

Recommendations of the Committee for the Professional Training of Lawyers

STRUCTURAL RECOMMENDATIONS
<ol style="list-style-type: none"> 1. Uncouple the admission to the Bar from the completion of a practice training contract. 2. Raise the standard and stringency of Part B examinations. 3. Lengthen the practice training period from six months to one year.
SPECIFIC RECOMMENDATIONS
<p><u>Training-centric recommendations</u></p> <ol style="list-style-type: none"> 1. Confer on practice trainees limited practising rights after six months of training. 2. Require (subject to limited exceptions) the completion of the entire practice training contract with a single law practice. 3. Permit up to three months of the practice training contract to be completed at approved in-house legal departments of pre-qualified corporations. 4. Encourage, but not mandate, the rotation of practice trainees to contrasting practice areas. 5. Encourage, but not mandate, a buddy system for practice trainees. 6. Require quarterly reviews or feedback sessions between supervising solicitors and practice trainees, and deliberate discussions on the issue of retention. 7. Introduce a channel for the surfacing and mediation of disputes in relation to practice training contracts. 8. Mandate Continuing Professional Development (CPD)-style training focused on developing skills specific to practice trainees and junior lawyers during the practice training period and a minimum of two years thereafter. 9. Introduce initiatives focused on training the trainers (i.e., supervising solicitors). 10. Promulgate materials to provide better guidance for law practices and supervising solicitors in relation to training. 11. Designate a “training partner” for each law practice with six or more lawyers. 12. Introduce an audit review mechanism, which will allow independent review solicitors to conduct random audits on law practices to improve quality control of the training provided. 13. Encourage the opening up of in-house training in larger law practices to practice trainees from smaller law practices. 14. Introduce a scheme for mentoring by “elder statesmen” of the profession. 15. Introduce formal avenues for practice trainees to interact and share their experiences with one another.
<p><u>Process-centric recommendations</u></p> <ol style="list-style-type: none"> 16. Introduce a moratorium for practice training contract applications. 17. Enhance the publication of training and retention information by law practices.