareness Weeks@CDC has further empowered the community with valuable legal insights through organised talks.



13 September 2023

ESG 101 FOR CHARITIES

This webinar was organised in response to the revised Code of Governance which features ESG as a guiding principle. Moderator, Ng Li-Yen, Volunteer, Pro Bono SG, discussed ESG principles and their application in the charity sector with Anil Changaroth, Co-Head ESG Practice, RHTLaw Asia, and Nhan Quang, Partner, Climate Change and Sustainability Services, EY. They offered practical strategies to align organisational goals with sustainable and socially responsible initiatives.

29 September 2023

PROPERTY - OWN IT, USE IT, LOSE IT SEMINAR

Contributing time, talents and treasures, the NUS Law Class of '89 featured 12 distinguished alumni discussing various topics during the seminar to raise funds for Pro Bono SG and NUS CPBCLE. Justice Debbie Ong, an alumna and Presiding Judge of the Family Justice Courts (as she was then) opened the seminar and moderated the first of four sessions in the seminar.



Year's Milestones

Q3
OCTOBER -
DECEMBER
2023

21 October 2023

27 November 2023

LAW AWARENESS WEEKS@CDC 2023

LAW@CDC 2023 is a nationwide effort to promote awareness and understanding of the law in the community through a series of talks, so that people living and working in Singapore may know their rights and be empowered to manage common legal issues. 14 live webinars as well as various legal talks at community centres were held during the five-week period. This annual event is a collaboration between Pro Bono SG and the five Community Development Councils, National University of Singapore Faculty of Law, Singapore University of Social Sciences School of Law, Singapore Management University School of Law, the Singapore Association of Social Workers and the Singapore Corporate Counsel Association Pro Bono Chapter, supported by the People's Association. For more information, refer to page 20.



22 October 2023

PRO BONO SG FEATURE ON PRESIDENT'S STAR CHARITY

The President's Star Charity 2023 aimed to galvanise the community to extend a helping hand and support the 86 beneficiaries under the President's Challenge. Pro Bono SG was one of the beneficiaries selected to be featured on the show. Our Community Law Fellow Goh Qian Hui was interviewed alongside a beneficiary, Irene Wong, raising awareness of some of the issues faced by our service users and the value and help Pro Bono SG provides to the community.



02 November 2023

LAWWORKS APPRECIATION DINNER

The dinner celebrated volunteers who supported NTUC members at the LawWorks Legal Clinics, along with attendees of quarterly primers hosted by NTUC and Pro Bono SG. This event marked the 10th anniversary of LawWorks' partnership with NTUC.

21 November 2023

CHARITY TRANSPARENCY AWARD 2023 AND A SPECIAL COMMENDATION AWARD FOR RISK MANAGEMENT

Pro Bono SG received two prestigious awards: the Charity Transparency Award 2023 for the second consecutive year and the Special Commendation Award for Risk Management for the first time. These accolades recognise our unwavering commitment to transparency, governance, and accountability in managing charitable endeavours.



28 November 2023

PRO BONO SG VOLUNTEER APPRECIATION

Pro Bono SG hosted an unforgettable evening for our incredible committee members, dedicated volunteers, and esteemed partners. The night was filled with laughter, lively conversations, and a genuine sense of community as attendees networked and mingled. This event was not just a thank-you; it was a celebration of the amazing contributions and relentless passion of our volunteers that fuel our mission.



Year's Milestones

Q4
JANUARY -
MARCH 2024
19 January 2024

LAUNCH OF COMMUNITY LAW CENTRE @ REALM OF TRANQUILITY

Pro Bono SG launched our second Community Law Centre following the success of the first Centre at Tian De Temple. This expansion helped to bring legal assistance even closer to those with mobility and technology challenges and holistically help and heal vulnerable members of the community facing legal issues, hand in hand with community partners such as Family Service Centres, Social Service Offices and Social Service Agencies in the North West District of Singapore. The initiative is supported by the National Council of Social Service (NCSS) 4ST Partnership Fund, co-administered with The Majority Trust.

To mark this special occasion, Guest of Honour Masagos Zulkifli, Minister for Social and Family Development and Second Minister for Health, officiated the launch event, which was attended by volunteers, donors, residents and community partners.

At the same event, Pro Bono SG also signed an MOU with Tian De Temple and R. S. Solomon Foundation to extend its collaboration for Community Law Centre @ Tian De Temple by another 18 months.



Pro Bono SG signed a three-year MOU with Realm of Tranquility and R. S. Solomon Foundation at the event.

Under the MOU:

- Pro Bono SG will deploy two community lawyers, one centre manager and make available a pool of dedicated volunteers to provide legal assistance at the Community Law Centre @ Realm of Tranquility;
- Realm of Tranquility will host the centre at its premises; and
- R. S. Solomon Foundation will organise the funding support required to set up the centre.



04 February 2024

JUST JALAN 2024

Returning by popular demand, Just Jalan revived the spirit of the successful 2015 fundraising walkathon, Just Walk. The event sought to raise awareness of the importance of access to justice and rallied people from all walks of life to walk for justice and raise funds. We wanted the community to know that beyond the legal fraternity, anyone could be a shield bearer and support someone in need.

Within a short period of seven weeks, we gathered more than 700 participants and raised over \$1.1 million through targeted appeals and peer-to-peer fundraising by our participants. It was a great testament of support and the passion of the community to want to do good. Participants formed teams and had a friendly competition as they climbed the leaderboards to raise funds and clock the distance.



Watch the recap here
<https://bit.ly/2324JJ>

President of the Law Society of Singapore, Lisa Sam, graced our event as our Guest of Honour and flagged off the 6km walk from Singapore Sports Hub. It was a fun filled day marked by camaraderie and lots of laughter as participants – some with their furry friends, completed the scenic walk and came back to a mini-carnival after the walk.

22 March 2024

PRO BONO SG AWARDS 2024

The inaugural Pro Bono SG Awards on 22 March 2024 was a high key event to recognise our top contributors in FY2023/24. We were honoured to have President Tharman Shanmugaratnam as our Guest of Honour, recognising our top donors and volunteers of the year.

The event brought together close to 300 attendees, including law firms, volunteers, partners and donors to celebrate and highlighted the remarkable contributions that have uplifted the needy and vulnerable in Singapore, fostering a culture of appreciation and camaraderie.



Watch the recap here
<https://bit.ly/2324PBSGA>

Year's Milestones

22 March 2024

LAUNCH OF LAWGOWHERE

Pro Bono SG launched LawGoWhere, a first-stop portal for individuals facing legal crises to access basic information and be directed to holistic help, at our Pro Bono SG Awards 2024.

Through LawGoWhere, we aim to empower individuals with bite-sized legal information, ensuring easy access to key legal knowledge for all. From understanding their rights to finding holistic support, this platform is everyone's trusted companion in times of need.

LawGoWhere goes beyond mere information dissemination. With a self-help tool, we guide users to the right avenues for socio-legal assistance, ensuring tailored support for different legal situations they may face.



Visit LawGoWhere at
<https://bit.ly/2324LawGoWhere>



View other milestones through our media mentions at
<https://www.probono.sg/news/>

Our Year At A Glance

16,765

individuals and community organisations
impacted across all programmes



Awareness:
13,532



Guidance:
2,135



Representation:
1,098¹

¹ All applicants received basic legal advice and were also referred to additional resources in the course of applying for legal assistance with Pro Bono SG.

How We Help

Since 2007, Pro Bono SG has been at the forefront of promoting equal access to justice for Singapore's most vulnerable communities. Through our multifaceted approach, we have empowered individuals and organisations for over 17 years with legal awareness, guidance, and representation.

We focus on awareness, guidance, and representation because we believe these three pillars address the most critical needs in achieving equal access to justice for the community.

Awareness



Legal Talks



Project Schools



Outreach Events



Publications

Many individuals and organisations may have limited legal knowledge, which can leave them vulnerable and unable to protect their rights. By raising legal awareness, we empower people with the information they need to understand their legal rights and protect themselves and their loved ones. This knowledge is the first step in preventing legal issues and navigating legal challenges effectively.

Guidance



Community Legal Clinics



Specialised Legal Clinics



Community Organisation Clinic

Even with awareness, navigating the legal system can be complex and intimidating. Providing legal guidance through consultations helps individuals and organisations understand their specific legal situations and options. This personalised guidance ensures they can make informed decisions and take appropriate actions to resolve their issues.

Representation



Criminal Legal Aid Scheme



Family Justice Support Scheme



Ad Hoc Pro Bono Scheme



Project Law Help

For individuals dealing with complex legal issues, especially in court, having professional representation is crucial. Many vulnerable individuals cannot afford legal representation, which can severely impact their ability to achieve a fair outcome. By offering legal representation, we ensure that everyone, regardless of their financial situation, has a fighting chance in the legal system. Pro Bono SG also supports community organisations by facilitating connections with volunteer law practices, recognising that access to legal expertise is vital for their operation.

Awareness

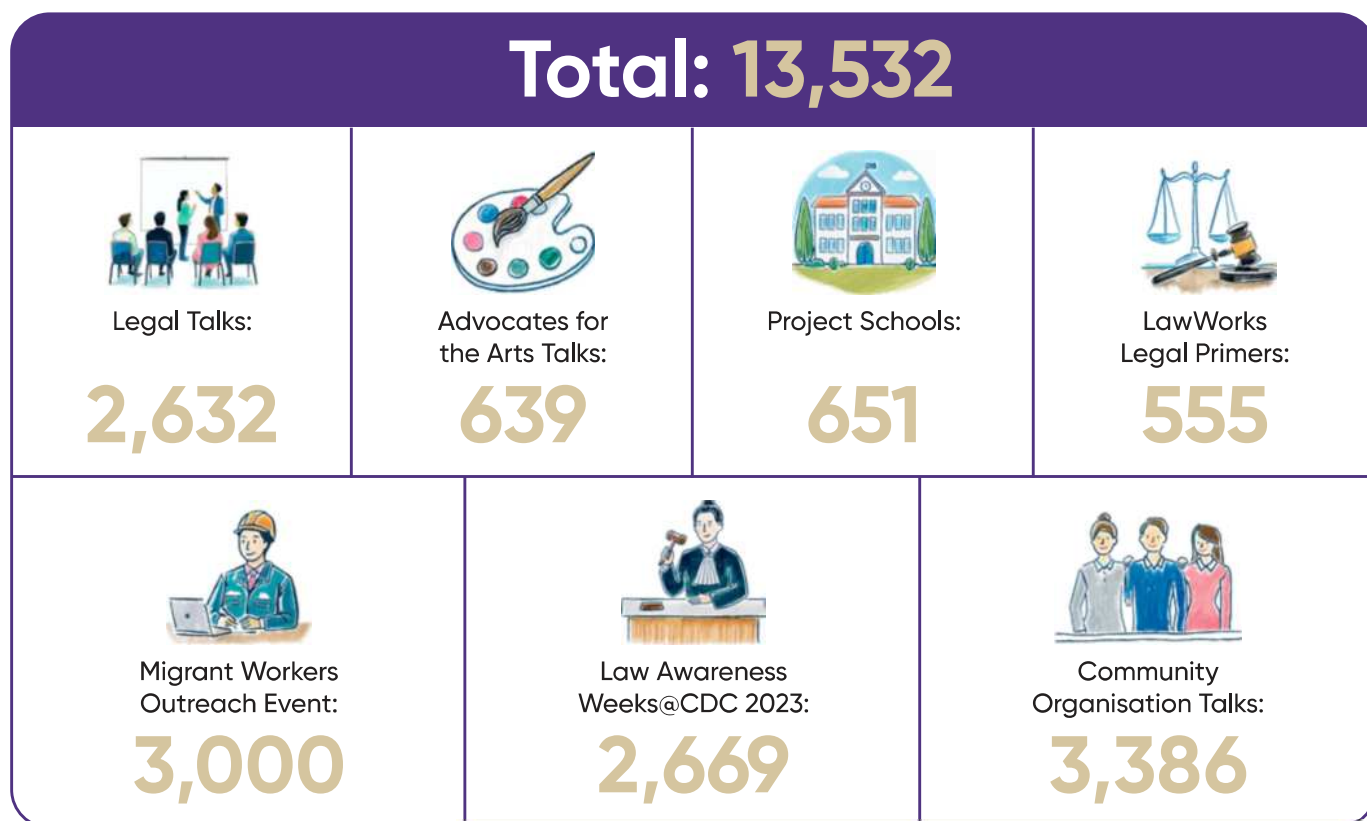
Pro Bono SG delivers essential legal knowledge through various legal awareness initiatives, including talks, webinars, events, videos, roadshows, block visits, online platforms, and publications.

In this financial year, Pro Bono SG reached **13,532** people through **85** legal literacy and awareness events targeting the general public, specialised groups and community organisations. Specialised groups include those requiring specific legal knowledge, such as migrant workers and art practitioners, with dedicated topics tailored to their unique needs.

These initiatives are conducted in physical, virtual, and hybrid formats to maximise reach, accessibility and impact.

One of the key highlights of the year is the launch of our web app, LawGoWhere. Complementing our existing legal awareness initiatives, this first-stop portal provides individuals facing legal crises with basic information and directs them to find legal help.

Statistics



Awareness

Legal Talks

We collaborate with various organisations to curate legal talks that are relevant to their staff, members, service users, or residents, and provide practical knowledge and advice. These talks are conducted by our volunteer lawyers for various subsets of the community, increasing their legal literacy and empowering individuals with legal knowledge. Depending on the participants' needs, the legal talks can be conducted physically or virtually.

One notable webinar, in collaboration with the Financial Industry Dispute Resolution Centre (FIDReC), focused on Motor and Travel Insurance.

“

This is the first webinar of its kind that I know of. I found the information and discussions extremely helpful. I wish such advice had been available years ago when I had to make an insurance claim!

– Anonymous participant of Motor and Travel Insurance webinar.



Another well-received in-person legal talk was a collaboration with the Barreau de Paris Solidarité, aimed at helping French legal counsel understand the latest developments in Singapore's socio-legal landscape. Other topics often requested for included Advance Legal Planning (Wills & LPA), Neighbour Disputes (Mediation), Family Violence, amongst others.



These legal talks would not have been a success if not for the various organisations which came forward to share about the gaps in legal literacy and supported by the many volunteers who spoke at these sessions. **2,632** individuals were empowered with legal knowledge through the talks.

Advocates for the Arts Talks

Following the successful launch of Advocates for the Arts (AfA) in 2018, Pro Bono SG has collaborated with various partners such as the National Academy of Fine Arts, LASALLE College of the Arts, and the Esplanade, among others, to organise legal awareness talks for the creative and indie music sector.

During the financial year, **four** legal awareness talks were organised for **639** participants, providing freelancers and arts students with practical legal knowledge to guide and manage their activities and protect their creative output. The speakers were experts in their respective fields, offering valuable insights and perspectives on the unique legal issues commonly faced in the creative industry.

Awareness

Project Schools

Project Schools was launched in 2012 with the objective of promoting a greater level of civic mindedness among youth and enabling them to better protect themselves from the consequences of crime.

During the year, **five** Project Schools talks were conducted in person, reaching and impacting 651 students and teachers. The main topic addressed was online sexual conduct, an increasingly relevant issue amongst digitally savvy youth. Additionally, we had the honour of hosting teachers from the Academy of Singapore Teachers for a learning journey, providing them with insights into youth perspectives and the judicial system. The teachers even got an opportunity to meet a District Judge from the Youth Court.



LawWorks Legal Primers

LawWorks is a long-standing 10 years partnership with NTUC to educate union members and workers on their legal rights. Dubbed a 'three-piece meal' by Patrick Tay, Assistant Secretary-General, NTUC, this partnership includes legal primers, pocket series, and legal clinics. During the past year, **four** informative legal primers on employment issues were presented, attracting **555** participants who gained valuable insights into their rights as workers.

Recordings of these webinars are available on the Pro Bono SG YouTube Channel LawWorks playlist, to make these legal primers accessible to the general public as well. The videos are well-received, with many viewers expressing appreciation for the clarity and practicality of the information provided.

LawWorks YouTube Playlist
<https://bit.ly/2324LawWorks>



Migrant Worker Outreach Event

Migrant workers remain one of the most vulnerable groups in Singapore. From an access to justice standpoint, our concern is that migrant workers are unable to pursue their due rights under the law due to language barriers and lack of awareness of resources for socio-legal help. This barrier to justice is exacerbated by a perception that migrant workers may have of lawyers being unapproachable or even unsafe to approach.

We conducted an outreach session at Terusan Recreation Centre for their International Migrants Day celebrations on 17 December 2023 to an audience of **3,000** migrant workers. We were fortunate to have been joined at this event by volunteers who spoke a diversity of languages, including Bengali, Tamil, and Telugu, which greatly increased the quality of engagement. Several migrant workers signed up immediately for our migrant worker legal clinic, and others spent more than half an hour speaking to our volunteers about the issues they were facing.

Awareness

Law Awareness Weeks@CDC 2023

The Law Awareness Weeks@CDC (LAW@CDC) campaign, an annual effort to promote legal awareness and understanding of the law in the community, has been a successful collaboration between Pro Bono SG and the five Community Development Councils (CDCs), supported by the People's Association (PA) since 2015. From 2020, the campaign was also supported by the National University of Singapore Centre for Pro Bono and Clinical Legal Education, the Singapore Management University Pro Bono Centre, the Singapore University of Social Sciences School of Law, and the Singapore Corporate Counsel Association Pro Bono Chapter. This latest edition also witnessed the signing of another three-year Memorandum of Understanding, with the addition of the Singapore Association of Social Workers as the newest partner.



LAW@CDC 2023, themed “Collective Impact, A Community in Action” was launched on 21 October 2023, by Minister for Culture, Community and Youth and Second Minister for Law, Edwin Tong, SC, the Mayors of the five CDCs and Pro Bono SG Chairman, Gregory Vijayendran, SC. The launch also included the signing of another three-year Memorandum of Understanding, marking the fourth renewal of the agreement between Pro Bono SG and the five CDC districts, reaffirming their commitment to the Community Legal Clinics.



LAW@CDC 2023 hosted 14 webinars and 23 in-person legal talks between 21 October to 27 November 2023. These sessions covered topics in three main areas – Community, Employment, and Family, carefully curated to increase the community’s legal awareness and knowledge, build resilience, and strengthen the community. Topics included scam prevention, workplace harassment, social media usage, divorce, family violence and advance legal planning. The in-person legal talks were held physically at various Community Centres, ensuring accessibility for attendees.



These webinars and legal talks benefitted **2,669** participants. Moving forward, this hybrid model of offering both webinars and physical talks will be continued as they appeal to different segments of the community.

The recordings of the webinars are also available on YouTube, making it easier for the general public to access, providing greater and sustained outreach and awareness.

LAW@CDC 2023 YouTube Playlist
<https://bit.ly/2324LAWCDC>



Awareness

Legal Awareness Talks for Community Organisations

Community Organisation Talks differ from our Legal Talks. These sessions are conducted in collaboration with various organisations through strategic partnerships. Pro Bono SG works closely with these partners to develop webinars tailored to address specific needs and challenges faced by community organisations. Our partners include entities such as the Charity Council, Office of the Commissioner of Charities, EY and QBE Insurance.



In FY2023/24, a total of **five** webinars were conducted as part of this initiative. Popular topics included "Environmental, Social and Governance (ESG) 101 for Charities," "Data Breach Risks for Charities" and "Charities Lean Forward - Strengthen Your Charities Against Money Laundering and Terrorist Financing". These webinars aimed to provide valuable insights and expertise specifically tailored to the operational contexts of community organisations.

Pro Bono SG's webinars were well-publicised within relevant communities, attracting an average of about 670 live viewers per webinar. **3,386** live viewers from **1,017** Community Organisations were reached in total, with many more tuning into the recorded videos on Pro Bono SG's social media platforms after. These webinars also encouraged community organisations to seek legal help at our Community Organisation Clinic and under the Project Law Help initiative.

Community Lawyering Talks for Social Service Agencies and Community Organisations

Pro Bono SG visited and hosted over 50 community partners serving vulnerable and disadvantaged communities to share about our community lawyering services and vision to provide integrated legal care hand in hand with other community professionals to help clients holistically and sustainably.

Such engagement has resulted in an increased awareness of available services, cross-referral and the provision of multidisciplinary support to clients.



Awareness

CNA938 Radio Show

Pro Bono SG significantly expanded its outreach when we partnered with CNA938 for the segment "Work It with Stanley Leong and Cheryl Goh," aired every Wednesday from 11:10 AM to 12:00 PM. The first episode started on 20 March 2024, where our Head of Community Lawyering, Cai Chengying, shared about how our charity serves the community.

Each week, a different topic was highlighted, and listeners were invited to text in their questions.

The hosts of the show were pleased with how the series turned out and appreciated the passion and eloquence of our volunteer lawyers. The show's producers also noted a significant increase in listenership during that time slot since we started the segment.

Listen to the episode here:
<https://bit.ly/2324WORKIT>



Publications

As part of our commitment to improving legal literacy in our community, Pro Bono SG has been developing and updating a diverse range of publications meticulously crafted for different audiences. This dedication to creating tailored content reflects our ongoing efforts to raise awareness and enhance legal understanding.

For individuals, we offer publications such as "Know the Law Now" and "Advocates for the Arts," which provide essential legal insights tailored to personal and creative needs. The bilingual "Glossary of Legal Terms" and "Clinics Manual" are crucial supports for our volunteer lawyers when providing guidance at legal clinics.

For community organisations, we provide a suite of publications including "Legalese," and "Governance Toolkit." We are working on a new publication, the "Employment Law Handbook", which will be published next year. These serve as indispensable guides for navigating complex legal landscapes.

This financial year, our team has been tirelessly working on these publications to ensure they remain at the forefront of legal developments. We look forward to unveiling new and latest editions in the coming financial year.

LawGoWhere








LawGoWhere (lawgowhere.sg) is a brand-new initiative by Pro Bono SG and the Ministry of Law, supported by the Singapore Turf Club. This first-stop portal is a web app designed to help individuals facing legal crises access basic information and be directed to comprehensive support. LawGoWhere goes beyond simple information dissemination by offering a self-help tool that guides users to the appropriate avenues for socio-legal assistance, providing tailored support for various legal situations.

LawGoWhere was a two-year project that culminated in its launch at the inaugural Pro Bono SG Awards on 22 March 2024 in the presence of President Tharman Shanmugaratnam. The design and content of LawGoWhere were co-created in collaboration with many legal and non-legal volunteers, as well as stakeholders in the access to justice ecosystem.

The web app is still evolving, with plans to offer more basic legal information to address a wider range of potential legal crises, to better meet the needs of the community.

Awareness

List of Events

Total: 85			
 <p>Legal Talks:</p> <p>28</p>	 <p>Advocates for the Arts Talks:</p> <p>4</p>	 <p>Project Schools Talks:</p> <p>5</p>	 <p>LawWorks Legal Primers:</p> <p>4</p>
 <p>Migrant Workers Outreach Event:</p> <p>1</p>	 <p>Law Awareness Weeks@CDC 2023:</p> <p>38</p>	 <p>Community Organisation Talks:</p> <p>5</p>	

LEGAL TALKS

Date	Topic	Organisation
10 May 2023	Will Writing	National Library Board
12 May 2023	Navigating Statutory Systems in Social Work Practice	AMKFSC Community Services
13 May 2023	LPA, Deputyship, Wills and Trust	Movement for the Intellectually Disabled of Singapore (MINDS)
15 May 2023	Motor and Travel Insurance	FIDReC
28 May 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Hwi Yoh Community Centre
14 June 2023	Updates on Socio-Legal Landscape	Barreau de Paris Solidarité
19 July 2023	Paws & the Law: Navigating Pet Ownership in Singapore	-
22 July 2023	LPA & ACP	Plan Today Roadshow (Our Tampines Hub) (Office of the Public Guardian, My Legacy, Agency for Integrated Care)
17 August 2023	Will & LPA	Singapore Digital Office (East Coast GRC)
19 August 2023	LPA, ACP and Deputyship	Sree Narayana Mission

Awareness

LEGAL TALKS

Date	Topic	Organisation
02 September 2023	Preparing for Golden Years (LPA & Wills)	ServiceSG Centre One Punggol
16 September 2023	LPA, ACP and Wills (Tamil)	Plan Today Roadshow (Our Tampines Hub) (Office of the Public Guardian, My Legacy, Agency for Integrated Care)
17 September 2023	Advance Legal Planning (LPA & Wills)	Jalan Kayu Zone 2 Residents' Committee
21 September 2023	Family Violence and PPO	Morning Star Community Services
23 September 2023	Preparing for Golden Years (LPA & Wills) & Community Disputes (Mediation)	Bedok Orchid Residents' Committee
23 September 2023	Community Disputes (Mediation)	ServiceSG Centre One Punggol
03 October 2023	Wills and LPA	Singapore Lam Ann Association
29 October 2023	Wills, LPA and Deputyship	Tzu Chi Humanistic Youth Centre
14 November 2023	Advance Legal Planning (LPA & ACP)	Ministry of Social and Family Development
18 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust)	Movement for the Intellectually Disabled of Singapore (MINDS)
01 December 2023	Preparing for Golden Years (LPA, Deputyship, Wills and Trust)	Tembusu Active Ageing Centre
14 December 2023	Preparing for Golden Years (LPA, Deputyship, Wills and Trust) (Malay)	Tembusu Active Ageing Centre
13 January 2024	LPA, ACP and Wills (Tamil)	Plan Today Roadshow (Our Tampines Hub) (Office of the Public Guardian, My Legacy, Agency for Integrated Care)
14 January 2024	LPA, ACP and Wills (Malay)	Plan Today Roadshow (Our Tampines Hub) (Office of the Public Guardian, My Legacy, Agency for Integrated Care)
17 January 2024	Effective Risk Management: Assessment, Controls and Mitigation	National Council of Social Service (NCSS)
30 January 2024	LPA	SG Courts
23 February 2024	Wills and LPA	Parkinson Society Singapore
02 March 2024	Wills and LPA (Mandarin)	Toa Payoh Central Zone 6
23 March 2024	LPA, Deputyship, Wills and Trust	Movement for the Intellectually Disabled of Singapore (MINDS)
23 March 2024	LPA, ACP and Wills (Tamil)	Plan Today Roadshow (Our Tampines Hub) (Office of the Public Guardian, My Legacy, Agency for Integrated Care)
24 March 2024	LPA, ACP and Wills (Malay)	Plan Today Roadshow (Our Tampines Hub) (Office of the Public Guardian, My Legacy, Agency for Integrated Care)

Awareness

ADVOCATES FOR THE ARTS

Date	Topic	Organisation
26 August 2023	BayBeats Budding Bands Workshop	The Esplanade Co Ltd
20 September 2023	Red Flags for my First Job	Nanyang Academy of Fine Arts (NAFA)
25 January 2024	Contracts	LASALLE College of the Arts
16 February 2024	Contracts and Dispute Management	LASALLE College of the Arts

PROJECT SCHOOLS

Date	Topic	Organisation
26 April 2023	Defying Stereotypes	Nan Chiau High School
27 April 2023	Sexual Conduct (Boys)	Beatty Secondary School
27 April 2023	Sexual Conduct (Girls)	Beatty Secondary School
06 June 2023	Dealing with Harassment	Singapore Teachers' Union
08 June 2023	Teachers' Learning Journey	Academy of Singapore Teachers

LAWWORKS LEGAL PRIMERS

Date	Topic
27 April 2023	My First Job
26 July 2023	Wills, Estate Matters and LPA
12 October 2023	Key Developments in Singapore's Labour Law Landscape
27 February 2024	Wills, Estate and LPA Matters

LAW AWARENESS WEEKS@CDC 2023

Date	Webinar Topic
23 October 2023	与邻居的冲突 — 这可以解决吗?
24 October 2023	Conflicts with Neighbours – Can This Be Resolved?
25 October 2023	Divorce Matters and Concerns - Custody, Care and Control
30 October 2023	离婚事宜和顾虑 - 监护、照顾和控制
31 October 2023	Dealing with Creditors
01 November 2023	What is Workplace Harassment and How Do I Deal With It?
06 November 2023	Syariah Divorce and Related Matters

Awareness

LAW AWARENESS WEEKS@CDC 2023

Date	Webinar Topic
07 November 2023	Protect Yourself - How to Spot and Avoid Scams
08 November 2023	Perceraian di Mahkamah Syariah dan hal berkaitan dengannya
09 November 2023	处理或遭遇家庭暴力?
14 November 2023	保护自己 - 如何发现和避免诈骗
15 November 2023	Dealing With or Encountering Family Violence?
20 November 2023	关于遗嘱和临终事宜的高级法律规划
27 November 2023	Advance Legal Planning on Wills and End-of-Life Matters

LAW AWARENESS WEEKS@CDC 2023 LEGAL TALKS

Date	Topic	Organisation
16 September 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (English and Mandarin)	Radin Mas Community Club
06 October 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	NTUC Health SAC Boon Lay
07 October 2023	Community Disputes (Mediation)	Canberra Community Club
11 October 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust)	WeCare Community Services Kembangan-Chai Chee Community Centre
14 October 2023	Employment Matters	Canberra Community Club
25 October 2023	Legal Talk: Community Disputes (Mediation) (Mandarin)	Tung Ling Community Services
26 October 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Thye Hua Kwan Active Ageing Centres @ Bedok
28 October 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Cashew Zone 3 Residents' Committee
03 November 2023	Community Disputes (Mediation) (Mandarin)	NTUC Health SAC Boon Lay
04 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Kreta Ayer Community Club
08 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Geylang East Home for the Aged
08 November 2023	Employment Matters	We Care Community Services
11 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust)	Braddell Heights Zone E Residents' Committee
11 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Toa Payoh Central Community Club Senior Citizens' Executive Committee

Awareness

LAW@CDC 2023 LEGAL TALKS

Date	Topic	Organisation
18 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust)	Movement for the Intellectually Disabled of Singapore (MINDS)
18 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust)	Woodgrove Zone 2 Residents' Network
18 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (English and Mandarin)	Radin Mas Community Club
18 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Braddell Heights Community Club NTUC Health Senior Day Care
18 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust)	Eunos Village Residents' Committee
26 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Bukit Batok Community Club
29 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Thye Hua Kwan Moral Society
29 November 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Eunos Village Residents' Committee
17 December 2023	Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin)	Woodgrove Zone 7 Residents' Network

LEGAL TALKS FOR COMMUNITY ORGANISATIONS

Date	Topic	Organisation
04 April 2023	In Conversation with Commissioner of Charities and Charity Council 2023	Office of Commissioner of Charities and Charity Council
29 August 2023	Charities Lean Forward: Getting Employment Practices Right to Empower Your Charity for Success	Office of Commissioner of Charities
13 September 2023	Environmental, Social and Governance (ESG) 101 for Charities	EY
04 October 2023	Data Breach Risks for Charities	QBE Insurance (Singapore) Pte Ltd
02 November 2023	Charities Lean Forward - Strengthen Your Charities Against Money Laundering and Terrorist Financing	Office of Commissioner of Charities

Guidance

A cornerstone of Pro Bono SG's mission is the provision of legal guidance to those in need through our range of legal clinics.

Since 2014, Pro Bono SG has partnered with the Office of the Mayors to establish Community Legal Clinics (CLCs) across various Community Development Councils (CDCs), including a new addition of a virtual legal clinic at North East CDC in FY2023/24. In addition to the CLCs, Pro Bono SG offers specialised legal clinics for specific demographics, such as the Advocates for the Arts Legal Clinic, LawWorks Legal Clinic, Migrant Worker Legal Clinic, Non-Resident Legal Clinic, Support Centre for Women Victims of Violence and the Youth Community and Legal Clinic. These clinics address unique needs, providing essential support to vulnerable groups.

To better integrate into the heartlands and address on-the-ground needs, Pro Bono SG has established two Community Law Centres serving as branch offices in these areas.

A major highlight of the financial year was the opening of the Community Law Centre @ Realm of Tranquility, which serves the residents of the North West District.

Additionally, Pro Bono SG has a long-standing partnership with the People's Association (PA) to support a network of legal clinics in Community Centres and Residents' Committee Centres. This network recently expanded to include seven new Community Centres, bringing the total number of network clinics with PA to 28. Beyond this partnership, Pro Bono SG collaborates with seven other partners to establish network clinics within their communities.

Furthering our community support, Pro Bono SG also runs the Community Organisation Clinic, which aids community organisations in their legal matters, creating a multiplier effect within the community. Across all legal guidance initiatives, Pro Bono SG has impacted **2,135** individuals and community organisations in this financial year.

Statistics



² Data collection for network clinics began in 2024, so it is not included in the total number of individuals served in FY2023/24.

Guidance

Community Legal Clinics

Managed by a dedicated team of clinic managers who process applications daily, the Community Legal Clinics offer free one-off 20-minute consultations for individuals who cannot afford legal services and are facing personal legal problems in Singapore. At each clinic session, volunteer lawyers provide basic legal guidance and serve as a first port of call, guiding individuals to seek the most suitable avenue of help available.

Hosted and run by Pro Bono SG, in collaboration with the five CDCs, the five core CLCs served **1,065** individuals in FY2023/24. Pro Bono SG continues to run these clinics in a hybrid mode, offering both virtual and in-person consultations to cater to varying preferences and technological access. Applicants were given the choice to select their preferred mode of consultation, ensuring their comfort and satisfaction.

The physical legal clinics are located at four CDC offices in Central Singapore, North West, South East, and South West. Community Legal Clinics operate almost every weekday evening.

The feedback has been overwhelmingly positive, with many stating that the legal guidance received was useful and that they would follow the recommended course of action.



Top 5 case types:

1. Divorce / PPO / Maintenance / Custody
2. Employment & Workplace Issues
3. Estate (Probate & Wills)
4. General Service & Hire Agreements (Consumer service disputes)
5. Mental Capacity / Guardianship / Deputyship / Adoption

Hear it from our applicants:



Really thankful for the guidance. Although short, it was sharp and really provided me with knowledge on how to proceed with the problems faced.



All the staff who helped me were kind, empathetic and professional. Great job, everyone! Thank you very much for your time, patience, and expertise! I really appreciate it.

Guidance

Community Law Centres

Pro Bono SG's Community Law Centres were established to bring legal assistance closer to those with mobility and technology challenges and holistically help and heal vulnerable members of the community facing legal issues, hand in hand with community partners such as Family Service Centres, Social Service Offices and Social Service Agencies.

The Community Law Centres target the most socially excluded who do not receive holistic help due to a fragmentation of services, a lack of awareness of legal issues and resources and a lack of opportunity to seek help. In addition to providing guidance and representation for clients from the Community Law Centres, our community lawyers have conducted house visits for those who have mobility issues or caregiving challenges, which may make it difficult for them to leave their homes, and also made themselves accessible to other community professionals who require legal support. In FY2023/24, the two Community Law Centres served **791** applicants.



Top 5 case types:

1. Divorce / PPO / Maintenance / Custody
2. Estate (Probate & Wills)
3. Mental Capacity
4. Employment & Workplace Issues
5. Criminal Charges

The Community Law Centre @ Realm of Tranquility was launched on 19 January 2024 with the support of the NCSS 4ST Partnership Fund to serve the North West District after a successful pilot of the Community Law Centre @ Tian De Temple.

Watch our Community
Lawyering Video

<https://bit.ly/2324CommLaw>



I have a special needs child and my dad is diagnosed with dementia. I never imagined that living with dementia can be this terrifying. It has caused so much chaos in the family. Even my siblings are afraid of interacting with my dad. I wanted to give up. But when I think of my son and family, I dare not entertain such thoughts. Since my dad has dementia, he is unable to sign any documents or handle any financial matter. Our neighbours recommended we seek help from Pro Bono SG, who guided us on the deputyship process.

- Irene Wong, beneficiary of Pro Bono SG's Community Law Centre featured during the President's Star Charity 2023



This year, the Community Law Centre has helped many families in need. Many low income families have come to inquire, consult and seek help, so we feel that it has been a fruitful collaboration.

- Steven Goh, Secretary of Tian De Temple

Guidance

Community Organisation Clinic

Building on the high value and in-demand legal awareness webinars tailored exclusively for the sector every year, Pro Bono SG's Community Organisation Clinic (COC) is designed for charities, non-profits and social enterprises in Singapore.

These clinics aim to support community organisations that often operate with limited resources and may struggle to afford legal advice. The primary objective of the COC is to provide free basic legal guidance on operational issues, helping these organisations address community needs more effectively. By offering a one-off 45-minute consultation with a volunteer lawyer, COC assists organisations in navigating legal queries such as setting up a non-profit, registering as a charity, or understanding corporate governance, intellectual property, and privacy issues.

The sessions are conducted virtually via video conference, ensuring accessibility for all organisations. During these consultations, volunteer lawyers provide general legal advice, while law students from the National University of Singapore offer paralegal support, gaining valuable experience in the process. Through these efforts, Pro Bono SG enhances the legal capabilities of community organisations, enabling them to operate more effectively and sustainably.

In FY2023/24, COC assisted **13** community organisations.



Top main issues requiring legal guidance were:

1. Entity Legal Structure and Corporate Governance
2. Contracts and Agreements
3. Employment; Intellectual Property; Grants, Fundraising and Revenue Generation

Feedback is consistently positive, with 100% of all community organisations helped, expressing gratitude for this service.



Thank you so much for the patience and time. And the professional standard despite this being help given without pay was inspiring.

Guidance

Specialised Legal Clinics

To cater to the unique needs of specific demographics in Singapore, Pro Bono SG runs specialised legal clinics for specific vulnerable groups. Developed based on research and analysis of cases seen over the years, as well as needs highlighted by partner agencies, these specialised legal clinics are either run by Pro Bono SG or in collaboration with trusted partners.

ADVOCATES FOR THE ARTS LEGAL CLINIC

In recognition of the unique legal issues faced by the creative community, Pro Bono SG runs Advocates for the Arts Legal Clinic that matches eligible applicants to volunteer lawyers with expertise in these areas, providing free legal guidance in a one-off session lasting between 45 to 60 minutes. Only one applicant was served during this financial year where experienced lawyers provided legal guidance on a range of issues such as intellectual property, contracts and disputes.

LAWWORKS LEGAL CLINIC

Run once a month with a focus on employment matters, but also covering other community legal issues for NTUC members, LawWorks assisted **44** NTUC members this financial year.

MIGRANT WORKER LEGAL CLINIC

Running since 08 May 2022, the Migrant Worker Legal Clinic (MWLC) provides free legal guidance to migrant workers, offering a safe and accessible space for them to seek legal help. After their sessions, migrant workers are referred to holistic socio-legal help, addressing their comprehensive needs.

In consideration of migrant workers' specific needs and vulnerabilities, MWLC has a few unique features:

- Conveniently located in Angullia Mosque within Little India, which for a significant demographic of migrant workers may feel like a safe and relatively more familiar space in an otherwise foreign country;
- The clinic also offers online consultations on Sundays and weekdays for those unable or uncomfortable with in-person visits;
- Simplified registration form available in multiple languages;
- Run on Sundays, which is often the only day that migrant workers are available to consult;
- Offers interpretation in multiple languages during the legal clinic session e.g., Bahasa Indonesia, Bengali, Cantonese, Hindi, Mandarin, Tagalog and Tamil;
- Wider discretion in terms of duration and number of consults;
- Actively assists in referrals to holistic socio-legal help where appropriate e.g., pro bono legal representation, casework support. We have also partnered with the Ministry of Manpower (MOM) to have Assurance, Care and Engagement (ACE) Group officers stationed at the legal clinic, so that migrant workers who want to be referred to or make a report to MOM can do so immediately.

In FY2023/24, the MWLC saw and provided legal guidance to **104** migrant workers, roughly 78% of whom opted to consult in-person.



Top 5 case types:

1. Salary Claims
2. Criminal Matters
3. Work Injury Claims
4. Personal Loans
5. Other Employment-related Matters

Guidance

NON-RESIDENT LEGAL CLINIC

To cater to foreigners who are neither part of a Singaporean household nor within the migrant worker community, the Non-Resident Legal Clinic is a virtual clinic that takes place every 2nd and 4th Friday of the month and has been running since September 2022. These lunchtime clinics are popular among the working crowd. In FY2023/24, the clinic served **50** applicants.



Top 5 case types:

1. Divorce / PPO / Maintenance / Custody
2. Employment & Workplace Issues
3. Landlord / Tenant
4. Intentional Harassment (Assault, POHA)
5. General Service & Hire Agreements (Consumer service disputes)

SUPPORT CENTRE FOR WOMEN VICTIMS OF VIOLENCE (FOR MEMBERS OF THE FRENCH COMMUNITY IN SINGAPORE)

A collaboration between the Barreau de Paris Solidarité and the Law Society of Singapore, and administered by Pro Bono SG, the Support Centre offers a safe and confidential space for French expatriate women in Singapore affected by all forms of violence. Here, women can consult with a Barreau de Paris Solidarité lawyer for initial legal advice on French law, alongside a Singapore-qualified lawyer who offers guidance on Singapore Law and procedures as needed.

The Support Centre also offers practical information and referrals to other support services, including counselling and accommodation, through a network of associations and professionals. In FY2023/24, the Support Centre, which has assisted five individuals, had the honour of receiving the Le Trophée Humanitaire des Français de l'Étranger (The Humanitarian Trophy of French Citizens Abroad).

YOUTH COMMUNITY AND LEGAL CLINIC

Serving individuals 35 years and younger, the Youth Community and Legal Clinic's unique feature is that legal guidance is provided by volunteer lawyers of similar age demographics. With the unique challenges faced by this demographic, speaking to lawyers of similar age helps youth applicants feel more at ease and better understood. Similarly, being well-attuned to the sensitivities of youth applicants' circumstances allows lawyers to render more personalised guidance, which results in better reception by the applicants. The Youth Community and Legal Clinic saw **62** applicants in FY2023/24.



Top 5 case types:

1. Divorce / PPO / Maintenance / Custody
2. Employment & Workplace Issues
3. Personal Loan (between individuals)
4. Intentional Harassment (Assault, POHA); Traffic Accidents / Violations
5. Credit Card/Medical/Phone/Other Bills

Guidance

Network Clinics

Adding to the list of CLCs and specialised legal clinics, and in alignment with our mission to bring access to justice closer to vulnerable and marginalised individuals, Pro Bono SG extends its support and resources to any legal clinic or organisation that chooses to join its network through the signing of a Memorandum of Understanding (MOU). Being a network clinic under the Pro Bono SG umbrella offers several benefits, including professional indemnity insurance for volunteer lawyers, assistance with volunteer recruitment, training for staff and volunteers, and access to resources.

There are currently **35** Network Clinics supported by Pro Bono SG:

a) NETWORK CLINICS IN COLLABORATION WITH PEOPLE'S ASSOCIATION

There are currently 28 Community Centres that are part of the network clinics family under the MOU signed between Pro Bono SG and the People's Association. Of these, seven Community Centres, namely Fernvale Legal Advice, Limbang Legal Clinic, Kim Seng CC, Sengkang East Free Legal Clinic, Sengkang CC Legal Advice, Henderson CC Free Legal Clinic, Keat Hong Community Legal Clinic joined us in FY2023/24.

b) NON-PA NETWORK CLINICS

We also have seven Network Clinics that are in collaboration with other esteemed partners, such as SHECARES@SCWO, Catholic Lawyers Guild (Singapore), Eurasian Association, Persatuan Pemuda Islam Singapura ("PPIS") Legal Consultancy, Singapore Association of the Visually Handicapped, Singapore Sindhi Association and Singapore Management University.






Representation

At Pro Bono SG, our commitment to uphold access to justice transcends legal awareness and guidance. We provide legal representation to individuals who are unable to afford it through three Schemes: the Criminal Legal Aid Scheme (CLAS), Family Justice Support Scheme (FJSS) and the Ad Hoc Pro Bono Scheme (AHPBS). Applicants from the three Schemes will undergo means and merits testing to ensure that only deserving cases receive assistance. Pro Bono SG also matches eligible organisations with volunteer law practices for pro bono non-litigation corporate legal assistance under our Project Law Help initiative (PLH). This financial year, Pro Bono SG has extended its support in criminal defence aid by launching a pilot run of the Criminal Legal Clinic.

This initiative aims to broaden access to legal guidance for individuals facing criminal charges. Recognising a gap in services for a group often overlooked – those who are deemed ineligible for national legal aid, having failed the means testing, but are still unable to afford legal representation – we established the Criminal Legal Clinic to provide essential legal guidance and support. We aim to empower this underserved community in navigating their legal challenges with dignity and fairness.

In this Financial Year, Pro Bono SG impacted **1,098** individuals and community organisations, widening access to justice for those in need.

Statistics

Total: 1,098 ³			
 <p>Ad Hoc Pro Bono Scheme:</p> <ul style="list-style-type: none"> - Number of referrals received: 149 • Number of referrals granted aid and assigned: 44 		 <p>Criminal Legal Aid Scheme:</p> <ul style="list-style-type: none"> - Number of applications received: 214 <ul style="list-style-type: none"> • Applications granted aid and assigned (total): 82 - Number of referrals from Public Defender's Office (PDO): 400 <ul style="list-style-type: none"> • Applications granted aid and assigned (total)⁴: 378 	
 <p>Family Justice Support Scheme:</p> <ul style="list-style-type: none"> - Number of applications received: 307 <ul style="list-style-type: none"> • Number of applications assigned under the Pro Bono track: 26 • Number of applications referred to lawyers under the Modest Means track: 54 		 <p>Project Law Help:</p> <p>7</p>	
 <p>Criminal Legal Clinic (Pilot):</p> <p>21</p>			

³All applicants received basic legal advice and were also referred to additional resources in the course of applying for legal assistance with Pro Bono SG.

⁴Not all referrals from the PDO will be assigned. Some referrals are conditioned upon co-payment. Those that do not make co-payment will be deemed rejected.

Representation

Ad Hoc Pro Bono Scheme

The Ad Hoc Pro Bono Scheme (AHPBS) ensures that individuals in urgent need of legal assistance do not fall through the gaps in the justice system. Operating exclusively on a referral basis, AHPBS provides free legal representation to needy and vulnerable individuals who do not qualify for other legal aid schemes but require legal help due to exceptional circumstances.

Referrers, including the Courts, Social Service Agencies, government organisations, other legal aid schemes, and lawyers, act as a triage system to verify that individuals are genuinely in need and have exhausted all other options. These individuals then undergo thorough means and merits assessments before being matched with a volunteer lawyer.

In FY2023/24, AHPBS received a total of **149** referrals, of which **44** were assigned to a lawyer.



Top 3 case types:

1. Civil
2. Criminal
3. Family

Representation

Criminal Legal Aid Scheme (CLAS)

Established in 1985 as a grassroots initiative, CLAS has been integral in serving the access to justice mission in Singapore. Its objective is to ensure that accused individuals do not navigate the criminal justice system alone due to financial constraints.

CLAS assists accused persons in Singapore through two ways:

1. By providing direct assistance to those who do not qualify under the national legal aid schemes (e.g. foreigner accused persons), are unable to afford a lawyer, and are facing charges in a Singapore court for non-capital offences under statutes covered by CLAS.
2. By co-delivering legal aid alongside the Public Defender's Office (PDO) to Singaporeans and Permanent Residents who qualify under the national legal aid scheme. Approximately 40% of the total number of cases processed by the PDO is referred to CLAS for assignment to its volunteers and the Fellowship.

In FY2023/24, CLAS received **214** direct applications and successfully assisted 82 individuals. For those who did not qualify for full legal representation under CLAS, basic legal guidance was provided, with referrals to additional resources.

With the establishment of the PDO in December 2022, CLAS and PDO now co-deliver legal aid to Singaporeans and Permanent Residents. In FY2023/24, the PDO referred **400** cases to CLAS, and we provided legal representation to 378 individuals.

As a pilot initiative through the CLAS Fellowship, the Criminal Legal Clinic was established in early 2023 to assist applicants who have either marginally failed the PDO means test, or who do not qualify for assistance under CLAS.

Those who fail the means test administered by the PDO do not go on to the merits testing stage. They, therefore, do not get an opportunity to speak to a lawyer and receive guidance.

The Criminal Legal Clinic aims to empower such persons with basic information through an opportunity to speak with a criminal lawyer. Each session offered the accused basic guidance on their cases which were at various stages of legal proceedings. Exceptional cases that are deemed suitable for representation under other schemes may be identified during these sessions. The Pilot assisted **21** individuals.

Representation

Family Justice Support Scheme

The Family Justice Support Scheme (FJSS) addresses existing service gaps by assisting individuals involved in matrimonial matters who are underserved, specifically:

1. Litigants who marginally fail the Legal Aid Bureau (LAB)'s means test but are unable to afford a lawyer at regular commercial rates. The goal is to support this sandwiched class by referring them with volunteer lawyers who agree to lower their fees for pre-screened referrals (Modest Means Track).
2. Foreign spouses with Singaporean children who would satisfy LAB's means test but do not qualify for legal aid due to their non-citizen / permanent resident status. Eligible applicants will be granted pro bono legal representation (Pro Bono Track).

The scheme connects applicants with a panel of experienced family lawyers who are willing to provide their services for free or at reduced rates, depending on the applicant's financial situation.

FJSS received a total of **307** applications, where **26** received full legal representation under the Pro Bono Track, and **54** were referred to Panel Lawyers who agreed to charge lower-than-usual fees under the Modest Means Track.

Project Law Help

The Project Law Help initiative (PLH) matches eligible organisations with volunteer law practices for pro bono non-litigation corporate legal assistance. PLH provides valuable assistance to community organisations in Singapore whose objectives meet local community concerns or needs by giving them the necessary legal support in the form of transactional work such as contract drafting and review and guidance on legal structure and governance as well as other non-litigious issues.

Seven community organisations were referred and received help under the PLH initiative in FY2023/24.

Representation

Our Lawyers



Top row, left to right: Sadhana Rai, Director of Representation; Pramnath Vijayakumar, Assistant Director of Representation; Yip Jian Yang, CLAS Advocate; Benedict Koh, CLAS Fellow; Suria Shaik Aziz, Community Law Fellow; Foong Ke Hui, Community Law Advocate.

Bottom row, left to right: Alice Tan, Community Law Advocate; Shirin Chew, CLAS Fellow; Tan Su, CLAS Fellow; Goh Qian Hui, Community Law Fellow; Sherah Tan, Community Law Fellow.

At Pro Bono SG, our mission to ensure access to justice is fuelled by the dedication and expertise of not only our extensive network of volunteer lawyers, but also our dedicated team of in-house community lawyers, including CLAS and Community Law Advocates and Fellows.

Comprising a diverse group of passionate individuals, our in-house community lawyers have committed themselves wholeheartedly to providing pro bono legal services. The team includes junior lawyers (Fellows) and more seasoned lawyers (Advocates). They work together to provide legal guidance at our Community Law Centres and Criminal Legal Clinic, and represent disadvantaged individuals who cannot afford legal representation through our CLAS, FJSS and AHPBS schemes.

Under the leadership of our Representation Department's Director and Assistant Director, who themselves are practicing community lawyers, the entire Representation team is empowered to make a profound impact on the lives of those they assist.

Their unwavering dedication ensures that justice is accessible to all, irrespective of their background or financial circumstances.

At Pro Bono SG, we take pride in supporting their journey as they continue to make a meaningful difference in our community.

Find out more about our lawyers
<https://bit.ly/2324Lawyers>



Volunteers

The impact that Pro Bono SG makes in the community is a result of strong support from our volunteers, including the 20 CLAS MOU firms, 21 law firms anchoring the Community Legal Clinics, as well as students and individuals from all walks of life. With 660 active volunteer lawyers, over 230 law undergraduates from the local Institutes of Higher Learning (IHLs), National University of Singapore, Singapore Management University, and Singapore University of Social Sciences, and 200 non-legal volunteers who support our work in areas such as merits testing, interpretation, translation, training, client support, programme design etc., we are able to extend the reach and impact of our programmes considerably, far beyond what we would have been able to achieve on our own.



Recruitment

Throughout the year, we conducted targeted outreaches to lawyers and law firms, continued to collaborate with the IHLs, and used social media to attract passionate individuals, both legally trained and not, who are passionate about our cause and want to serve the vulnerable in our community.

Our monthly Volunteer Orientation sessions were attended by 600 participants who came forward with their diverse perspectives and skill sets to support our work.

With the establishment of our Community Law Centres over the past two years, including the second one launched in January 2024, we have worked closely with social workers from family service centres and social service agencies. These branches have created over 40 new volunteering opportunities, extending our impact to new demographics and addressing local challenges.



Engaging our volunteers

Throughout the year, we ensured transparent and open dialogue with our volunteers through regular communication, social media updates, and feedback channels. Volunteer appreciation events, the Pro Bono SG Awards, training sessions as well as meetings conducted throughout the year fostered a sense of belonging and ownership which strengthened our relationships with our volunteers.

SKILLS-BASED VOLUNTEERING

This year, Pro Bono SG placed a stronger focus on skills-based volunteerism, leveraging and harnessing the untapped potential of professional skills and knowledge to amplify our impact in the charity sector for their service users as well as the charities themselves. To align volunteer skills with the needs of charities and their service users, we engaged in targeted outreach campaigns and networking events with SGCares Volunteer Centres in the North East district and Social Service Agencies. Understanding these needs helps curate meaningful volunteer opportunities, ranging from legal research and case management to strategic planning, governance, and fundraising, matching volunteers to projects that leverage their expertise and address key organisational priorities and challenges.

As this progresses, best practice guidelines will be developed and shared with other charities, with the aim of catalysing a broader movement towards leveraging professional expertise for social good. Our multi-prong strategy is to drive innovation, build capacity, and foster collaboration within the charity sector to effect positive change and advance our mission of promoting access to justice for all.

Volunteers

MEETING WITH THE PRESIDENT OF SINGAPORE

In recognition of their passion and dedication to volunteerism, we extended invitations to Richard Siaw, Peggy Yee and Ashvin Hariharan to the inaugural SGCares Giving Week Meet & Greet session with President Tharman Shanmugaratnam at the Istana on International Volunteer Day, 07 December 2023.



COMMUNITY TOURS

As part of engaging with our partners at our Community Law Centre in Hougang, a series of Community Tours were conducted with partners including AIG, A&O Shearman and White & Case to better familiarise our volunteers on how the community is being aided as part of the collaboration with social workers, and the roles that they can play.

SUMMER INTERNSHIP & INSIGHT WEEK PROGRAMMES

In July 2023, we hosted A&O Shearman's student interns at our Community Law Centre @ Tian De Temple as part of their Summer Internship and Insight Week programmes. The interns toured the grounds, learned about community law, and participated in a role play session on End of Life issues, gaining insight into the challenges faced by pro bono applicants. This experience aimed to inspire the interns to become future pro bono champions and support the access to justice cause.

FILM SCREENINGS

To inspire more people to engage in pro bono work, we showcased our short film series, "Access to Justice", which highlights the impact of pro bono work on vulnerable individuals in our community. These films were presented at the offices of our partners Clyde and Co, CNPLaw LLP, Gibson Dunn & Crutcher, Linklaters Singapore Pte Ltd, Rajah & Tann LLP, Reed Smith LLP, Selvam LLC, and during SMU Pro Bono Week. During these events, we discussed the work of Pro Bono SG, the need and importance of pro bono legal work, and the remarkable impact our volunteers make daily.



Partnerships

Collaborations remained central to our approach; we forged strategic partnerships with law firms, social service agencies and family service centres as well as SG Cares Volunteer Centres to amplify our impact and reach. These partnerships facilitated knowledge exchange, resource sharing, and joint initiatives aimed at addressing systemic barriers to justice. By harnessing the collective expertise and resources of our partners, we expanded our capacity to serve marginalised communities.

Volunteers



Training

Investing in the professional development of volunteers has always been a priority to equip our volunteers with the necessary skills and knowledge to navigate complex legal landscapes and provide empathetic support to our clients. In this financial year, we designed and implemented tailored training programmes covering court processes and legal advocacy.

We were honoured to have, for the first time, Judges from the State Courts share their wisdom and perspectives with our volunteers. District Judge Winston Man and District Judge Soh Weiqi spoke on the Community Dispute Resolution Tribunal process on 30 August 2023, which was attended by over 300 volunteer lawyers.

The Criminal Legal Aid Scheme (CLAS) Training Programme continued this year with 12 sessions covering topics such as DNA Profiling, Vulnerable Accused Persons, and The Art of Cross Examination. A total of 458 attendees participated.



Appreciation and Awards

Recognising the invaluable contributions made by our volunteers and partners, we organised and co-hosted various appreciation and award events throughout the year. These gatherings provided an opportunity to celebrate achievements, showcase their exemplary work, and express gratitude to individuals and organisations that have supported our mission.

These events included:

- The ninth Law Awareness Weeks@CDC campaign launched on 21 October 2023, provided a platform to honour top volunteers from Community Legal Clinics and Anchor Law Firms for 2022. Speakers and moderators of the 40 legal talks and expert-led webinars also received certificates of appreciation from the Mayors at the event.
- Volunteer lawyers who supported the NTUC LawWorks initiative with monthly legal consultations for union members and quarterly legal primers were honoured at an appreciation dinner on 02 November 2023.
- A Volunteer appreciation event on 28 November 2023 brought together Committee members, active volunteers, and partners from all schemes. Attendees mingled, networked, and enjoyed food, fun, and games together.
- The inaugural Pro Bono SG Awards on 22 March 2024 honoured the top 20 volunteers of the year, alongside esteemed guests including top donors and partners.

Volunteers

Statistics



Pro Bono SG recruited

500

new volunteers
in FY2023/24



9

lawyers took on at least a case and provided pro bono legal representation to applicants under the Family Justice Support Scheme



10

volunteers and six law firms volunteered for Community Organisation Clinic and Project Law Help, respectively to support charities, non-profits and social enterprises to do good better



376

lawyers volunteered at our legal clinics



146

volunteers mobilised for legal awareness outreach



174

volunteer lawyers took on at least one case under the Criminal Legal Aid Scheme



73

volunteers helped out at our Migrant Worker Legal Clinic



880

participants attended 14 webinars



420

students volunteered across all schemes




39

volunteer lawyers were also engaged for close to 600 sessions of the On-site Legal Clinic (OSLAS) at the State Courts and Supreme Court⁵

⁵ Pro Bono SG assists OSLAS with volunteer management and scheduling under our collaboration with the Community Justice Centre.

Volunteers

Hear from our volunteers!



- I loved volunteering when I was a law student at Pro Bono SG. That remains true as a practicing lawyer.
- It's incredibly meaningful to applicants in need.
- My deepest thanks and admiration to dedicated volunteers who keep this giving process going!

- Marissa Daisy Decruz, Legal Clinics Volunteer Lawyer

I was part of a close-knit team and had a life-changing experience that solidified my passion for pro bono work. This opportunity gave me valuable insights into how pro bono work can involve extra-legal matters and how to assist with the additional problems that applicants may face.

I learned how to listen and empathise with others, discern their needs, and speak tactfully to the applicants. I also learned how to offer alternative solutions that can still help the applicant, even if we are unable to provide the exact solution they are seeking, such as referring them to legal aid or providing a directory of lawyers since we are unable to represent them.

The staff at Community Law Centre @ Tian De Temple ensured that the interns learned something new every day, whether it was about ethics and professional conduct, legal knowledge in areas like family law and land law, or skills in engaging with the applicants. Through this experience, I gained a better understanding of community law and the common problems faced by Singaporeans who lack access to justice.

- Sim Khok Yee, Student Volunteer at Community Law Centre @ Tian De Temple

Volunteers

I was exposed to wide ranging work that Pro Bono SG does. This spanned from legal research, attending court proceedings as well as meeting up with the applicants. It has been an invaluable experience.

- Jessica Chin, SUSS Legal Clerkship Programme Volunteer

It was indeed a rewarding and meaningful experience that would complement role-playing. It gave us the wholesome experience of how people skills and legal knowledge are balanced in directing an individual for legal help. I want to give special thanks to Priya, Irfan, Audrey, and Shenton (Pro Bono SG staff) for always coming into work with a smile and teaching us with patience, especially whenever we had any queries.

- Srinivasan Anita, MOE Teacher Work Attachment and Volunteer

I was very satisfied with the experience as the interns got to contribute meaningfully and productively to the organisation. Through interacting first-hand with the residents and helping them process their applications, I was able to gain deeper insights into the common legal struggles that marginalised groups in Singapore face and am glad that I was able to contribute to the community in some way in the delivering of justice.

I also really liked the autonomy we were given to handle cases on our own, as it really challenged me to think more deeply about each person's unique situation and what kinds of information I would need to retrieve to best advance their case.

- Krystal, Family Justice Support Scheme Volunteer

Volunteer Recognition

AD HOC PRO BONO SCHEME (INDIVIDUALS)

Dinesh Dhillon
Keith Tnee Zhixian
Vivienne Kaur Sandhu

AD HOC PRO BONO SCHEME (ORGANISATIONS)

Aequitas Law LLP
Allen & Gledhill LLP
Beacon Law Corporation
Clifford Law LLP
D' Bi An LLC
Emre Legal LLC
Forward Legal LLC
I.R.B Law LLP
K&L Gates Straits Law LLC
Providence Law Asia LLC
Rajah & Tann Singapore LLP
Tan Kok Quan Partnership

COMMUNITY LEGAL CLINIC (INDIVIDUALS)

Glenn Sim Sze Nyuang
Nicholas Toh Wei Ming
Nur Hijazi Bin Jaffar
Sean Lee Ji Yang
Stephanie Kwara

COMMUNITY LEGAL CLINIC (ORGANISATIONS)

Allen & Gledhill LLP
Dentons Rodyk & Davidson LLP
Drew & Napier LLC
National University of Singapore
Rajah & Tann Singapore LLP
Shook Lin & Bok LLP
Singapore Management University
Singapore University of Social Sciences

COMMUNITY ORGANISATION CLINIC (INDIVIDUAL)

Aw Chee Yao

CRIMINAL LEGAL AID SCHEME (INDIVIDUALS)

Ashvin Hariharan
Chooi Jing Yen
Don Tan Jun Hao (Chen Junhao)
Lim Lei Theng
Periowsamy Otharam

CRIMINAL LEGAL AID SCHEME (ORGANISATIONS)

Chia S Arul LLC
Dentons Rodyk & Davidson LLP
Eugene Thuraisingam LLP

FAMILY JUSTICE SUPPORT SCHEME (INDIVIDUALS)

Jeanny Ng
Jenny Lai Ying Ling
Wong Soo Chih

LAW AWARENESS (INDIVIDUALS)

Dharmambal Shanti Jayaram
Fadli Fawzi
Johannes Hadi
Josephus Tan
Joshua Ho
Judy Ang
Low Seow Ling
Lu Zhao Bo Yu (Bozy)
Luo Ling Ling
Margaret Yeow
Melvin Loh Guo Wei
Ng Joo Khin
Richard Siaw
Shaun Lee
Tan Shen Kiat

MIGRANT WORKER LEGAL CLINIC (INDIVIDUALS)

Matthew Chow
Melvin Loh Guo Wei
Samyata Ravindran
Sreeraam Ravenderan

MIGRANT WORKER LEGAL CLINIC (ORGANISATIONS)

Herbert Smith Freehills LLP (Singapore)
Latham & Watkins LLP
National University of Singapore
Sidley Austin LLP
Singapore Management University
Singapore University of Social Sciences
WongPartnership LLP

PROJECT LAW HELP (ORGANISATION)

Dentons Rodyk & Davidson LLP

Volunteer Recognition

Anchor Firms and MOU Partners

LIST OF CLAS MOU PARTNERS

Abbots Chambers LLC
Allen & Gledhill LLP
Damodara Ong LLP
Dentons Rodyk & Davidson LLP
Drew & Napier LLC
Eldan Law LLP
Forte Law LLC
Gloria James-Civetta & Co
Harry Elias Partnership LLP
Kalidass Law Corporation
Kennedys Legal Solutions
K&L Gates Straits Law LLC
Oon & Bazul LLP
PDLegal LLC
Peter Low Chambers LLC
Shook Lin & Bok LLP
Tembusu Law LLC
Tito Isaac & Co LLP
TSMP Law Corporation
WongPartnership LLP

LIST OF CLINICS ANCHOR FIRMS

Accenture Legal Group
Allen & Gledhill LLP
Baker & McKenzie Wong & Leow LLC
Clifford Chance
Clasis LLC
Dentons Rodyk & Davidson LLP
Drew & Napier LLC
Harry Elias Partnership LLP
K&L Gates Straits Law LLC
Lexton Law Corporation
Mishcon de Reya LLP
Morgan Lewis Stamford LLC
Morrison & Foerster (Singapore) LLP
Pinsent Masons MPillay LLP
Quahe Woo & Palmer LLC
Rajah & Tann Singapore LLP
Shook Lin & Bok LLP
Tan Kok Quan Partnership
Tan Rajah & Cheah
TSMP Law Corporation
WongPartnership LLP

Volunteer Recognition

Pro Bono Ambassador 2023/2024

Peggy Yee, a beacon of compassion and an advocate for justice, has been honoured with the esteemed Pro Bono Ambassador Award 2023/2024 by the Law Society of Singapore. Peggy's remarkable commitment to pro bono causes and her deep involvement in the non-profit charity sector exemplify her dedication to serving the vulnerable and marginalised in our society. She is a very active volunteer with Pro Bono SG and takes on cases in its Criminal Legal Aid Scheme as well as with the Ad Hoc Pro Bono Scheme. She also gives legal awareness talks to community groups and particularly engages with ground-up initiated groups of caregivers of those with special needs and/or intellectual disability to address their concerns.

Peggy's journey into pro bono work is marked by a profound sense of empathy and duty. She had been described as "crazy" and "one who cannot sit still", which she takes in her stride. She does not merely volunteer; she passionately champions the cause of those with invisible needs, ensuring that no one is left behind.

In 2024 and beyond, we anticipate Peggy's continued advocacy and educational initiatives aimed at enhancing access to legal aid and representation for individuals with invisible disabilities. Her ongoing efforts transcend the confines of traditional pro bono work, as she persistently raises awareness and fosters dialogue surrounding the challenges faced by this often marginalised demographic.



Peggy's unwavering commitment to bridging the gap between justice and those in need stands as a beacon of hope, inspiring positive change and driving towards a more inclusive and equitable legal framework.

Supporters and Partners

Top Supporters

We extend our deepest gratitude to all our donors for your generous support and invaluable contributions to our cause. Your kindness has enabled the Pro Bono SG office to maintain operations throughout the year and pursue more ambitious initiatives. Because of your generosity, we can extend our reach to the most vulnerable communities who need our services.

We would like to acknowledge our supporters who have donated \$5,000 or above during the financial year.

DIAMOND SUPPORTER – \$250K & ABOVE

Milona Xia

PLATINUM SUPPORTERS – \$100K & ABOVE

Adrian Tan Memorial Fund
Diana Koh Fund administered
by Asia Community Foundation
Mr and Mrs Loh Kiong Poot
NUS Law Class of '86
Setia Law
Singapore Teochew Foundation

GOLD SUPPORTERS – \$50K & ABOVE

A&O Shearman
Anjuman & Aziz Charitable Trust
Davinder Singh Chambers LLC
Eugene Thuraisingam LLP
Li Zhong Hua
Mehigan LLP
TSMP Law Corporation

SILVER SUPPORTERS – \$25K & ABOVE

Clifford Chance & Cavenagh Law LLP
Harry Elias Partnership LLP
Rajah & Tann Foundation
Tan Chin Tuan Foundation
The Majurity Trust
Thio Shen Yi, SC

CRYSTAL SUPPORTERS – \$15K & ABOVE

Allen & Gledhill LLP
Dentons Rodyk & Davidson LLP
Integro Law Chambers LLC
Providence Law Asia LLC
The Grace, Shua and Jacob Ballas II Charitable Fund
Tan Kok Quan Partnership
WongPartnership LLP

BRONZE SUPPORTERS – \$5K & ABOVE

Abraham Thomas	Mishcon de Reya LLP
ABR Holdings Limited	Morrison & Foerster LLP
AIG APAC Holdings Pte Ltd	Nanyang Hakka Federation
Blossom Hing	Ong Jit Seng
BK and A	OUE
Braddell Brothers LLP	Renita Sophia Crasta
CNPLaw LLP	Roxy Foundation
Drew & Napier LLC	Samwoh Corporation
Fergus Evans	Pte Ltd
Hao Ren Hao Shi Limited	Sidley Austin LLP
Harpreet Singh Nehal, SC	Singapore Kwangtung
Hoon Shu Mei	Hui Kuan
How Lian Kee	Singapore Lam
Ian Lim	Ann Association
Invictus Law Corporation	Singapore Pools
Jennifer Chia	(Private) Limited
K&L Gates Straits Law LLC	The Leaders Compass
Ken Lau	Pte Ltd
Keppel Ltd	Tito Isaac & Co LLP
Kim Khoo	Valerie Wu
Luo Ling Ling LLC	Withers KhattarWong LLP
Marcus Bartley Johns	Yeo Hiang Meng BBM

Supporters and Partners

Partners

- A&O Shearman
- Academy of Singapore Teachers
- Agency for Integrated Care
- Aidha Ltd
- Angullia Mosque
- APRW
- Archdiocesan Commission for the Pastoral Care of Migrants and Itinerant People
- BABSEACLE
- Barreau de Paris Solidarité
- Bloomberg
- Catholic Lawyers Guild (Singapore)
- Central Narcotics Bureau
- Centre for Domestic Employees
- Centre for Non-Profit Leadership
- Charity Council
- Community Development Councils
- Community Justice Centre
- Community Mediation Centre
- Covid-19 Migrant Support Coalition
- Embassy of France in Singapore
- Eurasian Association
- EY
- Family Justice Courts
- Financial Industry Disputes Resolution Centre
- Foreign Domestic Worker Association for Social Support and Training
- Hagar (Singapore) Ltd
- Healthserve Ltd.
- Hope Initiative Alliance
- Humanitarian Organization for Migration Economics
- iProBono
- ItsRainingRaincoats Ltd.
- Justice Without Borders
- Migrant Workers' Centre
- Ministry of Culture, Community and Youth
- Ministry of Law
- Ministry of Social and Family Development
- My Legacy
- National Arts Council
- National Council of Social Service
- National Crime Prevention Council
- National Trade Union Congress
- National University of Singapore
- National Volunteer and Philanthropy Centre
- Office of the Commissioner of Charities
- Office of the Public Guardian
- People's Association
- Persatuan Pemudi Islam Singapura Legal Consultancy
- PILnet
- Project X
- QBE Insurance (Singapore) Pte Ltd
- R. S. Solomon Foundation
- Ray of Hope
- Realm of Tranquility
- SG Accident Help Centre
- SG Her Empowerment
- Singapore Association of Social Workers
- Singapore Association of the Visually Handicapped
- Singapore Corporate Counsel Association
- Singapore Council of Women's Organisations
- Singapore Institute of Legal Education
- Singapore Management University
- Singapore Police Force
- Singapore Sindhi Association
- Singapore Teachers' Union
- Singapore University of Social Sciences
- Space Matrix Design Consultants
- State Courts
- Supreme Courts
- The Esplanade Co Ltd
- The Majority Trust
- Tian De Temple
- Tote Board
- Transient Workers Count Too

Our Year Ahead

In FY2024/25, Pro Bono SG will launch a Transnational Family Care Centre, in collaboration with South Central Community Family Service Centre, to provide legal guidance and/or representation to transnational families with complex needs. Through this initiative, we aim to raise legal awareness among transnational families and community partners through outreach programmes, empowering individuals and communities alike. With our community lawyers being deployed to work on-site at South Central Community Family Service Centre's premises, we hope to co-create and co-deliver multidisciplinary solutions with our partners to provide holistic support. Our aim is to build a robust socio-legal service ecosystem where professionals can enhance their capacities through interdisciplinary knowledge sharing. Additionally, we will conduct research and offer recommendations to improve access to justice programmes for transnational individuals and the broader social service sector.

With the successful launch of the two Community Law Centres in the last two years, in FY2024/25, Pro Bono SG, with the support of the NCSS 4ST Partnership Fund, will continue to monitor and evaluate the impact of the Community Law Centres. We will adopt an evidence-based approach to assess programme effectiveness and to enhance programme design, implementation, and our expertise.

As we build on the impactful work of FY2023/24, Pro Bono SG is dedicated to furthering our mission of levelling up legal literacy in the community in the coming year. We will continue our outreach programmes through webinars and legal talks, as well as our various programmes like Law Awareness Weeks@CDC, CLAS Training Programme, Volunteer Capacity Building Series, and Social Sector Capacity Building Series. These efforts will enable us to reach more underserved populations, providing essential legal knowledge and creating a legally aware and empowered community.

To expand our impact on accused persons who may not be able to access basic legal guidance because they have marginally failed means testing, the Criminal Legal Clinic will be progressing beyond the pilot phase. Pro Bono SG will roll out the full implementation of the programme over the course of 2024.

Besides individuals, to assist organisations that do not meet the means test criteria for Project Law Help and find it financially challenging to afford external legal help at market rate, Pro Bono SG is working to launch the Low Bono Assistance Scheme (LBAS) in FY2024/25. LBAS will provide legal assistance to qualifying organisations at rates below the prevailing market and normal commercial rates. Pro Bono SG will act as a clearinghouse, matching qualifying community organisations with volunteer firms. This scheme complements the existing Project Law Help (PLH) by offering organisations that fall between the gaps the option of obtaining legal assistance at low bono rates.



Our Year Ahead

The year 2025 will mark the inaugural Pro Bono Weeks in Singapore to encourage pro bono work and to highlight the good that the profession is doing in the community in support of jurisdictions around the world on the same. The campaign will create greater awareness of the contributions of the legal profession to the underserved in the community through legal aid, support skills-based volunteers in their pro bono endeavours, and collaborate with social services to provide comprehensive assistance for complex cases for wraparound care. Through Pro Bono Weeks, we seek to increase understanding of community needs; exchange pro bono ideas and solutions; enhance effectiveness through training and resources; and networking with community organisations to amplify impact.

Additionally, in 2025, to commemorate CLAS' 40th Anniversary, we will unveil a series of interviews honouring the enduring contributions of our long-time volunteers and stalwarts of the scheme.

In FY2024/25, Pro Bono SG will also champion the Green Justice initiative to integrate environmental stewardship with legal education, expanding access to justice in the realm of environmental protection. The initiative includes immersive nature tours at community gardens, where participants learn about eco-centric laws through hands-on experiences. It also features public law awareness seminars and webinars on environmental legislation and sustainability, with a special focus on youth engagement to empower future environmental stewards. This initiative reflects Pro Bono SG's commitment to cultivating environmentally conscious citizens who understand the environmental protection laws in Singapore.

The year ahead will see the Volunteer Management Department focus on several key areas to enhance our impact and effectiveness. These areas include strategic partnerships and collaborations with stakeholders, community-centric engagement to maximise our impact in the community, and capability building for volunteers along with mentorship opportunities.

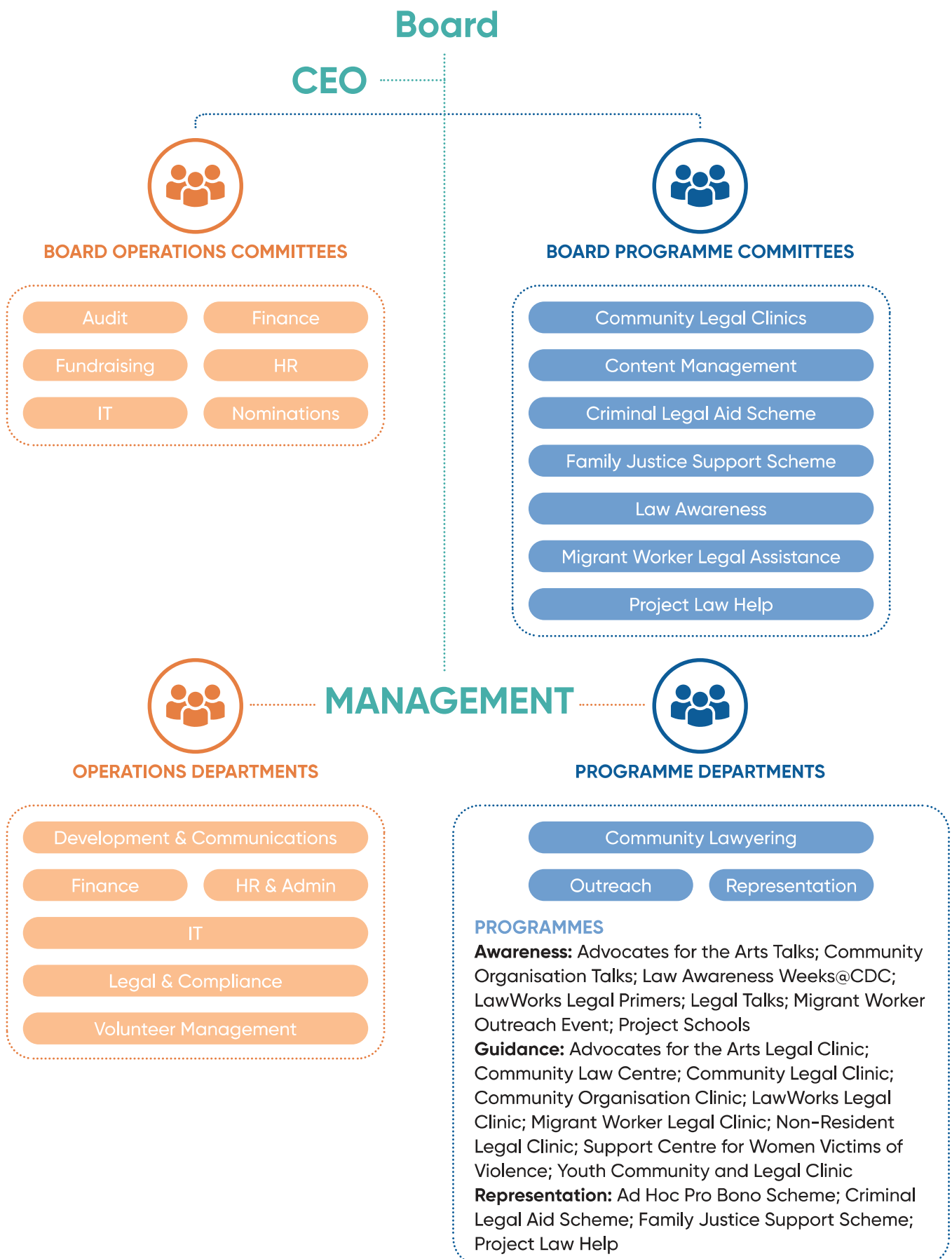
Additionally, we will host workshops and Communities of Practice to facilitate knowledge acquisition and sharing, as well as capacity building for the sector. We will also leverage technology for efficient volunteer management and service delivery, and implement impact measurement to evaluate programme effectiveness and drive improvements.

To meet the increasing operating expenditure of the organisation as we continue to expand our touch points to impact more lives, the Development and Communications Department will continue to step up direct appeals as well as plan and organise our two signature fundraisers – Just Jalan and Pro Bono SG Awards in 2025. Direct expenditure for fundraising initiatives and efforts will be kept at no more than 10% of our donation income target.

Pro Bono SG's IT Department will be working towards launching the first phase of our CRM system in the upcoming financial year. This will streamline our processes and improve our interactions with service users and supporters. Additionally, we are introducing new security features to ensure better protection of data, which will safeguard the sensitive information of our service users and supporters and enable our team to work more securely and efficiently.



Organisation Chart



Board of Directors



GREGORY VIJAYENDRAN, SC
Chairman
(04 January 2017)
Lawyer



KELVIN WONG
Deputy Chairman
(04 January 2017)
Lawyer



PAUL SEAH
Treasurer
(01 February 2019)
Lawyer



ADRIAN TAN
Director (04 January 2019 to 08 July 2023)
Lawyer



ARFAT SELVAM
Director
(04 January 2017)
Lawyer



DANIEL KOH
Director
(12 September 2023)
Lawyer



DEREK KANG
Director
(04 January 2017)
Lawyer



DINESH DHILLON
Director
(04 January 2017)
Past: Treasurer, 04 January 2017 to 24 February 2021
Lawyer



LOW WEI LING
Director
(11 July 2022)
CEO of venture capital fund management company



N SREENIVASAN, SC
Director (04 January 2017 to 31 October 2023)
Lawyer



SIM GUAN SENG
Director
(01 September 2022)
Managing Director of an audit services company



STEVEN LAM
Director
(12 September 2023)
Lawyer



SUNIL SUDHEESAN
Director (01 February 2020 to 31 January 2024)
Lawyer



TAN CHEOW HUNG
Director (04 January 2017 to 03 January 2024)
Lawyer



THIO SHEN YI, SC
Director
(04 January 2017)
Lawyer



VIVIENNE LIM
Director
(12 September 2023)
Lawyer

Executive Management



Top row, left to right: Sadhana Rai, Director and Head of Representation; Ang Eek, Deputy Director and Head of Finance; Tanguy Lim, Chief Executive Officer; Pramnath Vijayakumar, Assistant Director and Deputy Head of Representation; and Steven Ang, Deputy Director and Head of IT.

Bottom row, left to right: Joyce Teng, Director and Head of Development and Communications; Jo Olivia Lee, Director and Head of Outreach; Claudine Tan, Assistant Director and Head of Volunteer Management; Hazel Koh, Director and Head of Human Resources and Administration; and Cai Chengying, Director and Head of Community Lawyering.

Board Operations Committees

Audit Committee

Chairperson
Arfat Selvam

Members
N Sreenivasan, SC (until 31 October 2023)
Paul Seah
Sim Guan Seng

Finance Committee

Chairperson
Paul Seah

Members
Cyril Chua
Low Wei Ling
Tan Cheow Hung (until 03 January 2024)
Usha Chandradas

Fundraising Committee

Chairperson
Thio Shen Yi, SC

Members
Dinesh Dhillon
Eugene Thuraisingam
Felicia Tan
Gautam Narasimhan
Hoon Shu Mei
Lionel Leo
Rebecca Chew

The following members completed their terms in 2023:

Adrian Tan (until 08 July 2023)
Joy Tan (until 31 December 2023)
Lok Vi Ming, SC (until 31 December 2023)
Stephen Revell (until 31 December 2023)

HR Committee

Gregory Vijayendran, SC
Kelvin Wong

IT Committee

Kelvin Wong
Paul Seah

Nominations Committee

Gregory Vijayendran, SC
Arfat Selvam

Programme Committees

Community Legal Clinics Committee

Chairperson

Hany Soh Hui Bin

Vice-Chairpersons

Ben Chester Cheong Bing Cheng (Vice-Chair)

Melvin Loh Guo Wei (Vice-Chair)

Members

Amira Nabila Budiyo

Chen Chi*

Cyril Chua Yeow Hooi*

Derek Kang Yu Hsien**

Dhanyah Binte Hishammudin**

Gerald Yee Mun Howe**

Joan Peiyun Lim-Casanova

Jolie Giouw Rong Zhen*

Kok Yee Keong

Kyle Yew Chang Mao

Leonard Loh Weijie

Montague Choy Wing Kin

Muhammad Hasif Bin Abdul Aziz*

Mori Ong

Peggy Sarah Yee May Kuen

Quek Gou Jun**

Tan Cheow Hung*

Tran Le Luu Phuong

William Ong Boon Hwee

Resource Member

Steven John Lam Kuet Keng

Content Management Committee

Chairperson

Usha Chandradas

Vice-Chairperson

Hannah Lim

Members

Ahmad Firdaus*

Emmanuel Aw*

Helena Whalen-Bridge

Low Yu Xuan*

Lyn Boxall

Mohammed Reza s/o Mohammed Riaz**

Nandhu**

Navin Kumar s/o Tamil Selvan**

Nicole Carmen Tan Yi**

Nick Chiam Wen Zhi

Ting Chi-Yen**

Zarina bte Abdul Hamid**

*01 April 2023 – 31 December 2023

**01 January 2024 – 31 March 2024

Programme Committees

Criminal Legal Aid Scheme Committee

Chairperson

Derek Kang Yu Hsien

Vice-Chairperson

Mervyn Cheong Jun Ming*

Members

Aaron Lee Teck Chye
Andrew Chua Ruiming
Asoka s/o Markandu**
Joan Chia Ru Yun Megan**
Chong Yi Mei
Chooi Jing Yen
Darrell Low Kim Boon
Harjeet Kaur Dhaliwal
Joan Peiyun Lim-Cassanova**
Lai Yan Ting
Lau Wen Jin
Melvin Loh Guo Wei
Malcolm Tan Ban Hoe*
Muntaz Binte Zainuddin
Muslim Albakri
Rajan Sanjiv Kumar**
Siraj Shaik Aziz
Suresh s/o Damodara*
Terence Tan Li-Chern*
V Santhosh
Veluri Hari*
Wong Siew Hong*
Stephania Wong Wan Kee**

Family Justice Support Scheme

Chairperson

June Lim Pei Ling

Vice-Chairperson

Rebecca Vathanasin*

Members

Amolat Singh
Anuradha D/O Krishanchand Sharma
Aye Cheng Shone
Charlena Chua Hanqing**
Dharmambal Shanti Jayaram
Beverly Goh Ting Xuan*
Kanyakumari D/O Veerasamy
Jenny Lai Ying Ling
Lim Lei Theng*
Bill Lim Yan Yao (Lin Yanyao)*
Lim Ying Ying **
Bestlyn Loo Yinglin**
Nancy Thio Ling Lie**
Jeanny Ng
Shawn Teo Kai Jie**
Si Hoe Tat Chorng
Sim Bock Eng*
Gloria Tan Si Ying**
Wong Soo Chih*

*01 April 2023 – 31 December 2023

**01 January 2024 – 31 March 2024

Programme Committees

Law Awareness Committee

Chairperson

Richard Siaw Kin Yeow

Vice-Chairperson

Kamalarajan Malaiyandi Chettiar

Members

Ahmad Firdaus Bin Daud*
Alwyn Tan Jun Wei*
Anil Murkoth Changaroth**
Aw Wei Jie Daryn Emmanuel*
Cheong Tian Ci Torsten
Dharmambal Shanti Jayaram**
Elaine Jia Ni Ho
Fong Wei Li
Giouw Rong Zhen Jolie**
Gloria James-Civetta*
Halijah Binte Mohamad
Ho Pearl*
Kala Anandarajah
Koh Kia Jeng*
Lee Wei Han Shaun
Loo Yinglin Bestlyn
Lu Zhao Bo Yu (Bozy)**
Lyn Boxall
Muhammad Aadil bin Dafir**
Sarita Misir
Sharmaine Chan Sze Min
Wun Rizwi**
Yuen Djia Chiang Jonathan*

Resource Member

Toh Wei Yi*

Migrant Worker Legal Assistance Committee

Chairpersons

Gregory Vijayendran, SC
Dinesh Dhillon

Members

Adnaan Noor
Dipa Swaminathan
Felicia Ong
Foo Yuet Min
Leo Zhi Wei
Melvin Chan
Muhammed Ismail Noordin
Nakul Dewan**
Raj Singh Shergill

Project Law Help Committee

Chairperson

Richard Tan Ming Kirk

Vice-Chairpersons

Nicole Carmen Tan Yi
Usha Chandradas

Members

Anita Binte Ahamad**
Bestlyn Loo Yinglin**
Chrystle Kuek Ying Ching*
Daryl Yang Wei Jian**
Helena Whalen-Bridge**
Huang Junjie**
Jeffrey Lim Sui Yin
Juliana Yap Chin Choo*
Law Zhi Tian*
Lu Zhao Bo Yu (Bozy)**
Lyn Boxall
Nicole Leong Shi Min*
Nur Shukrina Binte Abdul Salam*
Peh Aik Hin**
Sarita Misir
Seow Jia Xian*

Resource Member

Martin Marini

*01 April 2023 – 31 December 2023

**01 January 2024 – 31 March 2024

Governance

We comply fully with the Code of Governance for Charities and Institutions of Public Character and relevant legislation and regulations. We are committed to upholding the highest standards of transparency and accountability and believe that adopting the best governance practices will increase our effectiveness and instil public confidence in what we do.

We are proud to have been awarded the Charity Transparency Award in 2022 and 2023 for adopting good disclosure practices, as well as the Special Commendation Award for Risk Management in 2023.

Please refer to the Charity Portal for our Governance Evaluation Checklist and the Charity Portal and/or our official website for our past Annual Reports and Financial Statements.

A. BOARD GOVERNANCE

Pro Bono SG (PBSG) is governed by a Board of Directors (the Board). No Board member is paid any remuneration or fees for their services and no Board member is a staff of PBSG.

GOVERNING INSTRUMENTS

The Constitution governs, amongst other matters, the following issues:

1. PBSG's objects;
2. the Board's composition;
3. the appointment, vacation and removal process of Board members;
4. the powers and duties of the Board; and
5. the tenure of its office bearers.

As part of providing appropriate induction to incoming Board members, PBSG has in place Board Administration Guidelines which aim to orient and guide Board members by providing reference information on matters including board responsibilities and governance, the conduct of board meetings, board selection and recruitment, training and evaluation of board effectiveness, strategic planning, programme management, financial management, reviews of internal controls and processes, and matters reserved for the Board's direction, which are distinct from the management and day-to-day operations of PBSG delegated to the CEO and Management.

BOARD ROLES AND COMPOSITION

It is the responsibility of the Board to ensure that PBSG complies with the Constitution and all relevant laws and regulations, as well as to make sure PBSG is governed and managed responsibly and prudently to achieve organisational effectiveness, credibility and sustainability.

PBSG's Constitution provides that the majority of the Board shall as far as practicable be lawyers with a practicing certificate issued under Section 25 of the Legal Profession Act 1966 in force. The Constitution also provides that the number of Board Directors shall be not less than ten (10) and not more than sixteen (16). The Board endeavours to ensure there is an appropriate mix of core competencies and collective expertise to discharge its responsibilities.

In assessing the appointment of new Board members, the Board is guided by the outcome of Board evaluation and the considerations set out in the Board Administration Guidelines which include skillsets and experience useful and related to PBSG's services and operations, ideal traits and characteristics, the need for Board diversity and appropriate Board size.

Governance

TERM LIMITS

Board members are appointed for a term of two (2) years and may be re-appointed at the expiration of the term. To ensure succession planning and steady renewal in the spirit of sustainability of PBSG, the Board has a term limit of ten (10) years. No Board member shall serve as:

- Chairman for a continuous period of more than ten (10) years at any one time
- Treasurer for a continuous period of more than four (4) years at any one time
- Chairperson of a Committee for a continuous period of more than five (5) years at any one time

Reappointment of the same person to the above positions can only be considered after a lapse of at least two (2) years.

The Board conducts regular self-evaluation to assess its performance and effectiveness once per term or every three years, whichever is shorter. Board members complete evaluation forms which are then provided to the Nominations Committee for their review and feedback.

The Nominations Committee oversees the renomination and reappointment process and are guided by various considerations set out in the Board Administration Guidelines, including PBSG's strategic plan, the skillsets and experiences useful and related to our services and operations and the outcome of the Board's evaluation of its performance and effectiveness.

BOARD OPERATIONS COMMITTEES

PBSG has six (6) Board Operations Committees: Audit, Finance, Fundraising, Human Resource, Nominations, IT. Please refer to <https://www.probono.sg/governance> for the Terms of Reference of these committees.

BOARD MEETINGS

The Board meets at least once every four (4) months with a quorum of three (3) Board members or one-third of the number of Board members, whichever is higher. Executive management is invited to attend board meetings to present updates and provide recommendations, ex-officio, but do not vote or participate in Board decision-making. PBSG keeps adequate records of decisions in the minutes of general and Board meetings and circulates the same to the Board as soon as practicable.

Board meetings in the Financial Year ending 31 March 2024:

Board Member	Attendance at Board Meetings
Adrian Tan Gim Hai	0/1
Arfat Selvam	5/5
Daniel Koh Choon Guan	4/4
Derek Kang Yu Hsien	4/5
Dinesh Dhillon	4/5
Gregory Vijayendran, SC	5/5
Kelvin Wong Weng Wah	5/5
Low Wei Ling	5/5
N. Sreenivasan, SC	2/3
Seah Zhen Wei Paul	2/5
Sim Guan Seng	2/5
Steven Lam Kuet Keng	4/4
Sunil Sudheesan	0/4
Tan Cheow Hung	4/4
Thio Shen Yi, SC	4/5
Vivienne Lim Hui Bian	3/4

Governance

B. CONFLICT OF INTEREST

PBSG's Constitution stipulates that all Board members should exercise independent judgement and act in the best interests of PBSG.

PBSG has in place protocols and procedures to manage and avoid conflict of interest. Upon appointment, the CEO, Board members, employees and committee members sign a declaration form confirming that they have read and understood the conflict of interest policy of PBSG and that they will make full disclosure of the interests, relationships and holdings that could potentially result in a conflict of interest. They also confirm that they will notify the Board immediately when a conflict of interest situation arises. In addition, the CEO, Board members, employees and committee members sign a disclosure of interests statement each year. The conflict of interest policy also requires, where there is potential conflict of interest, that the person with conflict of interest be excluded from the discussion and decision-making process and that PBSG ascertains that the transaction is in its best interest and, if financial, is made on arm's length basis with comparative quotes/bids submitted and documented.

Board members do not receive remuneration and staff are not involved in setting their own remuneration.

C. STRATEGIC PLANNING

The Board periodically reviews and approves the vision and mission to ensure PBSG stays relevant to its changing environment and needs. The Board also sets aside time to review and update the organisation's strategic roadmap.

D. PROGRAMME MANAGEMENT

PBSG's Committee Administration Guidelines set out the procedures for the appointment of PBSG programme committees, their work processes, and the respective responsibilities of committee members, committee chairpersons and committee secretariat representatives.

PBSG ensures that its operations and programmes are directed towards achieving its objectives through the preparation of annual work plans and budgets and regularly updating on the progress and outcome of programmes to the Board.

PBSG has seven (7) programme committees: Community Legal Clinics, Content Management, Criminal Legal Aid Scheme, Family Justice Support Scheme, Law Awareness, Migrant Worker Legal Assistance, and Project Law Help. Please refer to <https://www.probono.sg/governance> for the Terms of Reference of these committees.

Governance

E. HUMAN RESOURCE AND VOLUNTEER MANAGEMENT

PBSG administers a Code of Conduct applicable to all Board members, employees and volunteers, which require them to act lawfully, honestly, ethically and in the best interests of PBSG when performing their duties.

PBSG also has a series of human resource policies and SOPs that cover areas such as credential verifications, remuneration, promotions, benefits, training and development, reimbursement of expenses, performance appraisal, disciplinary action and cessation of employment.

PBSG is a learning organisation committed to helping employees grow in their careers. In addition to making learning opportunities available including sending staff for training and courses, PBSG has a fair and objective performance management process linked to measurable and clearly defined targets with regular performance appraisals, supervision and feedback systems.

PBSG discloses the annual remuneration of 3 highest paid staff for transparency:

Salary Bands (in bands of SGD100,000)	Number of Staff
SGD100,000 – SGD199,999	1
SGD200,000 – SGD299,999	2

PBSG does not have paid staff who are close members of the family of the Executive Head or Board members.

PBSG has in place a Whistleblowing Policy that aims to deter wrongdoing and provide proper avenues for employees, volunteers, donors, service users and other stakeholders to raise concerns about suspected improprieties in good faith to the Audit Committee. The report form is available on the official website and may be downloaded from <https://bit.ly/3SfePjh>. The form may be submitted via email to the Audit Committee at Whistleblow@probono.sg or sealed and marked "Private and Confidential" and delivered to PBSG's office located at 1 Havelock Square #B1-18 State Courts Singapore 059724, attention to the Chairperson of the Audit Committee.

PBSG has in place a Volunteer Management Policy to provide guidance to staff and volunteers on volunteer administration and management. The policy includes information on:

- volunteer management procedures on matters concerning maintenance of records, conflict of interest, confidentiality, personal data protection;
- volunteer recruitment and selection processes;
- volunteer orientation, training and development;
- volunteer supervision and evaluation; and
- volunteer support and recognition.

F. FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

PBSG is committed to using our resources prudently, ensuring cost-effectiveness and accountability in all our operations. We have put in place financial controls, processes, and policies such as receipts and payments, which specify the authority limits and controls, the reserves policy, the transfer of funds policies, and the control of fixed and intangible assets, which account for and safeguard the value of its assets by getting adequate insurance.

Our financial statements are audited and published annually by an external audit firm. As a registered charity accorded an Institute of Public Character ("IPC") status, we abide by the provisions of the Charities Act and the requisite requirements.

According to our Board Administration Guidelines, the Board approves the annual operating and capital expenditure budgets and material changes to them, after considering, inter alia, work plans and budgets submitted by the respective Committees for the year. The Board regularly monitors the income and expenditure of PBSG.

To achieve the long-term financial sustainability of PBSG, the reserves policy aims to achieve unrestricted reserves to sustain its entire (unrestricted and restricted) operations for one year, in the event of a decline in donations.

PBSG has restricted funds that support more than 80% of its activities, and they are financed by grants and donations from diverse sources such as the government, NCSS, Tote Board, other grant givers, and donors. We appreciate their continued support over the years.

More information about our reserves, reserves policy, and the restricted and general funds can be found in our audited financial statements.

G. RISK MANAGEMENT

PBSG's Board Administration Guidelines stipulate that the Board should conduct formal risk management exercises to identify and document key risks faced by PBSG and the related mitigating measures, and that key risks should be regularly monitored and reviewed. Accordingly, PBSG maintains a risk register in the format set out in the Enterprise Risk Management Toolkit for Charities and IPCs, jointly produced by the Charity Council, KPMG and National University of Singapore Business School. The risk register is updated periodically and as and when acute risks arise. The Audit Committee has oversight of the risk register, which is presented to the Board at least once a year.

PBSG also has a Data Protection Policy in place.

Governance

H. FUNDRAISING PRACTICES

CONDUCT OF FUNDRAISING

PBSG fundraises according to best practices and in compliance with the relevant laws and regulations. PBSG does not engage third party fundraisers.

ACCOUNTABILITY TO DONORS

PBSG has a Gifts Policy in place to:

- Guide enquiries on gifts to PBSG and the administration of gifts;
- Identify circumstances under which the donor should seek independent advice; and
- Ensure compliance with other relevant regulatory and compliance issues, including personal data protection and honouring requests for donor anonymity.

PBSG also has financial SOPs in place to ensure donations are properly accounted for and promptly deposited.

ANTI-MONEY LAUNDERING AND COUNTER FINANCING OF TERRORISTS

PBSG's Gifts Policy also sets out a checklist to identify potential suspicious activities which may indicate money laundering / financing of terrorists, to ensure due diligence when checking the sources of incoming funds.

I. PUBLIC IMAGE

To ensure that PBSG maintains an image consistent with its objectives, PBSG has a dedicated Development and Communications Team and a Communications Policy which sets out policies on the release of information to media and on social media, the designation of spokespersons and the use of PBSG's name and logos.

Pro Bono SG is committed to constructively engaging its stakeholders and the public, including through feedback channels and participating in focus groups and committees.

J. ESG

Pro Bono SG takes into consideration ESG factors in our activities, including by keeping our activities environmentally friendly and sustainable, maintaining good relationship with our stakeholders and maintaining high governance standards.

Please refer to <https://www.probono.sg/esg/> for more information.

Treasurer's Report

At Pro Bono SG, we are committed to using our resources prudently, ensuring cost-effectiveness and accountability in all our operations. To further enhance our corporate governance, we have implemented financial controls and procedures that promote transparency and safeguard the integrity of our financial reports. Our audited financial statements are published annually for your review.

In the past year, Pro Bono SG achieved a net surplus of \$240,290 and an increase in its reserves to \$4,087,558. This is an improvement from the last financial year and we would like to express our gratitude to our donors, grant givers, supporters and stakeholders for their continued support.

We have provided some financial highlights and charts to give you a clearer picture of our financial health and activities:

- Pro Bono SG achieved about 51% of its annual funding from grants and relies on its fundraising efforts to meet the rest of its financial needs.
- Pro Bono SG received income totalling some \$5,492,716.



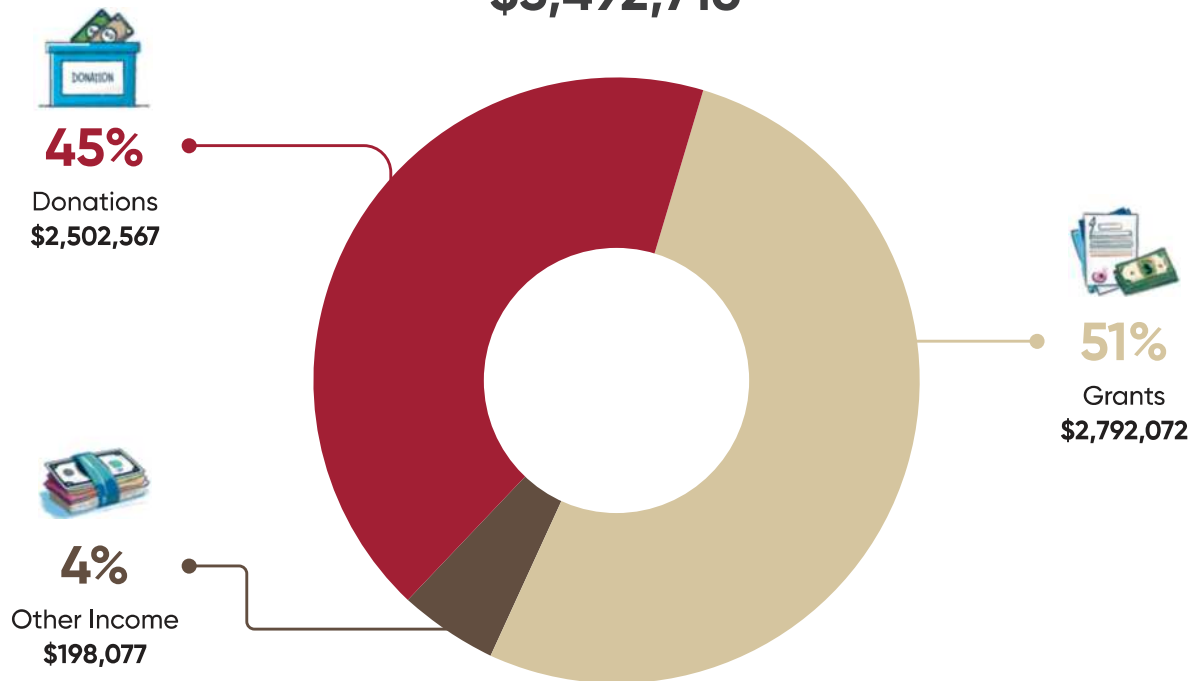
Paul Seah
Treasurer



Treasurer's Report

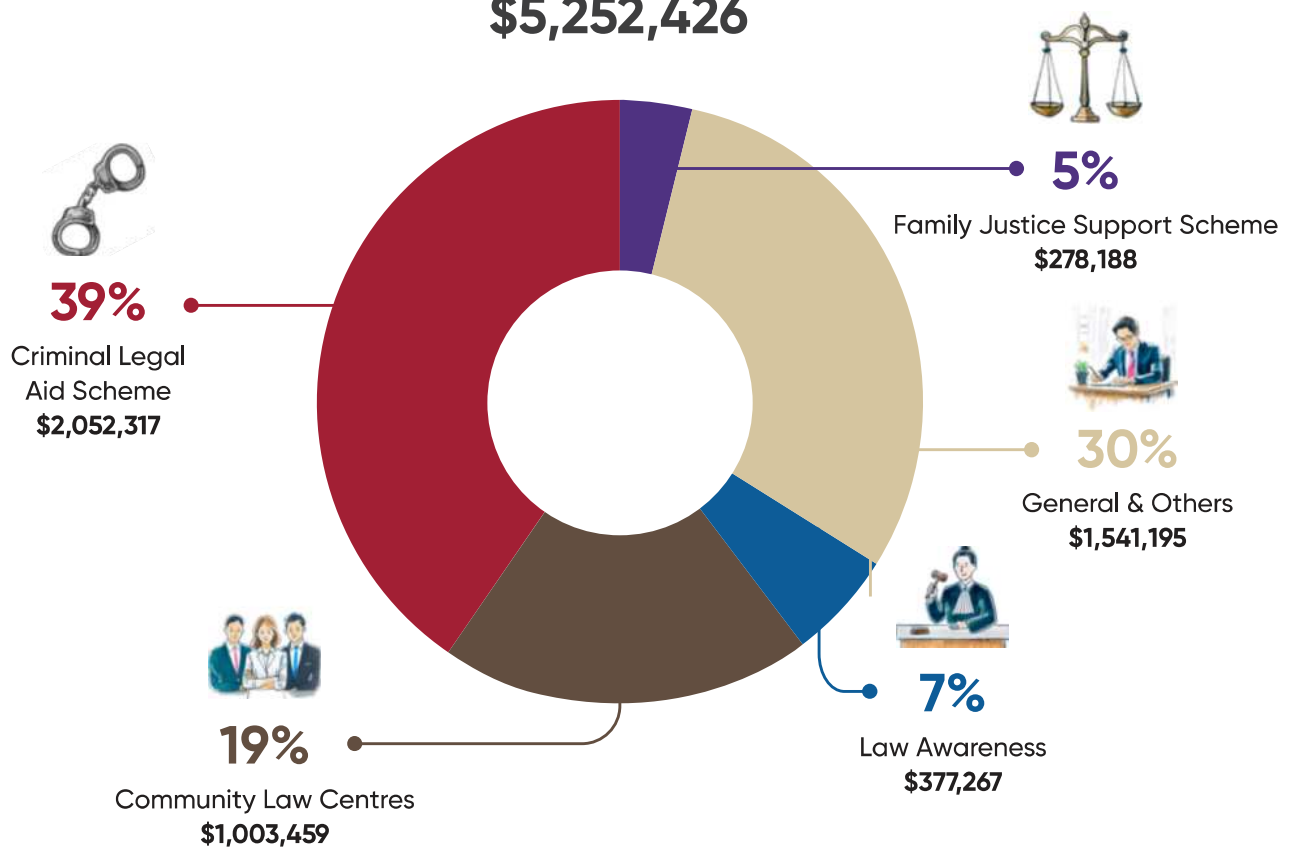
Sources of Income

\$5,492,716



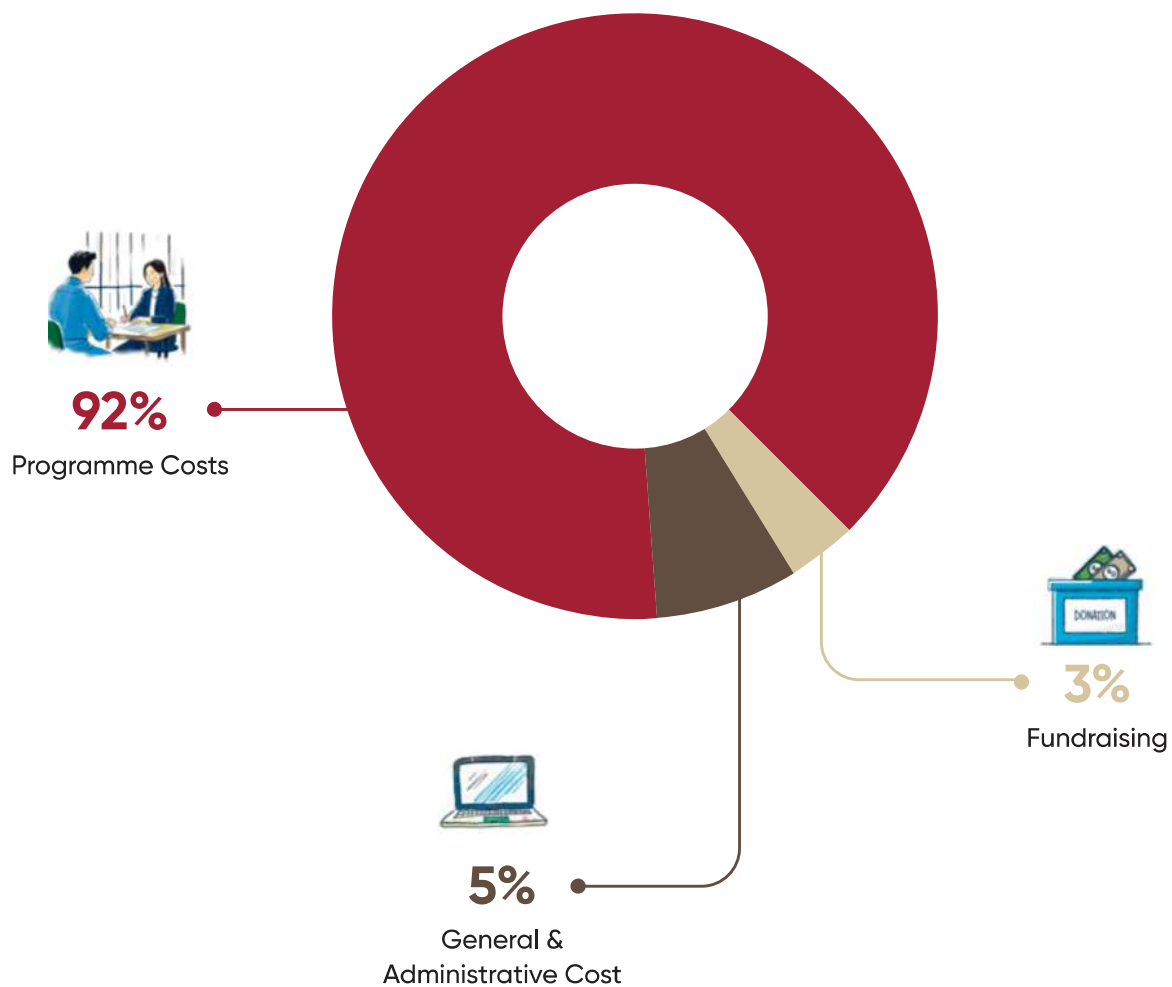
Distribution of Expenditure

\$5,252,426



Treasurer's Report

Breakdown of Charitable Dollar



HELP THE LEAST, THE LAST, AND THE LOST IN **LAW.**

DONATE NOW



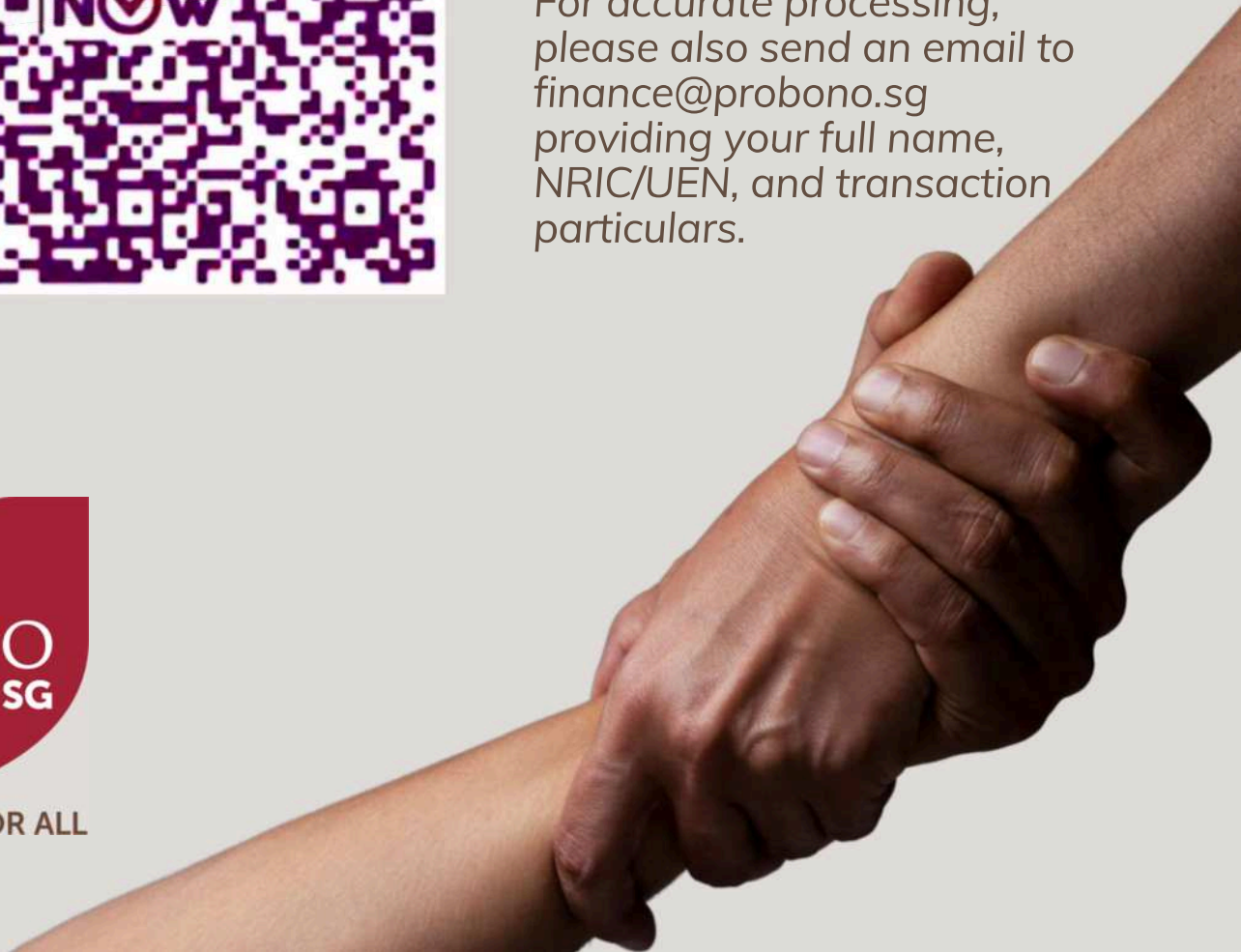
**We appreciate donations
of any amount!**

**For tax deduction, please
indicate your NRIC/UEN in
the reference section.*

*For accurate processing,
please also send an email to
finance@probono.sg
providing your full name,
NRIC/UEN, and transaction
particulars.*



JUSTICE FOR ALL





JUSTICE FOR ALL

**Empower the least, the
last and the lost in law.**



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Headquarters:

1 Havelock Square, #B1-18, State Courts,
Singapore 059724

North East Branch:

Community Law Centre @ Tian De Temple,
109 Hougang Ave 5, Singapore 538817

North West Branch:

Community Law Centre @ Realm of Tranquility,
547 Woodlands Drive 16, #01-177, Singapore 730547

5

FINANCIAL STATEMENTS



TREASURER'S REPORT

Introduction

The Law Society of Singapore's (LSS) financial position remained robust in the financial year ended 31 March 2024 (FY24). This strength was achieved through proactive capital management and prudent operation expenditure practices, despite ongoing inflationary pressures in the economy.

The current Finance Committee (FC) comprises President Lisa Sam, Vice-President Chia Boon Teck, Treasurer Michael S Chia, Kuah Boon Theng SC, Paul Tan, Gary Pryke, Daniel Koh, Benjamin Foo, and Christine Low. The FC holds monthly meetings to review LSS financial performance and position. Meanwhile, the C-suite management team (comprising CFO Chen Siew Loon, CLO Alvin Chen, CCO Shawn Toh, and CRO Loo Ngan Chor) works closely with the FC and Executive Committee (ExCo) to enhance LSS operations.

To strengthen internal controls, the C-suite assists ExCo in key activities such as the approving of payments and signing of contracts. Compliance with approved itemized budgets were strictly enforced, while requests for unbudgeted expenses were scrutinised by ExCo and/or Council using a controlled finance protocol. Additionally, the monthly financial performance of LSS was closely monitored against the budget by the FC.

Financial Position

In FY24, LSS's net assets totalled \$43.66 million, up by approximately \$2.28 million from \$41.37 million in FY23. This increase resulted from steady performance, coupled with reduced liabilities and accruals. Total assets and liabilities were \$58.35 million and \$14.70 million, respectively.

In response to the higher interest rate environment in 2024, LSS allocated most of its idle cash into fixed deposits. Consequently, 56% of our \$53.30 million current assets or \$29.75 million, was in fixed deposits. Meanwhile, \$5.76 million of our current assets were invested in other financial assets.

Our current liabilities totalled \$14.45 million in FY24. With current assets significantly exceeding this amount, our current ratio was 3.69. This strong ratio demonstrates LSS's strong ability to meet its liabilities, when we

compare the value of short-term assets to the value of short-term liabilities.

Operating Results

LSS achieved a net surplus of \$2.33 million in FY24, up from \$2.07 million in FY23.

Operating income rose to \$11.22 million, a 3% increase from \$10.89 million in FY23. This growth was driven by a \$397,000 (approximately 117%) year-on-year increase in income from operating activities. Subscription income rose in tandem with additional subscription fees received, due to an increase in the number of members in the junior, middle and senior categories.

The surplus from self-financing projects decreased from \$1.23 million in FY23 to \$1.12 million in FY24. The decline was primarily due to higher running costs for LSS programmes, including increased venue rental and catering expenses. The shift from virtual to in-person events in the post-Covid-19 pandemic era drove up expenses. Also, government grants and subsidies decline year-on-year with the end of Covid-19 pandemic related support schemes.

In FY24, rental income from our investment property rose to \$608,000, driven by an increase in monthly rental from \$50,000 to \$51,000 starting in November 2023. We also achieved a \$413,000 surplus from operating activities, with income totalling \$737,000 and expenditure at \$324,000. Operating income increased approximately 117% from \$340,000 in FY23, while expenditure rose from \$275,000 in FY23. The increase in operating income was largely due to higher revenue from regulatory costs due to an increase in number of cases and the penalties imposed.

Similar to FY23, other income remained steady at \$1.59 million in FY24, primarily due to high interest income from fixed deposits.

Despite economic uncertainty and inflationary pressure, we closely monitored expenditure alongside income. Total income increased by approximately \$329,000 from \$10.89 million in FY23 to \$11.22 million in FY24, while total expenditure fell about \$245,000 from \$8.61 million in FY23 to \$8.36 million in FY24.

Administrative expenses decreased by \$51,000, from \$1.36

million in FY23 to \$1.31 million in FY24. Manpower costs also fell by \$429,000 (approximately 7%), from \$5.99 million in FY23 to \$5.56 million in FY24. However, there was an increase in medical and staff training expenses in FY24 due to inflation.

In FY24, we accounted for a 50% share of results from IPAS (an associate of LSS), totalling \$60,000. Income tax expenses amounted to \$592,000, with a \$370,000 provision for FY24 and \$222,000 covering under-provision from prior years.

The above factors contributed to a surplus of \$2.33 million in FY24.

Finally, we recognised a gain of approximately \$1.03m on the disposal of financial assets at fair value through other comprehensive income (FVOCI) from the sale and derecognition of these financial assets in FY24.

Future Challenges and Opportunities

Moving forward, it is essential to address treasury risks, such as liquidity risk, and operational risk, to ensure LSS's financial stability and its continuity.

Liquidity risk, which affects the ability to meet short-term obligations, should be managed by maintaining sufficient liquidity and efficient cash flow management.

Operational risk, arising from failures in processes, systems, or external events, requires regular updates and testing of risk management policies, investment in technology, and periodic audits to minimise its impact.

Conclusion

Council will maintain close oversight of our finances, along with C-suite as well as Secretariat, and will work efficiently to advance the interests of LSS and its members.

Michael S Chia
Treasurer

**THE LAW SOCIETY OF SINGAPORE
AND ITS SUBSIDIARY**
[UEN. T17GB0002A]

[Established under The Legal Profession Act 1966]

**FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024**

劉進發會計師事務所

新加坡特許會計師

LAU CHIN HUAT & CO

Chartered Accountants of Singapore

**THE LAW SOCIETY OF SINGAPORE
AND ITS SUBSIDIARY**
[UEN. T17GB0002A]
[Established under The Legal Profession Act 1966]

**FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024**

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STATEMENT BY COUNCIL

On behalf of the Council of The Law Society of Singapore (the "Society"), we, Lisa Sam Hui Min and Chia Soo Michael, being the President and Treasurer respectively, do hereby state that in our opinion and to the best of our knowledge, the consolidated financial statements of the Society and its subsidiary (the "Group") and financial statements of the Society set out on pages 6 to 61 are properly drawn up in accordance with the the Legal Profession Act 1966 (the "Legal Profession Act"), Companies Act 1967 (the "Companies Act"), Charities Act 1994 (the "Charities Act") and Financial Reporting Standards in Singapore ("FRSs") so as to present fairly, in all material respects, the financial position of the Group and the Society as at 31 March 2024 and of the financial performance, changes in funds and fair value reserve, and cash flows of the Group for the financial year ended on that date.

The Council, comprising the following as at the date of reporting, authorised the issues of these financial statements on

25 SEP 2024

President	Lisa Sam Hui Min
Vice President	Chia Boon Teck
Vice President	Teh Guek Ngor Engelin, SC
Treasurer	Chia Soo Michael
Member	Steven Lam Kuet Keng
Member	Chew Kei-Jin
Member	Lim Hui Bian Vivienne
Member	Koh Choon Guan Daniel
Member	Siraj Omar, SC
Member	Nicholas Narayanan
Member	Gregory Xu Weicheng
Member	Sui Yi Siong (Xu Yixiong)
Member	Low Ying Li, Christine
Member	Foo Guo Zheng Benjamin
Member	Eva Teh Jing Hui
Member	Chan Tai-Hui Jason, SC
Member	Andrew Chua Ruiming
Member	Darryl Chew Zijie
Member	Lim Seng Siew
Member	Mori Ong
Member	Muhamad Ashraf S/O Syed Ansarai



Lisa Sam Hui Min
President

Singapore,



Chia Soo Michael
Treasurer

劉進發會計師事務所

新加坡特許會計師

LAU CHIN HUAT & CO

Chartered Accountants of Singapore

Independent auditor's report

To Members of the Law Society of Singapore

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of The Law Society of Singapore (the "Society") and its subsidiary (the "Group"), which comprise the statement of financial position of the Group and the Society as at 31 March 2024, and the consolidated statement of comprehensive income, consolidated statement of changes in funds and fair value reserve and consolidated statement of cash flows for the financial year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying financial statements of the Group and the financial statement of the Society are properly drawn up in accordance with the provisions of the Legal Profession Act 1966 (the "Legal Profession Act"), Companies Act 1967 (the "Companies Act"), Charities Act 1994 (the "Charities Act") and Financial Reporting Standards in Singapore ("FRSs") so as to present fairly, in all material respects, the financial position of the Group and the Society as at 31 March 2024 and the financial performance, changes in funds and cash flows of the Group for the financial year ended on that date.

Basis for Opinion

We conducted our audit in accordance with Singapore Standards on Auditing ("SSAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Group in accordance with the Accounting and Corporate Regulatory Authority ("ACRA") Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities ("ACRA Code") together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Council is responsible for the other information. The other information comprises the Statement by Council as set out on page 2 and the information included in the Annual Report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

劉進發會計師事務所

新加坡特許會計師

LAU CHIN HUAT & CO

Chartered Accountants of Singapore

Independent auditor's report

To Members of the Law Society of Singapore

Responsibilities of the Council for the Financial Statements

The Council is responsible for the preparation and fair presentation of these financial statements in accordance with the Legal Profession Act, the Companies Act, the Charities Act and FRSS, and for such internal control as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The Council's responsibilities include overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

劉進發會計師事務所

新加坡特許會計師

LAU CHIN HUAT & CO

Chartered Accountants of Singapore

Independent auditor's report

To Members of the Law Society of Singapore

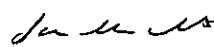
Auditor's Responsibilities for the Audit of the Financial Statements (Cont'd)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

In our opinion, the accounting and other records required by the Act to be kept by the Society have been properly kept in accordance with the provisions of the Legal Profession Act and the Companies Act.



LAU CHIN HUAT & CO
Public Accountants and
Chartered Accountants
Singapore

25 SEP 2024

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024**

		Group		Society	
	Note	2024 S\$	2023 S\$	2024 S\$	2023 S\$
Income					
Subscriptions and Compensation Fund dues		6,942,291	6,908,682	6,942,291	6,908,682
Surplus from self-financing projects	23.2	1,119,894	1,231,191	1,119,894	1,231,191
Contributions		2,502,567	1,534,762	-	-
Government grants	5, 23.3	3,019,818	3,428,490	227,746	261,050
CLAS Co-Payment collection		-	44,692	-	-
Rental income		607,500	600,000	607,500	600,000
Income from operating activities		735,428	338,163	737,390	339,991
Amortisation of deferred grants		-	100,000	-	-
Other income		1,785,549	1,698,773	1,587,472	1,552,259
		<u>16,713,047</u>	<u>15,884,753</u>	<u>11,222,293</u>	<u>10,893,173</u>
Less: Expenditure					
Expenditure for operating activities		959,958	1,175,102	324,297	274,517
Administrative expenses		1,897,458	2,069,528	1,305,345	1,356,138
Personnel costs		9,575,552	9,321,277	5,563,106	5,992,123
Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/SBF Foundation		664,871	468,926	664,871	468,926
Disciplinary proceedings costs		458,214	445,538	458,214	445,538
Interest on lease liabilities		57,581	84,055	47,337	71,120
		<u>13,613,634</u>	<u>13,564,426</u>	<u>8,363,170</u>	<u>8,608,362</u>
Surplus from operations		3,099,413	2,320,327	2,859,123	2,284,811
Share of results of associate (net of tax)		59,763	52,390	59,763	52,390
Surplus before tax		3,159,176	2,372,717	2,918,886	2,337,201
Income tax expense		(592,473)	(262,457)	(592,473)	(262,457)
Net surplus for the financial year		<u>2,566,703</u>	<u>2,110,260</u>	<u>2,326,413</u>	<u>2,074,744</u>
Other comprehensive loss for the financial year, net of tax					
<i>Items that will not be reclassified subsequently to profit or loss:</i>					
Financial assets at fair value through other comprehensive income					
- Fair value loss – equity and debts instruments		(43,370)	(786,360)	(43,370)	(786,360)
Total comprehensive income for the financial year		<u>2,523,333</u>	<u>1,323,900</u>	<u>2,283,043</u>	<u>1,288,384</u>

The accompanying notes form an integral part of these financial statements.

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2024

		Group		Society	
		2024	2023	2024	2023
	Note	S\$	S\$	S\$	S\$
ASSETS					
Current assets					
Fixed deposits, bank and cash balances	8	46,176,488	41,323,805	42,721,883	37,519,090
Financial assets, at FVTPL	9	2,178,972	2,044,120	2,178,972	2,044,120
Financial assets, at FVOCI	10	3,579,726	4,616,523	3,579,726	4,616,523
Inventories	11	40,672	35,954	40,672	35,954
Trade and other receivables	12	5,997,053	5,075,097	4,779,114	4,465,669
Contract assets	4	-	240,741	-	-
		57,972,911	53,336,240	53,300,367	48,681,356
Non-current assets					
Property, plant and equipment	14	1,325,269	1,826,297	1,062,997	1,515,087
Investment property	15	3,784,615	3,940,147	3,784,615	3,940,147
Investment in subsidiary	16	-	-	-	-
Investment in associate	17	196,733	136,970	196,733	136,970
Intangible assets	18	408,821	325,152	9,337	23,427
		5,715,438	6,228,566	5,053,682	5,615,631
Total assets		63,688,349	59,564,806	58,354,049	54,296,987
LIABILITIES					
Current liabilities					
Contract liabilities	4	3,389,622	3,910,694	3,389,622	3,810,694
Trade and other payables	20	1,905,759	2,042,019	959,800	914,411
Monies held in trust	21	8,649,003	6,621,645	8,649,003	6,621,645
Deferred grants	13	221,919	10,373	56,273	-
Lease liabilities	22	707,142	579,232	597,783	467,589
Income tax liabilities	7	800,020	373,000	800,020	373,000
		15,673,465	13,536,963	14,452,501	12,187,339
Non-current liabilities					
Deferred grants	13	50,000	50,000	50,000	50,000
Other payable	20	154,500	150,000	154,500	150,000
Lease liabilities	22	65,945	606,737	40,167	535,810
		270,445	806,737	244,667	735,810
Total liabilities		15,943,910	14,343,700	14,697,168	12,923,149
NET ASSETS		47,744,439	45,221,106	43,656,881	41,373,838
Represented by:					
Accumulated funds	23,24	47,248,960	43,647,663	43,161,402	39,800,395
Fair value reserve		495,479	1,573,443	495,479	1,573,443
TOTAL FUNDS		47,744,439	45,221,106	43,656,881	41,373,838

The accompanying notes form an integral part of these financial statements.

**CONSOLIDATED STATEMENT OF CHANGES IN FUNDS AND FAIR VALUE RESERVE
FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024**

Group	Unrestricted Fund	Restricted Fund	Total Accumulated Fund	Fair Value Reserve	Total
Balance at 1 April 2022	20,703,757	20,833,646	41,537,403	2,359,803	43,897,206
Surplus for the financial year	1,186,518	923,742	2,110,260	-	2,110,260
Other comprehensive income for the financial year					
-fair value reserve	-	-	-	(786,360)	(786,360)
Total comprehensive income for the financial year	1,186,518	923,742	2,110,260	(786,360)	1,323,900
Balance at 31 March 2023	21,890,275	21,757,388	43,647,663	1,573,443	45,221,106
Balance at 1 April 2023	21,890,275	21,757,388	43,647,663	1,573,443	45,221,106
Surplus for the financial year	1,491,443	1,075,260	2,566,703	-	2,566,703
Other comprehensive income for the financial year					
-fair value reserve	-	-	-	(43,370)	(43,370)
-transfer upon disposal of financial assets, at FVOCI	593,594	441,000	1,034,594	(1,034,594)	-
Total comprehensive income for the financial year	2,085,037	1,516,260	3,601,297	(1,077,964)	2,523,333
Balance at 31 March 2024	23,975,312	23,273,648	47,248,960	495,479	47,744,439

The accompanying notes form an integral part of these financial statements.

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024**

		Group	
		2024	2023
	Note	S\$	S\$
Cash flows from operating activities			
Surplus before tax		3,159,176	2,372,717
Adjustments for:			
- Amortisation of intangible assets	18	38,375	37,208
- Depreciation of property, plant and equipment	14	818,965	762,545
- Depreciation of investment property	15	155,532	155,532
- Fair value gain on financial assets, at FVTPL		(26,875)	(227,827)
- Interest income		(1,062,144)	(448,321)
- Interest on lease liabilities	22	57,581	84,055
- Investment income		(261,075)	(252,328)
- Gain on discharge of lease		(913)	(194,143)
- Loss on disposal of property, plant and equipment		-	7,277
- Contribution from insurance agent		(126,435)	(170,210)
- Share of results of associate (net of tax)		(59,763)	(52,390)
Operating cash flows before working capital changes		2,692,424	2,074,115
Changes in working capital			
- Fixed deposits and bank balances held in trust		2,522,924	(364,109)
- Inventories		(4,718)	5,522
- Trade and other receivables		8,167	(621,591)
- Deferred grants received		211,546	(386,127)
- Contract assets		240,741	(176,734)
- Contract liabilities		(521,072)	1,031,611
- Trade and other payables and monies held in trust		(131,760)	(1,629,491)
Cash generated from/(used in) operations		5,018,252	(66,804)
Income tax paid	7	(165,453)	(14,457)
Net cash generated from/(used in) operating activities		4,852,799	(81,261)
Cash flows from investing activities			
Purchase of property, plant and equipment	14	(114,728)	(141,585)
Purchase of intangible assets	18	(122,044)	(257,414)
Movement in margin account with brokers		-	-
Purchase of financial assets, at FVOCI		-	(21,431)
Proceeds from disposal of financial assets investments		-	103,144
Interest received		132,021	98,488
Investment income received		261,075	171,938
Net cash generated from/(used in) investing activities		156,324	(46,860)

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024 (CONT'D)**

		Group	
	2024	2023	
	S\$	S\$	
Note			
Cash flows from financing activities			
Interest on lease liabilities	(57,581)	(84,055)	
Repayments of lease liabilities	(615,178)	(570,710)	
Net cash (used in) financing activities	<u>(672,759)</u>	<u>(654,765)</u>	
Net increase / (decrease) in cash and cash equivalents	4,336,364	(782,886)	
Cash and cash equivalents at the beginning of financial year	<u>33,191,121</u>	<u>33,974,007</u>	
Cash and cash equivalents at the end of financial year	8 <u>37,527,485</u>	<u>33,191,121</u>	

The accompanying notes form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024

These notes form an integral part of and should be read in conjunction with the accompanying financial statements.

1. General information

The Society was established in 1967 and took on the name of The Law Society of Singapore in 1970. The Society is managed by a body of persons called the Council of the Society which consists of 15 elected members, as well as 3 members nominated to serve by the Minister for Law. The Council may also nominate 3 further members to serve, if it so decides in the course of the year. Elections to the Council are held every year and all lawyers who hold practising certificates vote at the elections. The members of the Council elect from amongst themselves a President, two Vice Presidents and the Treasurer of the Society. The purposes of the Society and the powers of the Council are described in the Legal Profession Act 1966.

The Society's principal place of activities is located at 28 Maxwell Road, #01-03 Maxwell Chambers Suites, Singapore 069120.

The principal activities of the subsidiary are set out in Note 16 to the financial statements.

2. Material accounting policies information

2.1 Basis of preparation

The financial statements have been prepared in accordance with Financial Reporting Standards in Singapore ("FRSs") and the disclosure requirements of the Legal Profession Act 1966 and Charities Act 1994. The financial statements have been prepared under the historical cost convention except as disclosed in the accounting policies below.

The individual financial statements of each entity in the Group are measured using the currency of the primary economic environment in which the entity operates (its functional currency). The consolidated financial statements of the Group and the statement of financial position of the Society are presented in Singapore Dollar (S\$), which is the functional currency of the Society and the presentation currency for the consolidated financial statements.

The preparation of these financial statements in conformity with FRSs requires management to exercise its judgement in the process of applying the Group's accounting policies. It also requires the use of certain critical accounting estimates and assumptions. The areas involving a higher degree of judgement or complexity, or areas where estimates and assumptions are significant to the financial statements are disclosed in Note 3.

2.1.1 New standards, amendments & interpretations effective from 1 April 2023

The standards, amendments to standards, and interpretations, issued by Accounting Standards Council Singapore ("ASC") that will apply for the first time by the Group are not expected to impact the Group as they are either not relevant or not material to the Group's business activities or require accounting which is consistent with the Group's accounting policies.

2. Material accounting policies information (Cont'd)

2.1 Basis of preparation (Cont'd)

2.1.2 New standards, amendments & interpretations issued but not effective

There are a number of standards, amendments to standards and interpretations, which have been issued by the ASC that are effective in future accounting periods and the Group has not decided to early adopt. The Group does not expect any of these standards upon adoption to have a material impact to the Group.

2.2 Basis of consolidation

2.2.1 Subsidiaries

Subsidiaries are entities controlled by the Group. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

The consolidated financial statements comprise the financial statements of the Society and its subsidiary as at the statements of financial position date. The financial statements of the subsidiary are prepared for the same reporting date as the parent entity. Consistent accounting policies are applied for like transactions and events in similar circumstances.

Intragroup balances and transactions, including income, expenditure and dividends, are eliminated in full. Profits and losses resulting from intragroup transactions that are recognised in assets, such as inventory and property, plant and equipment, are eliminated in full.

Subsidiaries are consolidated from the date of acquisition, being the date on which the Group obtains control, and continue to be consolidated until the date that such control ceases.

Business combinations are accounted for using the acquisition method. The consideration transferred for the acquisition comprises the fair value of the assets transferred, the liabilities incurred and the equity interests issued by the Group. The consideration transferred also includes the fair value of any contingent consideration arrangement and the fair value of any pre-existing equity interest in the subsidiary. Acquisition-related costs are recognised as expenditure as incurred. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date.

When a change in the Society's ownership interest in a subsidiary results in a loss of control over the subsidiary, the assets and liabilities of the subsidiary including any goodwill, non-controlling interest and other components of equity related to the subsidiary are derecognised. Amounts recognised in other comprehensive income in respect of that entity are also reclassified to profit or loss or transferred directly to accumulated fund if required by a specific FRS.

2. Material accounting policies information (Cont'd)

2.2 Basis of consolidation (Cont'd)

2.2.2 Associate

Associate is an entity in which the Group has significant influence, but not control, over their financial and operating policies. The Group's investment in associate is accounted for using the equity method of accounting, less impairment losses, if any. The consolidated financial statements include the Group's share of the profit or loss of the associate from the date that significant influence commences until the date that significant influence ceases. When the Group's share of losses exceeds its interest in the associate, the carrying amount of that interest (including any long-term investments) is reduced to zero and the recognition of further losses is discontinued except to the extent that the Group has an obligation or has made payments on behalf of the associate.

Accounting for subsidiaries and associate by the Society

In the Society's separate financial statements, investments in subsidiary and associate are stated at cost less impairment losses. On disposal of the investment, the difference between disposal proceeds and the carrying amounts of the investments are recognised in profit or loss.

2.3 Revenue recognition

Revenue is measured based on the consideration to which the Group expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties.

Revenue is recognised when the Group satisfies a performance obligation by transferring a promised good and service to the customer, which is when the customer obtains control of the good or service. A performance obligation may be satisfied at a point in time or over time. The amount of income recognised is the amount allocated to the satisfied performance obligation.

Revenue is recognised as follows:

2.3.1 Subscription from members and contributions

Subscription from members and contributions are recognised over the subscription period.

2.3.2 Co-Payment collection

Co-Payment collection is recognised when service is rendered for CLAS/PDO cases.

2. Material accounting policies information (Cont'd)

2.3 Revenue recognition (Cont'd)

Revenue is recognised as follows: (cont'd)

2.3.3 Fund-raising event, conference fees, training programme fees and income from self-financing project

Fund-raising event, conference fees, training programme fees and income from self-financing project are recognised when the event is held.

2.3.4 Interest income

Interest income is recognised on a time proportion basis using the effective interest method.

2.3.5 Rental income

Rental income is recognised on a straight-line basis over the lease term.

2.3.6 Donations

Donations are recognised when received in cash or the right to receive payment is established.

2.3.7 Dividend income

Dividend income is recognised when the right to receive payment is established.

2.3.8 Sale of goods

Sale of goods is recognised when goods are delivered and in respect of cash sales, when goods are taken and paid for over the counter.

2.3.9 Fair value gain in equity investments at FVTPL

Fair value gain in equity investments at FVTPL is the increase in the value of investments, which is recognized as profit on the Society's financial statements when the investments' market value rises.

2.3.10 Gain on discharge of lease

The gain on discharge of lease is the gain arising from payment term difference between the old lease and new lease and this gain is recognised in the Society's financial statements as part of its profits.

2. Material accounting policies information (Cont'd)

2.4 Government grants

Government grants are recognised at their fair value where there is a reasonable assurance that the grant will be received and all attaching conditions will be complied with. Where the grant relates to an asset, the fair value is recognised in deferred grant on the statement of financial position and amortised to statement of comprehensive income over the expected useful life of the relevant asset by equal annual instalments.

When the grant related to expenditure item, it is recognised in statement of comprehensive income over the period necessary to match them on a systematic basis to the expenditure that it is intended to compensate.

2.5 Employee benefits

2.5.1 Defined contribution plans

As required by law, the Group makes contributions to the state pension scheme, the Central Provident Fund ("CPF") Scheme which is a defined contribution pension scheme. Contributions to CPF are recognised as expenditure in the period in which the related service is performed.

2.5.2 Employee leave entitlement

Employee entitlements to annual leave are recognised when they accrue to employees. The estimated liability for leave is recognised for services rendered by employees up to the statements of financial position date.

2.6 Leases

The Group assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Group as a lessee

The Group applies a single recognition and measurement approach for all contracts that are, or contain, a lease, except for short-term leases (i.e. for leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option) and leases of low-value assets. For these exempted leases, the Group recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

2. Material accounting policies information (Cont'd)

2.6 Leases (Cont'd)

The Group as a lessee (Cont'd)

2.6.1 Right-of-use assets

The Group recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

If ownership of the leased asset transfers to the Group at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment. The accounting policy for impairment is disclosed in Note 2.14. The Group's right-of-use assets are presented within property, plant and equipment as disclosed in Note 14.

2.6.2 Lease liabilities

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating the lease, if the lease term reflects the Group exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g. changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

For contract that contain both lease and non-lease components, the Group allocates the consideration to each lease component on the basis of the relative stand-alone price of the lease and non-lease component. The Group has elected to not separate lease and non-lease component for property lease and account these as one single lease component.

The Group's lease liabilities are disclosed in Note 22.

2. Material accounting policies information (Cont'd)

2.6 Leases (Cont'd)

The Group as a lessee (Cont'd)

2.6.3 Lease liabilities (Cont'd)

The Group has applied the amendment to FRS 116 Leases: Covid-19-Related Rent Concessions. The Group applies the practical expedient allowing it not to assess whether a rent concession related to COVID-19 is a lease modification. The Group applies the practical expedient consistently to contracts with similar characteristics and in similar circumstances. For rent concessions in leases to which the Group chooses not to apply the practical expedient, or that do not qualify for the practical expedient, the Group assesses whether there is a lease modification.

2.6.4 Short-term leases and leases of low-value assets

The Group has elected to not recognise right-of-use assets and lease liabilities for short term leases that have lease term of 12 months or less and leases of low value leases, except for sublet arrangements. Lease payments relating to these leases are expensed to the statement of comprehensive income on a straight-line basis over the lease term.

2.6.5 Variable lease payments

Variable lease payments that are not based on an index or a rate are not included as part of the measurement and initial recognition of the lease liability. The Group shall recognise those lease payments in the statement of comprehensive income in the periods that triggered those lease payments.

The Group as a lessor

Leases for which the Group is a lessor are classified as finance or operating leases. Whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee, the contract is classified as a finance lease. All other leases are classified as operating leases.

When the Group is an intermediate lessor, it accounts for the head lease and the sub-lease as two separate contracts. The sub-lease is classified as a finance or operating lease by reference to the right-of-use asset arising from the head lease.

Rental income from operating leases is recognised on a straight-line basis over the term of the relevant lease. Initial direct cost incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised on a straight-line basis over the lease term.

When a contract includes both lease and non-lease components, the Group applies FRS 115 Revenue from contracts with customers to allocate the consideration under the contract to each component.

2. Material accounting policies information (Cont'd)

2.7 Income taxes

Current income tax for current and prior periods is recognised at the amount expected to be paid to or recovered from the tax authorities, using the tax rates and tax laws that have been enacted or substantively enacted by the reporting date.

Deferred income tax is recognised for all temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements except when the deferred income tax arises from the initial recognition of an asset or liability that affects neither accounting nor taxable profit or loss at the time of the transaction.

A deferred income tax asset is recognised to the extent that it is probable that future taxable profit will be available against which the deductible temporary differences and tax losses can be utilised.

Deferred income tax is measured:

- (i) at the tax rates that are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled, based on tax rates and tax laws that have been enacted or substantively enacted by the reporting date; and
- (ii) based on the tax consequence that would follow from the manner in which the Group expects, at the reporting date, to recover or settle the carrying amounts of its assets and liabilities.

Current and deferred income taxes are recognised as income or expense in the statement of comprehensive income, except to the extent that the tax arises from a transaction which is recognised directly in reserve.

Pro Bono SG is a registered charity under the Charities Act since 31 March 2017. Consequently, the income of the Company is exempted from income tax under the provisions of Section 13 of the Income Tax Act 1947.

2.8 Financial assets

2.8.1 Classification and measurement

The Group classifies its financial assets in the measurement categories:

- Amortised cost;
- Fair value through other comprehensive income ("FVOCI"); and
- Fair value through profit or loss ("FVTPL").

The classification depends on the Group's business model for managing the financial asset as well as the contractual terms of the cash flow of the financial assets.

The Group reclassifies financial assets when and only when its business model for managing those assets changes.

Initial recognition

At initial recognition, the Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial assets. Transaction costs of financial assets carried at fair value through profit or loss are expensed in statement of comprehensive income.

2. Material accounting policies information (Cont'd)

2.8 Financial assets (Cont'd)

2.8.1 Classification and measurement (Cont'd)

Subsequent measurement

(i) Debt instruments

Debt instruments include trade and other receivables (excluding prepayments), fixed deposits and bank and cash balances and investment in debt securities on the statement of financial position. The financial assets, depending on the Group's business model for managing the asset and cash flow characteristics of the asset:

- **Amortised cost:** Debt instruments that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Financial assets are measured at amortised cost using the effective interest method, less impairment. Gains and losses are recognised in profit or loss when the assets are derecognized or impaired, and through amortisation process.
- **FVOCI:** Debt instruments that are held for collection of contractual cash flows where those cash flows and for sale, and where the assets' cash flows represent solely payments of principal and interest, are classified as FVOCI. Movements in fair values are recognised in Other Comprehensive Income (OCI) and accumulated in fair value reserve, except for the recognition of impairment gains and losses, interest income and foreign exchange gains and losses, which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from reserves to profit or loss and presented in "Other income". Interest income from these financial assets is recognised using the effective interest rate method and presented in "Interest income".
- **FVTPL:** Debt instruments that are held for trading as well as those that do not meet the criteria for classification as amortised cost or FVOCI are classified as FVTPL. Movement in fair values and interest income is recognised in statement of comprehensive income in the period in which it arises and presented in "Other income".

(ii) Equity investments

The Group subsequently measures all its equity investments at their fair values. Equity investments are classified as FVTPL with movements in their fair values recognised in statement of comprehensive income in the period in which the changes arise and presented in "Other income", except for those equity securities which are not held for trading. The Group has elected to recognise changes in fair value of equity securities not held for trading in other comprehensive income as these are strategic investments and the Group considers this to be more relevant. Movements in fair values of investments classified as FVOCI are presented as 'fair value gains/losses' in Other Comprehensive Income. Dividends from equity investments are recognised in statement of comprehensive income as "Other income".

2. Material accounting policies information (Cont'd)

2.8 Financial assets (Cont'd)

2.8.1 Classification and measurement (Cont'd)

Subsequent measurement (Cont'd)

(iii) Funds placed with fund managers

The Group classify a portfolio of financial assets that is managed and whose performance is evaluated on a fair value basis as financial assets at fair value through profit or loss. Such portfolio of financial assets is neither held to collect contractual cash flows nor held both to collect contractual cash flows and to sell financial assets. The collection of contractual cash flows is only incidental to achieving the Group's objective. The Group's primary focus on a portfolio of financial assets is on the fair value information and uses that information to assess the assets' performance and to make decisions.

2.8.2 Impairment

The Group recognises an allowance for expected credit losses ("ECLs") for financial assets carried at amortised cost and debt instruments at FVOCI. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate.

The impairment methodology applied depends on whether there has been a significant increase in credit risk. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there have been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

For trade receivables and contract assets that do not have a significant financing component, the Group applies a simplified approach to recognise a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision matrix that is based on its historical credit loss experience, adjusted as appropriate for current conditions and forward-looking factors specific to the debtors and the economic environment.

If the Group has measured the loss allowance for a financial asset at an amount equal to lifetime ECL in the previous reporting period, but determines at the current reporting date that the conditions for lifetime ECL are no longer met, the Group measures the loss allowance at an amount equal to 12-month ECL at the current reporting date.

The Group recognises an impairment gain or loss in statement of comprehensive income for all financial assets with a corresponding adjustment to their carrying amount through a loss allowance account, except for investments in debt instruments that are measured at FVOCI, for which the loss allowance is recognised in other comprehensive income, and does not reduce the carrying amount of the financial asset in the statement of financial position.

2. Material accounting policies information (Cont'd)

2.8 Financial assets (Cont'd)

2.8.3 Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade date - the date on which the Group commits to purchase or sell the asset.

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all risks and rewards of ownership.

On disposal of a debt instrument, the difference between the carrying amount and the sale proceeds is recognised in statement of comprehensive income. Any amount previously recognised in other comprehensive income relating to that asset is reclassified to statement of comprehensive income.

2.9 Fixed deposits, bank and cash balances

Fixed deposits, bank and cash balances comprise cash on hand, deposits with financial institutions which are subject to an insignificant risk of change in value and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

2.10 Property, plant and equipment

2.10.1 Measurement

Property, plant and equipment are initially recorded at cost. Subsequent to initial recognition, property, plant and equipment are stated at cost less accumulated depreciation and any accumulated impairment losses.

The cost of property, plant and equipment initially recognised includes its purchase price and any cost that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Dismantlement, removal or restoration costs are included as part of the cost of property, plant and equipment if the obligation for dismantlement, removal or restoration is incurred as a consequence of acquiring or using the asset.

2.10.2 Depreciation

Depreciation is calculated on a straight-line basis to write off the depreciable amounts of property, plant and equipment over their expected useful lives. The estimated useful lives are as follows:

	<u>Years</u>
Computer	5
Office equipment	5
Renovation	3 to 10
Furniture and fittings	10
Air-conditioners	3 to 5
Library books	5
Right-of-use assets	Over the remaining lease term

2. Material accounting policies information (Cont'd)

2.10 Property, plant and equipment (Cont'd)

2.10.2 Depreciation (Cont'd)

The residual values, estimated useful lives and depreciation method of property, plant and equipment are reviewed, and adjusted as appropriate, at each reporting date. The effects of any revision are recognised in statement of comprehensive income when the changes arise.

Fully depreciated assets are retained in the financial statements until they are no longer in use.

2.10.3 Subsequent expenditure

Subsequent expenditure relating to property, plant and equipment that have already been recognised is added to the carrying amount of the asset only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. Other subsequent expenditure is recognised as "Repair and maintenance" expenses in the statement of comprehensive income during the financial year in which it is incurred.

2.10.4 Disposal

On disposal of a property, plant and equipment, the difference between the net disposal proceeds and its carrying amount is taken to statement of comprehensive income.

2.11 Intangible assets

Computer software development costs are capitalised on the basis of the costs incurred to acquire and bring to use the specific software. Direct expenditure, which enhances or extends the performance of computer software beyond its original specifications and which can be reliably measured, is recognised as a capital improvement and added to the original cost of the software. Costs associated with maintaining computer software are recognised as an expense as incurred.

Computer software development costs and acquired computer software licences are stated at cost less accumulated amortisation and accumulated impairment losses. These costs are amortised using the straight-line method over their estimated useful lives of 5 years.

The amortisation period and amortisation method of intangible assets are reviewed at least at each reporting date. The effects of any revision are recognised in statement of comprehensive income when the changes arise.

2.12 Investment property

Investment property comprises leasehold building of the Group and the Society, that is leased out to earn rental. Investment property is initially recorded at cost and subsequently carried at cost less accumulated depreciation and accumulated impairment losses. Depreciation is calculated using a straight-line method to allocate the depreciable amounts over the estimated useful life of 50 years.

On the disposal of an investment property, the difference between the disposal proceeds and the carrying amount is recognised in statement of comprehensive income.

2. Material accounting policies information (Cont'd)

2.13 Inventories

Inventories comprising publication, gifts and souvenirs held for resale are valued at the lower of cost and net realisable value with cost being determined on a first-in, first-out basis. Net realisable value is the estimated selling price in the ordinary course of business less selling expenses.

When necessary, allowance is provided for damaged, obsolete and slow moving items to adjust the carrying value of inventories to the lower of cost and net realisable value.

2.14 Impairment of non-financial assets

The carrying amounts of the Group's assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

An impairment loss is recognised in profit or loss if the carrying amount of an asset or its cash-generating unit exceeds its recoverable amount. A cash-generating unit is the smallest identifiable group of assets that generates cash inflows that are largely independent from other assets or groups of assets.

The recoverable amount of an asset or cash-generating unit is the higher of its fair value less costs of disposal and its value in use. In assessing the value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or cash-generating unit.

2.15 Financial liabilities

Financial liabilities are recognised when the Group becomes a party to the contractual agreements of the instrument and are classified according to the substance of the contractual arrangements entered into. All interest related charges are recognised in statement of comprehensive income. Financial liabilities include "Interfund - amount due to", "Trade and other payables", "Monies held in Trust" and "Lease liabilities" in the statement of financial position.

Financial liabilities which are due to be settled within 12 months after the reporting date are presented as current liabilities in the statement of financial position even though the original term was for a period longer than 12 months and an agreement to refinance, or to reschedule payments on a long-term basis is completed after the reporting date and before the financial statements are authorised for issue. Other financial liabilities due to be settled more than 12 months after the reporting date are presented as non-current liabilities in the statement of financial position.

Financial liabilities are derecognised when the obligations under the liability are discharged, cancelled or expired. When existing financial liabilities are replaced by another from the same lender on substantially different terms of an existing liability or are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in respective carrying amounts is recognised in statement of comprehensive income.

2. Material accounting policies information (Cont'd)

2.16 Provision

Provisions are recognised when the Group has a present obligation (legal or constructive) where, as a result of past events, and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Where the Group expects a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain.

2.17 Borrowing costs

All borrowing costs that are not directly attributable to the acquisition, construction or production of a qualifying asset are recognised in statement of comprehensive income in the period in which they are incurred.

2.18 Currency translation

2.18.1 Functional and presentation currency

Items included in the financial statements of each entity in the Group are measured using the currency of the primary economic environment in which the entity operates (the "functional currency"). The financial statements are presented in Singapore Dollar ("S\$"), which is the functional currency of the Group.

2.18.2 Translation and balances

Transactions in a currency other than the functional currency ("foreign currency") are translated into the functional currency using the exchange rates at the dates of the transactions. Currency exchange differences resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies at the closing rates at the reporting date are recognised in the statement of comprehensive income.

Monetary items include primarily financial assets (other than equity investments), contract assets and financial liabilities. However, in the consolidated financial statements, currency translation differences arising from borrowings in foreign currencies and other currency instruments designated and qualifying as net investment hedges and net investment in foreign operations, are recognised in other comprehensive income and accumulated in the currency translation reserve.

When a foreign operation is disposed of or any loan forming part of the net investment of the foreign operation is repaid, a proportionate share of the accumulated currency translation differences is reclassified to profit or loss, as part of the gain or loss on disposal.

Foreign exchange gains and losses that relate to borrowings are presented in the statement of comprehensive income within 'finance costs'. All other foreign exchange gains and losses impacting profit or loss are presented in the statement of comprehensive income within 'other gains/losses'.

Non-monetary items measured at fair values in foreign currencies are translated using the exchange rates at the date when the fair values are determined. Currency translation differences on these items are included in the fair value reserve.

2. Material accounting policies information (Cont'd)

2.18 Currency translation (Cont'd)

2.18.3 Translation of Group entities' financial statements

The results and financial position of all the Group entities (none of which has currency of a hyperinflationary economy) that have functional currency different from the presentation currency are translated into the presentation currency as follows:

- (i) assets and liabilities are translated at the closing exchange rates at the reporting date;
- (ii) income and expenses are translated at the average exchange rates (unless the average is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction date in which case income and expenses are translated using the exchange rates at the dates of the transactions); and
- (iii) all resulting currency translation differences are recognised in other comprehensive income and accumulated in the currency translation reserve. These currency translation differences are reclassified to profit or loss on disposal or partial disposal with loss of control of the foreign operation.

2.19 Funds

Fund balances restricted by outside sources are so indicated and are distinguished from unrestricted funds allocated to specific purposes, if any, by action of the Council. Externally restricted funds may only be utilised in accordance with the purposes for which they are established. The Council retains full control over the use of unrestricted funds for any of the Group's purposes.

Unless specifically indicated, fund balances are not represented by any specific assets or liabilities but are represented by all assets of the Group.

2.20 Contingencies

Contingent liabilities are not recognised in the financial statements. They are disclosed unless the possibility of an outflow of resources embodying economic benefits is remote. A contingent asset is not recognised in the financial statements but disclosed when an inflow of economic benefit is probable.

2.21 Events after the reporting period

Events after the reporting period that provide additional information about the Group's position at the reporting period (adjusting events) are reflected in the financial statements. Events after the reporting period that are not adjusting events are disclosed in the notes to the financial statements when material.

3. Critical accounting estimates, assumptions and judgements

Estimates, assumptions and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.1 Critical accounting estimates and assumptions

The Group makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

3. Critical accounting estimates, assumptions and judgements (Cont'd)

3.1 Critical accounting estimates and assumptions (Cont'd)

3.1.1 Useful lives of property, plant and equipment, investment property and intangible assets

The Group reviews the useful lives and residual values of property, plant and equipment, investment property and intangible assets at each reporting date in accordance with the accounting policies in Note 2. The estimation of the useful lives and residual values involves assumptions concerning the future and estimations of the assets common life expectancies and expected level of usage.

The net carrying amount of property, plant and equipment, investment property and intangible assets at 31 March 2024 and the annual depreciation/amortisation charges for the financial year ended 31 March 2024 are disclosed in Notes 14, Note 15 and Note 18, respectively. Changes in the level of usage and market uses could impact the useful lives and residual values of these assets and hence future depreciation/amortisation charges could be revised.

Based on Group's assessment, no change in the estimated useful lives of property, plant and equipment, investment property and intangible assets are required as of 31 March 2024 and 31 March 2023.

3.1.2 Provision for expected credit losses ("ECL") on trade receivables and contract assets

The Group uses a provision matrix to calculate ECL for trade receivables and contract assets. The provision rates are based on days past due for groupings of various customer segments that have similar loss patterns.

The provision matrix is initially based on the Group's historical observed default rates. The Group will calibrate the matrix to adjust historical credit loss experience with forward-looking information. At every reporting date, historical default rates are updated and changes in the forward-looking estimates are analysed.

The assessment of the correlation between historical observed default rates, forecast economic conditions and ECL is a significant estimate. The amount of ECL is sensitive to changes in circumstances and of forecast economic conditions.

The Group's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future. As at the reporting date, there is no ECL provided.

3.2 Critical judgements in applying the entity's accounting policies

The key critical judgement in applying the entity's accounting policies concerning the future at the reporting date, that has a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, is discussed below.

3.2.1 Government grants

Government grants to meet operating expenses are recognised as income in statement of financial activities on the accrual basis in the year these operating expenses were incurred and there is reasonable assurance that the Group will comply with the conditions attached to it. For certain grants, the government agencies reserve the right to withdraw, withhold or reduce the amount of any funds approved but not yet disbursed or to call for the refund of all funds which have been disbursed to the Group if the conditions are not met.

3.2 Critical judgements in applying the entity's accounting policies (Cont'd)

3.2.2 Income taxes

Significant judgement is required in determining the capital allowances and deductibility of certain expenses during the estimation of the provision for income taxes. There are many transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business. The Group recognises liabilities for anticipated tax issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the income tax and deferred income tax provisions in the period in which such determination is made.

4. Revenue from contracts with customers

(a) Disaggregation of revenue from contracts with customers:

	Group	
	2024 S\$	2023 S\$
Revenue from:		
Subscriptions and Compensation Fund dues	6,942,291	6,908,682
Surplus from self-financing projects	1,119,894	1,231,191
CLAS Co-payment collection	-	44,692
Income from operating activities	735,428	338,163
	<u>8,797,613</u>	<u>8,522,728</u>
Timing of transfer of services		
- Over time	<u>8,797,613</u>	<u>8,522,728</u>

(b) Contract assets and contract liabilities

	Group	
	2024 S\$	2023 S\$
Contract assets	-	240,741
Contract liabilities	<u>3,389,622</u>	<u>3,910,694</u>

Contract assets relate to the subsidiary's rights to consideration for services performed for CLAS cases not billed at the reporting date. Contract assets are transferred to receivables when the rights become unconditional. This usually occurs when the Ministry of Law acknowledges the claims.

Contract liabilities represent subscription fees paid in advance by members.

(i) Significant changes in the contract assets balances are explained as follows:

	Group	
	2024 S\$	2023 S\$
Contract assets reclassified to trade receivables	-	64,007
Services performed but not billed	<u>-</u>	<u>240,741</u>

4. Revenue from contracts with customers (Cont'd)

(b) Contract assets and contract liabilities (Cont'd)

(ii) Significant changes in the contract liabilities balances are explained as follows:

	Group	
	2024 S\$	2023 S\$
Advances received during the year	3,389,622	3,910,694
Amounts recognised as revenue during the year	<u>3,910,694</u>	<u>2,879,083</u>

	Group	
	2024 S\$	2023 S\$
Contract assets:		
Pro Bono SG	<u>-</u>	<u>240,741</u>

	Group	
	2024 S\$	2023 S\$
Contract liabilities:		
General Fund	3,058,822	3,437,894
Compensation Fund	330,800	372,800
Pro Bono SG	-	100,000
	<u>3,389,622</u>	<u>3,910,694</u>

5. Government grants

	Group	
	2024 S\$	2023 S\$
Ministry of Law	1,658,557	2,184,585
NCSS	116,437	465,425
Tote Board	926,043	552,742
Reimbursement for Anti-Money-Laundering Inspection	-	110,062
Singapore Business Federation	12,420	-
Enterprise Singapore	133,712	42,611
Other grants	172,649	73,065
	<u>3,019,818</u>	<u>3,428,490</u>

6. Other income

	Group	
	2024	2023
	S\$	S\$
Investment income	261,075	448,321
Interest income	1,101,683	265,799
CLAS Co-Payment Collection	66,106	44,692
Other grants and subsidies	42,541	67,896
Certificate of good standing	62,721	51,938
Contribution from insurance agent	126,435	170,210
Gain on discharge of lease	913	194,193
Fair value gain on financial assets, at FVTPL	26,875	227,826
Payables written off	-	17,855
Sponsorship from others	2,000	71,713
Training programme fees	48,979	-
Miscellaneous income	46,221	138,330
	<u>1,785,549</u>	<u>1,698,773</u>

7. Tax expense

7.1 Income tax expense

	Group	
	2024	2023
	S\$	S\$
Current income tax		
- Current year	370,000	373,000
- Under/(Over) provision in prior year	222,473	(110,543)
	<u>592,473</u>	<u>262,457</u>

The income tax expense on the results of the financial year varies from the amount of income tax determined by applying the Singapore statutory rate of income tax to surplus before tax due to the following factors:

	Group	
	2024	2023
	S\$	S\$
Surplus before tax	<u>3,159,176</u>	<u>2,372,717</u>
Tax at statutory tax rate of 17%	537,060	403,362
Expenses not deductible for tax purposes	52,802	214,665
Income not subject to tax	(188,615)	(248,475)
Capital allowance utilised	(9,237)	(2,376)
Tax exemption and rebates	(17,425)	(17,425)
Under/(Over) provision in prior year	222,473	(110,543)
Others	(4,585)	23,249
	<u>592,473</u>	<u>262,457</u>

Pro Bono SG is a registered charity under the Charities Act since 31 March 2017. Consequently, the income of the Company is exempted from income tax under the provisions of Section 13 of the Income Tax Act 1947.

7. Tax expense (Cont'd)

7.2 Current income tax liabilities

The movement in the account is as follows:

	Group	
	2024 S\$	2023 S\$
Beginning of financial year	373,000	125,000
Current income tax	370,000	373,000
Under/(Over) provision in prior period	222,473	(110,543)
Income tax paid	(165,453)	(14,457)
End of financial year	<u>800,020</u>	<u>373,000</u>

8. Fixed deposits, bank and cash balances

Group	Fixed deposits S\$	Bank and cash balances S\$	Cash in margin with brokers for trade S\$	Total S\$
2024				
General Fund	12,868,530	3,830,911	194,614	16,894,055
Compensation Fund	16,065,264	53,264	-	16,118,528
Education Fund	820,000	34,353	-	854,353
	<u>29,753,794</u>	<u>3,918,528</u>	<u>194,614</u>	<u>33,866,936</u>
Other Funds				
- Jus Curio Fund	-	50	-	50
- Library Fund	-	10,000	-	10,000
- Sports Meet Fund	-	174,238	-	174,238
- Welfare fund	-	21,656	-	21,656
	-	<u>205,944</u>	-	<u>205,944</u>
Monies held in Trust (Note 21)	-	8,649,003	-	8,649,003
Sub Total	<u>29,753,794</u>	<u>12,773,475</u>	<u>194,614</u>	<u>42,721,883</u>
Pro Bono SG				
- General PBSO	895,778	1,644,895	-	2,540,673
- CLAS	-	570,004	-	570,004
- CLC	-	218,966	-	218,966
- FJSS	-	39,381	-	39,381
- Law Awareness Fund	-	19,996	-	19,996
- Bar Memorial Scholarship Fund	-	65,585	-	65,585
	<u>895,778</u>	<u>2,558,827</u>	-	<u>3,454,605</u>
Total	<u>30,649,572</u>	<u>15,332,302</u>	<u>194,614</u>	<u>46,176,488</u>

8. Fixed deposits, bank and cash balances (Cont'd)

Group	Fixed deposits S\$	Bank and cash balances S\$	Cash in margin with brokers for trade S\$	Total S\$
2023				
General Fund	8,916,252	2,845,077	4,147,295	15,908,624
Compensation Fund	9,064,025	753,284	3,301,539	13,118,848
	<u>17,980,277</u>	<u>3,598,361</u>	<u>7,448,834</u>	<u>29,027,472</u>
Other Funds				
- Jus Curio Fund	45,885	168,884	-	214,769
- Library Fund	42,693	10,000	-	52,693
- Pastoral Care Fund	-	-	-	-
- Sports Meet Fund	-	61,241	-	61,241
- Welfare fund	-	30,231	-	30,231
- Practice Resilience Fund	-	-	-	-
	<u>88,578</u>	<u>270,356</u>	<u>-</u>	<u>358,934</u>
Monies held in Trust (Note 21)	1,778,932	6,353,752	-	8,132,684
Sub Total	<u>19,847,787</u>	<u>10,222,469</u>	<u>7,448,834</u>	<u>37,519,090</u>
Pro Bono SG				
- General PBSO	1,208,034	972,252	-	2,180,286
- CLAS	-	1,261,433	-	1,261,433
- CLC	-	132,513	-	132,513
- FJSS	-	132,448	-	132,448
- Law Awareness Fund	-	19,996	-	19,996
- Bar Memorial Scholarship Fund	-	78,039	-	78,039
	<u>1,208,034</u>	<u>2,596,681</u>	<u>-</u>	<u>3,804,715</u>
Total	<u>21,055,821</u>	<u>12,819,150</u>	<u>7,448,834</u>	<u>41,323,805</u>

Fixed deposits at the reporting date have tenures ranging from 1 to 12 months (2023: 1 to 12 months) and have interest rates ranging from 3.05% to 4.05% (2023: 0.50% to 4.00%) per annum.

Fixed deposits are included as cash and cash equivalents as these can be readily converted into cash without incurring significant penalty.

For the purpose of preparing the consolidated statement of cash flows, cash and cash equivalents comprise the following at the reporting date:

	Group	
	2024 S\$	2023 S\$
Fixed deposits, bank and cash balances	46,176,488	41,323,805
Less: Monies held in trust	<u>(8,649,003)</u>	<u>(8,132,684)</u>
	<u>37,527,485</u>	<u>33,191,121</u>

At the reporting date, the carrying amounts of fixed deposits, bank and cash balances approximate their fair values.

9. Financial assets at fair value through profit or loss

	Group and Society	
	2024	2023
	S\$	S\$
<i>Financial assets measured at FVTPL</i>		
Funds placed with fund managers	<u>2,178,972</u>	<u>2,044,120</u>
Comprises:		
General Fund	1,089,486	1,022,060
Compensation fund	<u>1,089,486</u>	<u>1,022,060</u>
	<u>2,178,972</u>	<u>2,044,120</u>

The fund managers are given discretionary powers within certain guidelines to invest the funds. The funds are primarily placed in quoted equity securities and debt instruments.

The fair values of the quoted equity investments and debt instruments are determined based on quoted market prices at the reporting date. These instruments are included in Level 1 of the fair value hierarchy.

10. Financial assets at fair value through other comprehensive income

	Group and Society	
	2024	2023
	S\$	S\$
Current		
<i>Financial assets measured at FVOCI</i>		
Quoted debt instruments	<u>1,829,598</u>	<u>2,781,809</u>
<i>Equity investments designated at FVOCI</i>		
Quoted equity investments	1,881,841	1,966,427
Less: Impairment	<u>(131,713)</u>	<u>(131,713)</u>
	<u>1,750,128</u>	<u>1,834,714</u>
Total	<u>3,579,726</u>	<u>4,616,523</u>
Comprises:		
General Fund	1,576,524	2,069,946
Compensation Fund	<u>2,003,202</u>	<u>2,546,577</u>
	<u>3,579,726</u>	<u>4,616,523</u>

Debt instruments earn interests at fixed rates from 1.85% to 4.6% (2023: 1.85% to 4.6%) per annum and the maturity dates of certain securities are due within 1 year (2023: 1 year) from the reporting date.

Cash in margin accounts are maintained with recognised dealers and brokers for trade done on the exchanges. These margin accounts move in relation to trades done on variation margins required and prices of the commodities traded. The balances are recorded and not freely permissible for use by the Group and the Society.

10. Financial assets at fair value through other comprehensive income (Cont'd)

Equity investments are not held for trading. Accordingly, management has elected to designate these investments at fair value through other comprehensive income. It is the Group's strategy to hold these investments for long-term purposes for dividend income.

The fair values of the quoted equity investments and debt instruments are determined based on quoted market prices at the reporting date. These instruments are included in Level 1 of the fair value hierarchy.

11. Inventories

Group and Society
2024 2023
S\$ S\$

Publications, gifts and souvenirs	40,672	35,954
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The cost of inventories recognised as an expenditure and included in "Expenditure for operating activities" amounted to S\$4,718 (2023: S\$5,522).

12. Trade and other receivables

Group	General fund S\$	Compensation fund S\$	Pro Bono SG S\$	Other funds S\$	Total S\$
2024					
Trade receivables					
- Related party	545	-	-	-	545
- Third parties	3,130,906	330,700	-	-	3,461,606
Other receivables					
- Grant receivables	-	-	1,129,930	-	1,129,930
- Interest receivables	930,123	-	25,059	-	955,182
- Prepayments	36,336	-	49,504	-	85,840
- Sundry deposits	288,803	-	-	-	288,803
- Sundry receivables	61,701	-	13,446	-	75,147
Total before inter-segment elimination	4,448,414	330,700	1,217,939	-	5,997,053
Inter-segment elimination	-	-	-	-	-
Total after inter-segment elimination	4,448,414	330,700	1,217,939	-	5,997,053
Group					
2023					
Trade receivables					
- Third parties	3,600,388	373,450	117,101	-	4,090,939
Other receivables					
- Grant receivables	83,412	-	447,982	-	531,394
- Interest receivables	254,294	-	7,667	-	261,961
- Prepayments	8,852	-	36,678	-	45,530
- Sundry deposits	129,401	-	-	-	129,401
- Sundry receivables	15,785	-	-	87	15,872
Total trade and other receivables	4,092,132	373,450	609,428	87	5,075,097

12. Trade and other receivables (Cont'd)

Trade receivables are non-interest bearing and are generally on 14 days (2023: 14 days) terms. They are recognised at their original invoice amounts, which represent their fair values on initial recognition.

Other receivables are unsecured, non-interest bearing and are repayable on demand.

At the reporting date, the carrying amounts of trade and other receivables approximate their fair values.

13. Deferred expenditures and deferred grants

	Group	
	2024 S\$	2023 S\$
Deferred grants		
<i>General fund</i>		
Balance at the beginning of the financial year	50,000	75,000
- Advance rental income received	51,500	-
- Grant received for MinLaw	4,773	-
- Disbursement of SBF grant	-	(25,000)
Balance at the end of the financial year	<u>106,273</u>	<u>50,000</u>
<i>Pro Bono SG</i>		
Balance at the beginning of the financial year	10,373	396,500
- Grant received from MinLaw	597,500	348,000
- Deferred grants recognised	(442,227)	(634,127)
- Amortisation of other deferred grants	-	(100,000)
Balance at the end of the financial year	<u>165,646</u>	<u>10,373</u>
Total	<u>271,919</u>	<u>60,373</u>
Grants for project to be completed:		
- Within 12 months - Current	221,919	10,373
- More than 12 months - Non-current	50,000	50,000
	<u>271,919</u>	<u>60,373</u>

Deferred grants are grants received from various statutory bodies for the implementation of the various projects undertaken by the Group. Such grants which have been received are not recognised in statement of comprehensive income as the projects have not been completed and the terms and conditions relating to the grants have not been met. Similarly, expenses incurred for such uncompleted projects are deferred and not recognised in statement of comprehensive income.

When the projects are completed and the terms and conditions have been satisfied, the deferred grants received and deferred expenditure will be recognised in statement of comprehensive income.

14. Property, plant and equipment

Group	Computer S\$	Office equipment S\$	Renovation S\$	Furniture and fittings S\$	Air- conditioners S\$	Right-of-use assets S\$	Total S\$
Cost							
Cost at 1 April 2022	186,530	78,259	873,173	6,495	25,000	4,842,879	6,012,336
Additions	35,711	22,324	77,848	-	-	1,445,679	1,581,562
Discharge of lease	-	-	-	-	-	(4,314,146)	(4,314,146)
Written off	(28,410)	-	-	-	-	-	(28,410)
At 31 March 2023	193,831	100,583	951,021	6,495	25,000	1,974,412	3,251,342
Additions	93,644	12,367	11,224	-	-	209,276	326,511
Discharge of lease	-	-	-	-	-	(42,520)	(42,520)
At 31 March 2024	287,475	112,950	962,245	6,495	25,000	2,141,168	3,535,333
Accumulated depreciation							
At 1 April 2022	99,237	53,624	280,283	1,929	12,917	2,190,674	2,638,664
Depreciation charge	39,832	12,800	126,024	955	5,000	577,934	762,545
Discharge of lease	-	-	-	-	-	(1,955,031)	(1,955,031)
Written off	(21,133)	-	-	-	-	-	(21,133)
At 31 March 2023	117,936	66,424	406,307	2,884	17,917	813,577	1,425,045
Depreciation charge	44,881	11,449	129,339	722	5,000	627,574	818,965
Discharge of lease	-	-	-	-	-	(33,946)	(33,946)
At 31 March 2024	162,817	77,873	535,646	3,606	22,917	1,407,205	2,210,064
Net carrying amount							
At 31 March 2023	75,895	34,159	544,714	3,611	7,083	1,160,835	1,826,297
At 31 March 2024	124,658	35,077	426,599	2,889	2,083	733,963	1,325,269

14. Property, plant and equipment (Cont'd)

Group	Computer S\$	Office equipment S\$	Renovation S\$	Furniture and fittings S\$	Air- conditioners S\$	Library books S\$	Right-of-use assets S\$	Total S\$
Comprises:								
2023								
General fund	25,141	1,940	501,357	3,611	7,083	-	975,955	1,515,087
Pro Bono SG	50,754	32,219	43,357	-	-	-	184,880	311,210
	<u>75,895</u>	<u>34,159</u>	<u>544,714</u>	<u>3,611</u>	<u>7,083</u>	<u>-</u>	<u>1,160,835</u>	<u>1,826,297</u>
2024								
General fund	46,978	8,941	393,845	2,889	2,083	-	608,261	1,062,997
Pro Bono SG	77,680	26,136	32,754	-	-	-	125,702	262,272
	<u>124,658</u>	<u>35,077</u>	<u>426,599</u>	<u>2,889</u>	<u>2,083</u>	<u>-</u>	<u>733,963</u>	<u>1,325,269</u>

Assets acquired under leasing arrangements

Right-of-use assets acquired under leasing arrangements are premises and equipment under the category of "Right-of-use assets". Details of such leased assets are disclosed in Note 22.

The cash outflow on acquisition of property, plant and equipment amounted to S\$114,728 (2023: S\$141,585).

14. Property, plant and equipment (Cont'd)

Depreciation of property, plant and equipment is charged as follows:

	Group	
	2024	2023
	S\$	S\$
General Fund	625,019	614,113
Pro Bono SG	193,946	148,432
	<u>818,965</u>	<u>762,545</u>

15. Investment property

		General Fund	
Group and Society		2024	2023
		S\$	S\$
Cost			
At beginning and end of financial year	<u>7,776,606</u>	<u>7,776,606</u>	
Accumulated depreciation			
At beginning of financial year	3,836,459	3,680,927	
Depreciation charge	155,532	155,532	
At end of financial year	<u>3,991,991</u>	<u>3,836,459</u>	
Carrying amount	<u>3,784,615</u>	<u>3,940,147</u>	

The following amounts are recognised in the consolidated statement of comprehensive income:

	Group and Society	
	2024	2023
	S\$	S\$
Rental income from investment property	607,500	600,000
Direct operating expenses arising from investment property (including depreciation charge)	<u>215,532</u>	<u>215,532</u>

	Fair value measurements at financial year end using		
	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
	S\$	S\$	S\$
Investment properties:			
- Shophouse			
As at 31 March 2024	-	28,500,000	-
As at 31 March 2023	-	30,709,000	-

15. Investment property (Cont'd)

The fair value as at 31 March 2024 was valued by Jones Lang LaSalle Property Consultants Pte Ltd, a firm of independent professional valuers, on the basis of Market Value. The valuation is also based on direct comparison with recent transactions of comparable properties within the vicinity.

As at 31 March 2023, the fair values of the investment property have been determined on the basis of internal valuation by the management. The valuation was arrived using managements' experience, knowledge of the market prices and recently transacted sales and purchase prices for similar property.

16. Investment in subsidiary

	Group and Society	
	2024 S\$	2023 S\$
Unquoted equity shares, at cost	-	-

Details of subsidiary are as follows:

Name of subsidiary	Country of incorporation	Principal activities	Effective interest held by the Group	
			2024 %	2023 %
Pro Bono SG* (audited by Fiducia LLP)	Singapore	To identify opportunities for pro bono legal services and oversee all pro bono legal services initiatives of Pro Bono SG	100	100

*There is no cost of investment for the subsidiary as it is a company limited by guarantee. Under such structure, each member of the subsidiary agrees to contribute towards the subsidiary' debts and liabilities in the event of liquidation, up to \$10 per member. Pro Bono SG is an approved Institution of a Public Character.

During the financial year, the Society has the following significant transactions with its subsidiary on terms agreed between the parties:

	2024 S\$	2023 S\$
Sales	1,962	1,828

17. Investment in associate

	Group and Society	
	2024	2023
	S\$	S\$
Investment in associate	<u>196,733</u>	<u>136,970</u>

Details of associate are as follows:

Name of associate	Country of incorporation	Principal activities	Effective interest held by the Group	
			2024	2023
			%	%
Insolvency Practitioners Association of Singapore Limited* (audited by Baker Tilly TFW LLP)	Singapore	Professional body for insolvency practitioners	50	50

* There is no cost of investment as the associate is a company limited by guarantee whereby every member of the company undertakes to contribute to meet the debts and liabilities of the company in the event of its liquidation to an amount not exceeding \$10 for each member.

The summarised financial information of the associate based on its audited financial statements and reconciliation to the carrying amount of the investments in the consolidated financial statements is as follows:

	Group and Society	
	2024	2023
	S\$	S\$
Revenue	625,464	496,928
Profit after tax	<u>119,528</u>	<u>104,780</u>
Non-current assets	2,048	4,138
Current assets	589,255	408,731
Current liabilities	<u>(197,836)</u>	<u>(138,930)</u>
Net assets	<u>393,467</u>	<u>273,939</u>
Group's share of net assets based on proportion of ownership interest, representing net carrying amount of investment	<u>196,733</u>	<u>136,970</u>

During the financial year, the Society has the following significant transactions with its associate on terms agreed between the parties:

	2024	2023
	S\$	S\$
Sales	61,380	43,601
Receipt on behalf	<u>143,666</u>	<u>143,675</u>

18. Intangible assets

Group	Computer software development costs S\$	Computer software S\$	Total S\$
Cost			
At 1 April 2022	942,603	57,402	1,000,005
Additions	257,414	-	257,414
Written off	(8,397)	-	(8,397)
At 31 March 2023	1,191,620	57,402	1,249,022
Additions	122,044	-	122,044
At 31 March 2024	1,313,664	57,402	1,371,066
Accumulated amortisation			
At 1 April 2022	841,537	53,522	895,059
Amortisation charge	35,347	1,861	37,208
Written off	(8,397)	-	(8,397)
At 31 March 2023	868,487	55,383	923,870
Amortisation charge	36,515	1,860	38,375
At 31 March 2024	905,002	57,243	962,245
Net carrying amount			
At 31 March 2023	323,133	2,019	325,152
At 31 March 2024	408,662	159	408,821
Group	Computer software development costs S\$	Computer software S\$	Total S\$
Comprises:			
2023			
General fund	21,409	2,018	23,427
Pro Bono SG	301,725	-	301,725
	323,134	2,018	325,152
2024			
General fund	9,178	159	9,337
Pro Bono SG	399,484	-	399,484
	408,662	159	408,821

The computer software development costs were mainly incurred for computerisation of Pro Bono SG Office's workflows for implementation of a customer relationship management system.

18. Intangible assets (Cont'd)

Amortisation is charged as follows:

	Group 2024 S\$	2023 S\$
General Fund	14,090	14,090
Pro Bono SG		
- Criminal Legal Aid Scheme ("CLAS")	24,285	23,118
	<u>38,375</u>	<u>37,208</u>

19. Interfund - amount due from/(to)

	General fund S\$	Compensation Fund S\$	Other funds S\$	Monies held in trust S\$	Total S\$
2023					
Amount due from	-	1,740,213	-	-	1,740,213
Amount due to	(51,175)	-	(177,999)	(1,511,039)	(1,740,213)
Total	<u>(51,175)</u>	<u>1,740,213</u>	<u>(177,999)</u>	<u>(1,511,039)</u>	<u>-</u>

Relates to transactions/transfers between the different funds of the Society.

20. Trade and other payables

Group 2024	General Fund S\$	Compensation fund S\$	Other funds S\$	Sub Total S\$	Pro Bono SG S\$	Grand Total S\$
Trade payables						
- Third parties	76,465	-	-	-	94,067	170,532
Other payables						
- Accrued operating expenses	44,987	-	-	-	851,892	896,879
- Tenant's deposit	154,500	-	-	-	-	154,500
- Sundry payables	837,792	-	556	-	-	838,348
Total trade and other payables	<u>1,113,744</u>	<u>-</u>	<u>556</u>	<u>-</u>	<u>945,959</u>	<u>2,060,259</u>
Comprises:						
- Current	959,244	-	556	-	945,959	1,905,759
- Non-current	154,500	-	-	-	-	154,500
	<u>1,113,744</u>	<u>-</u>	<u>556</u>	<u>-</u>	<u>945,959</u>	<u>2,060,259</u>

20. Trade and other payables (Cont'd)

Group 2023	General Fund S\$	Compensation fund S\$	Other funds S\$	Sub Total S\$	Pro Bono SG S\$	Grand Total S\$
Trade payables						
- Third parties	-	-	-	-	103,712	103,712
Other payables						
- Accrued operating expenses	104,943	-	-	104,943	1,023,896	1,128,839
- Tenant's deposit	150,000	-	-	150,000	-	150,000
- Sundry payables	812,718	72	(3,322)	809,468	-	809,468
Total trade and other payables	<u>1,067,661</u>	<u>72</u>	<u>(3,322)</u>	<u>1,064,411</u>	<u>1,127,608</u>	<u>2,192,019</u>
Comprises:						
- Current	917,661	72	(3,322)	914,411	1,127,608	2,042,019
- Non-current	150,000	-	-	150,000	-	150,000
	<u>1,067,661</u>	<u>72</u>	<u>(3,322)</u>	<u>1,064,411</u>	<u>1,127,608</u>	<u>2,192,019</u>

Other payables are unsecured, non-interest bearing and are repayable on demand.

Deferred income consist of the Tech-celerate grant is from Enterprise Singapore and is to incentivise eligible Singapore law firms to use IT in and computerise their operations. The Society acts as an administrator/ trustee for Enterprise Singapore to administer the project and disburse the grants when the respective law firms meet the criteria set out by Enterprise Singapore.

At the reporting date, the carrying amounts of trade and other payables approximate their fair values.

21. Monies held in trust

	Group and Society	
	2024 S\$	2023 S\$
Pursuant to section 74 of the Legal Profession Act ("Section 74 money")	6,725,731	5,277,751
Unclaimed Money Fund	<u>1,923,272</u>	<u>1,343,894</u>
	<u>8,649,003</u>	<u>6,621,645</u>
	2024 S\$	2023 S\$
Cash and cash equivalents (Note 8)	8,649,003	8,132,684
Inter-fund receivables/payables (Note 19)	-	(1,511,039)
	<u>8,649,003</u>	<u>6,621,645</u>

22. Lease liabilities

	Group	
	2024 S\$	2023 S\$
Current	707,142	579,232
Non-current	65,945	606,737
	<u>773,087</u>	<u>1,185,969</u>
General Fund	637,950	1,003,399
Pro Bono SG	135,137	182,570
	<u>773,087</u>	<u>1,185,969</u>
Current:		
General Fund	597,783	467,589
Pro Bono SG	109,359	111,643
	<u>707,142</u>	<u>579,232</u>
Non-current:		
General Fund	40,167	535,810
Pro Bono SG	25,778	70,927
	<u>65,945</u>	<u>606,737</u>

22. Lease liabilities (Cont'd)

The carrying amount of right-of-use assets classified within property, plant and equipment in the statement of financial position are as follows:

Group	General Fund S\$	Pro Bono SG S\$	Total S\$
2024			
Lease of premises	555,023	92,624	647,647
Lease of equipment	53,238	33,078	86,316
	<u>608,261</u>	<u>125,702</u>	<u>733,963</u>
2023			
Lease of premises	906,744	165,057	1,071,801
Lease of equipment	69,211	19,823	89,034
	<u>975,955</u>	<u>184,880</u>	<u>1,160,835</u>

The Group's leasing activities comprise the following:

- (i) The Group leases office premises and copier equipment from non-related parties. The leases have an average tenure of between three to five years (2023: three to five years). The Society's lease of an office premise expires in March 2025; and
- (ii) In addition, the Group leases certain office equipment with remaining contractual terms of less than one year. These leases are short-term. The Group has elected not to recognise right-of-use assets and lease liabilities for these leases.

The total amounts recognised in statement of comprehensive income are as follows:

	Group	
	2024 S\$	2023 S\$
Depreciation of right-of-use assets	627,574	577,934
Interest expense on lease liabilities	57,581	84,055
Lease expense not capitalised in lease liabilities:		
- Operating lease expense - office	14,945	14,400
	<u>700,100</u>	<u>676,389</u>

Total cash outflows:

During the financial year, the Group had total cash outflows for leases of S\$687,704 (2023: S\$669,165).

22. Lease liabilities (Cont'd)

Reconciliation of movements of lease liabilities to cash flows arising from financing activities:

Group	1 April 2023 S\$	Cash flows S\$	Disposal S\$	Accretion of interests S\$	Non-cash changes				31 March 2024 S\$
					Addition S\$	Discharge of lease S\$	Rent concession S\$	Other S\$	
Liabilities									
- Current	579,232	(672,759)	-	57,581	211,783	(9,487)	-	540,792	707,142
- Non-current	606,737	-	-	-	-	-	-	(540,792)	65,945
	<u>1,185,969</u>	<u>(672,759)</u>	<u>-</u>	<u>57,581</u>	<u>211,783</u>	<u>(9,487)</u>	<u>-</u>	<u>-</u>	<u>773,087</u>

Group	1 April 2022 S\$	Cash flows S\$	Disposal S\$	Accretion of interests S\$	Non-cash changes				31 March 2023 S\$
					Addition S\$	Discharge of lease S\$	Rent concession S\$	Other S\$	
Liabilities									
- Current	783,465	(654,765)	-	84,055	1,439,977	(2,553,258)	-	1,479,758	579,232
- Non-current	2,086,495	-	-	-	-	-	-	(1,479,758)	606,737
	<u>2,869,960</u>	<u>(654,765)</u>	<u>-</u>	<u>84,055</u>	<u>1,439,977</u>	<u>(2,553,258)</u>	<u>-</u>	<u>-</u>	<u>1,185,969</u>

As at 31 March 2024 and 31 March 2023, the Group does not have any commitments for short-term lease.

23. General fund

Accumulated general fund is expendable at the direction of the Council in furtherance of the Group's objectives.

		Group and Society	
		2024	2023
	Note	S\$	S\$
Income			
Subscriptions from members	23.1	6,255,541	6,227,832
Surplus from self-financing projects	23.2	1,119,894	1,231,191
Government grants	23.3	227,746	261,050
Rental income		607,500	600,000
Income from operating activities	23.4	632,026	326,114
Other income	23.5	1,465,014	1,346,298
		<u>10,307,721</u>	<u>9,992,485</u>
Less: Expenditure			
Expenditure for operating activities	23.6	245,099	262,495
Administrative expenses	23.7	1,304,941	1,355,698
Personnel expenses	23.8	5,563,106	5,992,123
Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/SBF Foundation	23.9	664,871	468,926
Disciplinary Proceedings costs	23.10	458,214	445,538
Interest on lease liabilities		47,337	71,120
		<u>8,283,568</u>	<u>8,595,900</u>
		2,024,153	1,396,585
Share of results of associate (net of tax)		59,763	52,390
Surplus before tax		2,083,916	1,448,975
Tax expense		(592,473)	(262,457)
Surplus for the financial year		1,491,443	1,186,518
Balance brought forward		21,890,275	20,703,757
Transfer upon disposal of financial assets, at FVOCI		593,594	-
Balance carried forward		<u>23,975,312</u>	<u>21,890,275</u>

23.1 Analysis of subscriptions from members

		Group and Society	
		2024	2023
		S\$	S\$
Subscription from Non-Practitioners		41,629	57,742
Subscription from Practitioners		6,213,912	6,170,090
		<u>6,255,541</u>	<u>6,227,832</u>

23. General fund (Cont'd)

23.2 Analysis of surplus from self-financing project

	Group and Society	
	2024	2023
	S\$	S\$
Annual dinner		
Income	38,778	59,449
Expenditure *	(60,441)	(66,135)
Deficit	(21,663)	(6,686)
Continuing Professional Development Programmes/Advocacy		
Income	1,409,619	1,427,657
Expenditure *	(481,688)	(427,012)
Surplus	927,931	1,000,645
Conference		
Income	301,341	327,766
Expenditure *	(87,715)	(90,534)
Surplus	213,626	237,232
Total surplus	1,119,894	1,231,191

* Relates to direct expenditure only and does not include secretariat staff or admin overheads.

23.3 Analysis of government grants

	Group and Society	
	2024	2023
	S\$	S\$
Ministry of Law		
- Grant for rental subsidy	79,269	83,412
Reimbursement for Anti-Money Laundering Inspection	-	110,062
Enterprise Singapore - Local Enterprise Association Development (RTB)	22,116	-
Enterprise Singapore - Local Enterprise Association Development (LG)	111,596	-
Enterprise Singapore - Lawyers go global	754	42,611
Others	14,011	24,965
	227,746	261,050

23. General fund (Cont'd)

23.4 Analysis of income from operating activities

	Group and Society	
	2024	2023
	S\$	S\$
Advertising – Online directory	83,105	57,765
Advertising – Online Law Gazette	7,346	-
Classified advertising	79,398	100,915
Lawyers Go Global	124,220	-
Regulatory cost received	180,169	-
Penalty imposed	49,000	-
Penalty for not voting	59,500	86,836
Others	49,288	80,598
	<u>632,026</u>	<u>326,114</u>

23.5 Analysis of other income

	Group and Society	
	2024	2023
	S\$	S\$
Interest income on fixed deposits	1,062,167	383,662
Investment income	138,617	110,383
Contribution from Lockton	126,435	170,210
Payables written off	-	17,855
Gain on discharge of lease	-	194,143
Fair value gain on financial assets, at FVTPL	26,875	227,826
Sponsorship	2,000	71,713
Certificate of good standing	62,721	51,938
Miscellaneous	46,199	118,568
	<u>1,465,014</u>	<u>1,346,298</u>

23.6 Analysis of expenditure for operating activities

	Group and Society	
	2024	2023
	S\$	S\$
Meetings, events and other Council expenses	94,031	230,672
Council budgets for special projects/expenditure	151,068	31,823
	<u>245,099</u>	<u>262,495</u>

23. General fund (Cont'd)

23.7 Analysis of administrative expense

	Group and Society	
	2024	2023
	S\$	S\$
Amortisation of intangible assets	14,090	14,091
Auditor's remuneration		
- External – Current year	40,200	40,000
- Internal - Current	-	4,474
Bank charges	3,045	1,550
Bad debts written off	4,605	5,885
Delivery charges	69	230
Depreciation of property, plant and equipment	625,019	614,112
Depreciation of investment property	155,532	155,532
Insurance	27,286	22,092
Loss on disposal of property, plant and equipment	-	7,277
Miscellaneous	20,314	1,643
Newspapers, periodicals and binding services	2,364	1,500
Pantry supplies	8,821	5,411
Photocopier metered charges and paper costs	-	699
Postage and courier charges	4,788	10,505
Printing and stationery	39,498	3,107
Professional fees	41,015	83,576
Property tax	60,000	60,000
Refund of unutilised tech start for law grant	-	90,301
Rental	-	1,561
Research grant disbursement	-	15,675
Repairs and maintenance		
- High Court bar room	2,799	4,120
- Premises at 39 South Bridge Road	42,853	45,115
- Secretariat equipment and website at Maxwell Chamber Suites	70,311	66,357
- State Courts bar room	20,960	36,315
Storage charges	14,945	14,400
Subscription for online accounts	89,214	22,331
Taxation fee	4,400	-
Telephone, facsimile and email broadcast charges	12,813	27,839
	<u>1,304,941</u>	<u>1,355,698</u>

23. General fund (Cont'd)

23.8 Analysis of personnel expense

	Group and Society	
	2024	2023
	S\$	S\$
Central Provident Fund and Skills Development Levy	659,362	740,357
Temporary staff and employment agency fees	29,724	142,738
Salaries (including temporary staff), bonuses and related expenses	4,791,752	4,953,889
Earned leave entitlement	15,328	69,306
Staff allowances	6,366	8,116
Staff welfare	28,367	16,559
Staff medical fees and group hospital insurance	18,821	58,053
Staff training fees	13,386	3,105
	<u>5,563,106</u>	<u>5,992,123</u>

23.9 Analysis of Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/ SBF Foundation

	Group and Society	
	2024	2023
	S\$	S\$
Book prizes	2,100	2,100
Contributions to the Singapore Institute of Legal Education	662,771	410,602
Contributions to SBF Foundation Compassion Fund	-	56,224
	<u>664,871</u>	<u>468,926</u>

23.10 Analysis of Disciplinary Proceeding costs

	Group and Society	
	2024	2023
	S\$	S\$
Expenses *	<u>458,214</u>	<u>445,538</u>

* Relates to direct expenditure only and does not include any imputed cost for secretariat staff time, administrative overheads and volunteer lawyers' time.

24. Restricted funds

Restricted funds are funds subject to specific trusts, which may be declared by the donor(s) or with their authority or created through legal process, but still within wider objectives of the Group.

Restricted funds comprise of:

24.1 Compensation fund

Compensation fund

A fund established to make grants for the purpose of relieving or mitigating loss for any person that has sustained loss in consequence of dishonesty on the part of any solicitor or any clerk or servant of a solicitor in connection with that solicitor's practice in Singapore.

	Group and Society	
	2024	2023
	S\$	S\$
Income		
Contributions received	686,750	680,850
Interest income on fixed deposits	-	43,103
Investment income	122,458	137,607
	<u>809,208</u>	<u>861,560</u>
Less: Expenditure	-	-
Surplus for the financial year	809,208	861,560
Balance at beginning of financial year	16,114,620	15,253,060
Transfer upon disposal of financial assets, at FVOCI	441,000	-
Balance at end of financial year	<u>17,364,828</u>	<u>16,114,620</u>

Compensation Fund - Library

A fund established for the purposes of purchasing or maintaining a library for the use of the members.

	Group and Society	
	2024	2023
	S\$	S\$
Income		
Interest income on fixed deposits	-	24,369
Less: Expenditure		
Others	-	1,800
Surplus for the year	-	22,569
Balance at beginning of financial year	1,575,202	1,552,633
Balance at end of financial year	<u>1,575,202</u>	<u>1,575,202</u>
Total Compensation Fund at end of financial year	<u>18,940,030</u>	<u>17,689,822</u>

24. Restricted funds (Cont'd)

24.2 Pro Bono SG

Pro Bono SG ("Pro Bono SG") is incorporated in Singapore on 4 January 2017 to take over the operations of Pro Bono, Learning and Support Services (the "Division"), a division of The Law Society of Singapore with charity status as a going concern. The Division was deregistered as a charity with effect from 23 May 2018. Pro Bono SG' registered office and principal place of activities is located at 1 Havelock Square, #B1-18 State Courts, Singapore 059724.

Pro Bono SG was registered as a charity under the Charities Act 1994 on 31 March 2017 and has been accorded an Institutions of a Public Character ("IPC") status for the period from 31 March 2019 to 31 March 2024. The status has been renewed subsequently for the period from 1 April 2024 to 31 March 2025.

The liabilities of the member is limited by guarantee whereby its member undertakes to contribute to the assets of the Company, in the event of the Company being wound up while it is a member, or within one (1) year after he ceases to be a member, for payment of debts and liabilities of the Company contracted before he ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding S\$10 Singapore Dollars only.

Pro Bono SG' sole member is the Society. As such, the immediate and ultimate parent of the Pro Bono SG is the Society.

The purpose of the Company is to serve the community by facilitating access to justice for the needy and vulnerable so that all may have access to justice in Singapore.

The principal activities of the Company are to coordinate and administer all pro bono initiatives of the Law Society to implement its vision and initiatives to provide pro bono legal services in Singapore, including:

- Outreach programmes such as community legal clinic, migrant worker clinic and LawWorks legal clinic.
- Representation programmes such as Criminal Legal Aid Scheme ("CLAS"), Family Justice Support Scheme ("FJSS") and Ad Hoc Pro Bono Services.
- Community Law Centres ("CLC") programme where legal assistance are provided through our branch offices.
- Other initiatives such as Bar Memorial Scholarship Fund ("BMSF").

24.3 Jus Curio Fund

A fund established to maintain the operation of Jus Curio Shop. Jus Curio Shop offers an eclectic range of stocks from corporate merchandise to various publications.

	Group and Society	
	2024	2023
	S\$	S\$
Income		
Sale of gifts and souvenirs	15,977	16,700

24. Restricted funds (Cont'd)

24.3 Jus Curio Fund (Cont'd)

	Group and Society	
	2024	2023
	S\$	S\$
Less: Cost of sales		
Opening inventories	35,954	41,476
Purchases and related costs	11,815	(990)
Closing inventories (Note 11)	(40,672)	(35,954)
	<u>7,097</u>	<u>4,532</u>
Gross profit from sales	8,880	12,168
Interest income from fixed deposits	-	594
	<u>8,880</u>	<u>12,762</u>
Less: Expenditure		
Miscellaneous expense	-	440
	<u>-</u>	<u>440</u>
Surplus for the financial year	8,880	12,322
Balance at beginning of financial year	386,020	373,698
Balance at end of financial year	<u>394,900</u>	<u>386,020</u>

24.4 Sports Meet Fund

A fund established to promote good relations and social intercourse among members and between members, professional bodies of the legal profession in other countries and other persons, by means of sporting events.

	Group and Society	
	2024	2023
	S\$	S\$
Income		
Receipt from Bench & Bar games	77,995	-
Receipt from other games	11,392	-
Other Golf Competition fees recovered	-	1,709
	<u>89,387</u>	<u>1,709</u>
Less: Expenditure		
Bank charges	404	-
Bench & Bar games	31,424	-
Other games	40,677	10,222
	<u>72,505</u>	<u>10,222</u>
Surplus/(Deficit) for the financial year	16,882	(8,513)
Balance at beginning of financial year	(240,826)	(232,313)
Balance at end of financial year	<u>(223,944)</u>	<u>(240,826)</u>

24. Restricted funds (Cont'd)

24.5 Welfare Fund

A fund established to afford pecuniary and other assistance to members or former members and to the wives, widows, children and other dependants, whether of members, former members or deceased members who are in need of any such assistance.

	Group and Society	
	2024	2023
	S\$	S\$
Balance at beginning and end of financial year	<u>22,263</u>	<u>22,263</u>

24.6 Library Fund

The fund was set up for the establishment of a library and the acquisition or rental of offices to house the library.

	Group and Society	
	2024	2023
	S\$	S\$
Interest income from fixed deposits	-	288
Surplus for the financial year	-	288
Balance at beginning of financial year	<u>52,841</u>	<u>52,553</u>
Balance at end of financial year	<u>52,841</u>	<u>52,841</u>

25. Remuneration paid to key management personnel

The Society

	2024	2023
	S\$	S\$
- Salaries and other short-term employee benefits	1,678,975	503,753
- Post-employment benefits – contributions to CPF	<u>166,743</u>	<u>39,045</u>
	<u>1,845,718</u>	<u>542,798</u>

No remuneration is paid to any member of the Council.

Pro Bono SG

	2024	2023
	S\$	S\$
- Salaries and other short-term employee benefits	1,133,766	778,795
- Post-employment benefits – contributions to CPF	<u>102,891</u>	<u>73,006</u>
	<u>1,236,657</u>	<u>851,801</u>

25. Remuneration paid to key management personnel (Cont'd)

Remuneration bands for 3 highest paid Pro Bono SG staff who are also KMP

The 3 highest paid staff whose remuneration exceeded S\$100,000 in the period were as follows:

	2024	2023
Number of staff in bands:		
S\$100,000 to S\$199,999	1	3
S\$200,000 to S\$299,999	<u>2</u>	<u>1</u>

No directors of Pro Bono SG have received remuneration for their services as board members and no directors are staff of the Pro Bono SG.

During the financial year, the Group employed an average of 113 (2023: 106) staffs.

26. Financial instruments

The financial assets and liabilities of the Group as at the end of financial year are as follows:

	Group	
	2024 S\$	2023 S\$
Financial assets		
At amortised cost		
- Fixed deposits, bank and cash balances	46,176,488	41,323,805
- Contract assets	-	240,741
- Trade and other receivables (excluding prepayments)	<u>5,911,213</u>	<u>5,029,567</u>
	52,087,701	46,594,113
Financial assets, at FVTPL	2,178,972	2,044,120
Financial assets, at FVOCI	<u>3,579,726</u>	<u>4,616,523</u>
	<u>57,846,399</u>	<u>53,254,756</u>
Financial liabilities		
At amortised cost		
- Trade and other payables (excluding advance receipts)	2,060,259	2,192,019
- Lease liabilities	773,087	1,185,969
- Monies held in Trust	<u>8,649,003</u>	<u>6,621,645</u>
	<u>11,482,349</u>	<u>9,999,633</u>

27. Financial risk management

The Group's activities do not expose it to any significant financial risks. Risk management is carried out under policies approved by the Council. The Council approves guidelines for overall risk management, as well as policies covering these specific areas.

27.1 Credit risk

Credit risk refers to the risk that the counterparty will default on its contractual obligations resulting in a loss to the Group.

27. Financial risk management (Cont'd)

27.1 Credit risk (Cont'd)

i) Risk management

The Group has adopted the following policy to mitigate the credit risk.

For cash and cash equivalents, the Group mitigates its credit risks by transacting only with counterparties who are rated "A" and above independent rating agencies.

The Group has adopted a policy of only dealing with creditworthy counterparties and obtaining sufficient collateral where appropriate, as a means of mitigating the risk of financial loss from defaults. The Group performs ongoing credit evaluation of its counterparties' financial condition and generally do not require a collateral.

The maximum exposure to credit risk in the event that the counterparties fail to perform their obligation as at the end of the financial year in relation to each class of recognised financial assets is the carrying amount of those assets as stated in the statement of financial position.

ii) Impairment of financial assets

As at the reporting date, there are no amounts arising from expected credit losses for each class of financial assets.

The Group had applied the simplified approach by using the provision matrix to measure the lifetime expected credit losses for trade receivables.

To measure the expected credit losses, these receivables have been grouped based on shared credit risk characteristic and days past due. In calculating the expected credit loss rates, the Group considers historical loss rates for each category of customers, and adjust for forward-looking macroeconomic data.

Receivables are written off when there is no reasonable expectation of recovery, such as debtor failing to engage in a repayment plan with the Group. The Group categories a receivable for write off when a debtor fails to make contractual payment greater than 3 years past due based on historical collection trend. Where receivables have been written off, the Group continues to engage in enforcement activity to attempt to recover the receivables due. Where recoveries are made, these are recognised in profit and loss.

27. Financial risk management (Cont'd)

27.1 Credit risk (Cont'd)

ii) Impairment of financial assets (Cont'd)

The Group has no significant concentration of credit risk. The Group has credit policies and procedures in place to minimise and mitigate its credit risk exposure.

Description of evaluation of financial assets	Basis for recognition and measurement of ECL
Counterparty has a low risk of default and does not have any past due amounts	12-month ECL
Contractual payments are more than 30 days past due or where there has been a significant increase in credit risk since initial recognition	Lifetime ECL - not credit-impaired
Contractual payments are more than 120 days past due or there is evidence of credit impairment	Lifetime ECL - credit-impaired
There is evidence indicating that the Group has no reasonable expectation of recovery of payments such as when the debtor has been placed under liquidation or has entered into bankruptcy proceedings	Write-off

As at 31 March 2024 and 2023, the carrying amount of Group's trade and other receivables were disclosed in Note 12.

The Group considered that there was evidence if any of the following indicators were present:

- There is significant difficulty of the debtor; or
- Breach of contract, such as default or past due event; or
- It is becoming probable that the debtor will enter bankruptcy or other financial reorganisation.

Receivables from third parties

The Group assessed the latest performance and financial position of the counterparties and concluded that there has been no significant increase in the credit risk since the initial recognition of the financial assets. Accordingly, the Group measured the impairment loss allowance using 12-month ECL and determined that the ECL is insignificant.

Financial assets at amortised cost

Financial assets at amortised cost include contract assets, trade and other receivables and cash and cash equivalents. Credit risk exposure in relation to financial assets at amortised costs as at 31 March 2024 and 31 March 2023 is insignificant, and accordingly no credit loss allowance is recognised as at 31 March 2024 and 31 March 2023.

The Group has no financial assets that are either past due and/or impaired at 31 March 2024 and 31 March 2023.

27. Financial risk management (Cont'd)

27.2 Market price risk

Market risk is the risk that the fair value or future cash flows of the Group's financial instruments will fluctuate because of changes in market prices (other than interest or exchange rates). The Group is exposed to changes in equity price arising from its investment in quoted equity instruments. These equity instruments are quoted on SGX-ST in Singapore and are classified as available-for-sale financial assets.

As at 31 March 2024, the Group's financial assets at fair value through other comprehensive income amounted to S\$3,579,726 (2023: S\$4,616,523). A 10% increase/decrease in the underlying equity prices at the reporting date would increase/decrease equity by approximately S\$357,000 (2023: S\$461,000).

As at 31 March 2024, the Group's financial assets at fair value through profit or loss amounted to S\$2,178,972 (2023: S\$2,044,120). A 10% increase/decrease in the underlying equity prices at the reporting date would increase/decrease surplus by approximately S\$217,000 (2023: S\$204,000).

27.3 Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of the Group's financial instruments will fluctuate because of changes in market interest rates. The Group's exposure to interest rate risk arises primarily from their cash and cash equivalents and borrowings.

The Group does not expect any significant effect on the Group's profit or loss arising from the effects of reasonably possible changes to interest rates on interest bearing financial instruments at the end of the financial year.

Sensitivity analysis for interest rate risk

At the reporting date, the interest rate profile of the Group's interest-bearing financial instruments was as follows:

	Group	
	2024 S\$	2023 S\$
Fixed rate instruments		
<u>Financial assets</u>		
Fixed deposits	<u>30,649,572</u>	<u>19,276,889</u>
<u>Financial liabilities</u>		
Lease liabilities	<u>773,087</u>	<u>1,185,969</u>

The sensitivity analysis is based on changes in the interest rates of variable rate financial instruments.

Sensitivity analysis for interest rate risk is not presented as the Group do not have significant exposure to market risk for changes in interest rate.

At the reporting date, the Group does not have variable rate interest-bearing financial instruments.

27. Financial risk management (Cont'd)

27.4 Liquidity risk

The Council exercises prudent liquidity and cash flow risk management policies and aims at maintaining an adequate level of liquidity and cash flow at all times.

The financial liabilities of the Group as presented in the reporting are due within twelve months from the reporting date and approximate the contractual undiscounted repayments obligations.

The table below summarises the maturity profile of the Group's financial assets and liabilities at the end of the reporting date based on the contractual undiscounted repayment obligations:

Group	Within one year S\$	Later than one year but not later than five years S\$	Total S\$
2024			
Financial assets, at amortised cost			
Fixed deposits, bank and cash balances	46,176,488	-	46,176,488
Contract assets	-	-	-
Trade and other receivables (excluding prepayments)	5,911,213	-	5,911,213
	<u>52,087,701</u>	<u>-</u>	<u>52,087,701</u>
Financial assets, at FVTPL	2,178,972	-	2,178,972
Financial assets, at FVOCI	3,579,726	-	3,579,726
	<u>57,846,399</u>	<u>-</u>	<u>57,846,399</u>
Financial liabilities, at amortised cost			
Trade and other payables (excluding advance receipts)	(1,905,759)	(154,500)	(2,060,259)
Lease liabilities	(732,193)	(71,497)	(803,690)
Monies held in Trust	(8,649,003)	-	(8,649,003)
	<u>(11,286,955)</u>	<u>(225,997)</u>	<u>(11,512,952)</u>
Net financial assets / (liabilities)	<u>46,559,444</u>	<u>225,997</u>	<u>46,333,447</u>
Group			
	Within one year S\$	Later than one year but not later than five years S\$	Total S\$
2023			
Financial assets, at amortised cost			
Fixed deposits, bank and cash balances	41,323,805	-	41,323,805
Contract assets	240,741	-	240,741
Trade and other receivables (excluding prepayments)	5,029,567	-	5,029,567
	<u>46,594,113</u>	<u>-</u>	<u>46,594,113</u>
Financial assets, at FVTPL	2,044,120	-	2,044,120
Financial assets, at FVOCI	4,616,523	-	4,616,523
	<u>53,254,756</u>	<u>-</u>	<u>53,254,756</u>

27. Financial risk management (Cont'd)

27.4 Liquidity risk (Cont'd)

Financial liabilities, at amortised cost

Trade and other payables (excluding advance receipts)	(2,042,019)	(150,000)	(2,192,019)
Lease liabilities	(663,136)	(670,478)	(1,333,614)
Monies held in Trust	(6,621,645)	-	(6,621,645)
	<u>(9,326,800)</u>	<u>(820,478)</u>	<u>(10,147,278)</u>
Net financial assets / (liabilities)	<u>43,927,956</u>	<u>(820,478)</u>	<u>43,107,478</u>

28. Fair values

The Group classifies fair value measurement using a fair value hierarchy that reflects the significance of the inputs used in making the measurement.

The fair value hierarchy has the following levels:

Level 1 - quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2 - inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (i.e. derived from prices).

Level 3 - inputs for the asset or liability that are not based on observable market data.

28.1 Fair value measurements of assets that are measured at fair value

The Group's financial assets at FVTPL and FVOCI are traded in an active market and are based on quoted market prices at the reporting date. These investments are included in the Level 1 hierarchy.

28.2 Fair value financial instruments by classes that are not carried at fair value and whose carrying amounts are reasonable approximation of fair value

The carrying amounts of the other financial assets and financial liabilities recorded in the financial statements approximate their respective fair values due to the relatively short-term maturity of these financial instruments or that they are floating rate instruments that are re-priced to market interest rates on or near the reporting period.

The fair value of the investment property for disclosure purposes is categorised within Level 2 of the fair value hierarchy.

The fair value of the Group's investment property was determined based on internal valuation by the management. The valuation was arrived using managements' experience, knowledge of the market prices and recently transacted sales and purchase prices for similar property.

Based on the comparison method, comparison was made to recent sales transactions of comparable properties within the vicinity and elsewhere. Necessary adjustments have been made for differences in location, tenure, size, shape, design and layout, age and condition of building, dates of transactions and the prevailing market conditions amongst other factors affecting its value. Any significant changes to the adjustments made to market value for differences in location or condition would result in higher or lower fair value measurement.

29. Fund management

The Group's objectives when managing its funds are to safeguard and maintain adequate working capital to continue as a going concern and to develop its principal activities over the longer term.

The objectives, policies or processes of the Group during the financial year ended 31 March 2024 remain the same as those for the financial year ended 31 March 2023.

30. Authorisation of financial statements

The financial statements of the Group for the financial year ended 31 March 2024 were authorised for issue by the Council of the Society on **25 SEP 2024**

AUDIT COMMITTEE REPORT

The role of the Audit Committee (AC) is to function as an independent committee to assist the Council of the Law Society of Singapore (Council) by overseeing areas such as the integrity of financial reporting, the effectiveness of its risk management framework and corporate governance. In this role, the AC will (i) in respect of each financial year, review the annual audited consolidated financial statements of the Law Society of Singapore (LSS), and report its findings and make recommendations to the Council for their consideration; and (ii) from time to time and as tasked by the Council, advise and review the internal controls framework of LSS and its internal and external audit processes. The AC may also be directed by the Council to conduct any special investigations (where required) concerning the financial position of LSS and its subsidiary, Pro Bono SG.

The Council appointed Robson Lee (Chairperson), Michael Hwang SC, Patrick Ang, Joy Tan, Jacqueline Loke and George Ong (Resource Consultant) to form the Audit Committee for 2024.

As part of its responsibility in overseeing the integrity of the financial reporting process, the AC monitors the relationship between LSS and the external auditor, addressing matters associated with their appointment, remuneration, performance and independence, and the progress of the annual audit process. The AC participates in the pre-audit and post-audit meeting between the LSS financial reporting team and the external auditor to apprise itself of any particular audit issues that may need to be addressed.

In the previous financial year, the AC had identified an issue relating to the significant amount of cash maintained with brokers in margin accounts and had recommended that immediate action be taken to transfer these sums to LSS's bank accounts and that care should be taken in future to ensure that uninvested monies are either promptly reinvested or withdrawn and transferred to LSS's bank accounts pending investment. It is noted that the AC's recommendations were accepted, and that the majority of the cash held with brokers have since been withdrawn and placed into new fixed deposits. As a result, in FY24, there was a 97% decrease in cash with brokers, with the remaining balance left to cover maintenance costs like bank charges.

Looking ahead to 2025, the AC is working with the LSS Secretariat to implement an internal audit programme. The

AC believes that this internal audit programme, targeted to commence in early 2025, will improve LSS's non-financial controls and governance arrangements, as well as help to strengthen its internal controls and to maintain a robust system of risk management.

On a final note, the AC acknowledges the financial reporting team's substantial work during FY24. The AC conveys its gratitude and appreciation for their strong commitment and dedication.

