



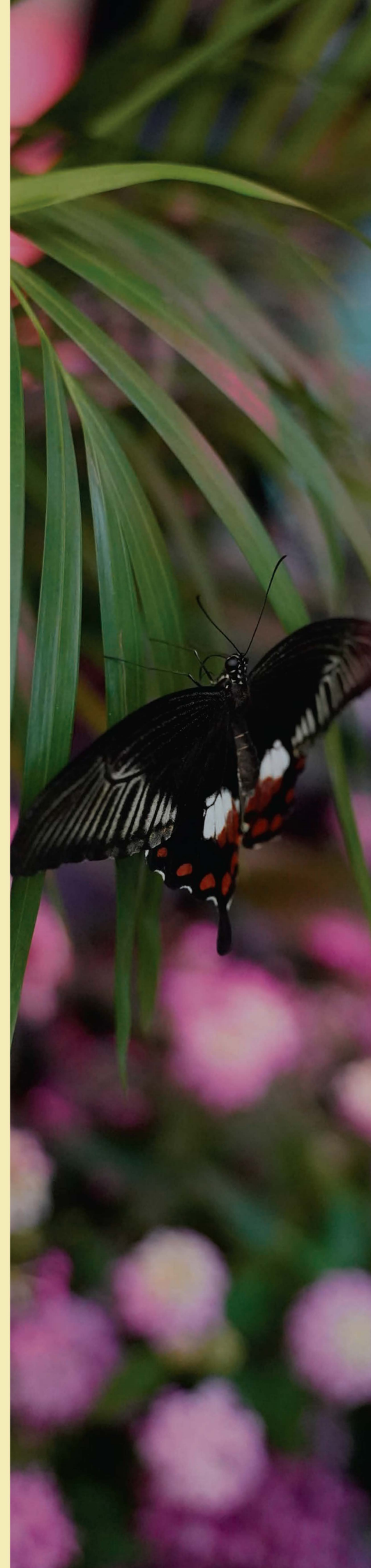
ANNUAL REPORT



LAW SOCIETY
PRO BONO SERVICES

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CORPORATE INFORMATION

Law Society Pro Bono Services (LSPBS) is a Singapore-registered charity with an Institution of a Public Character (IPC) status. We enable access to justice to the needy and vulnerable through legal awareness, advice and representation.

Formerly known as Pro Bono Services Office when we first launched as a department within Singapore's bar association, The Law Society of Singapore (LSS), we were subsequently incorporated as a company limited by guarantee in 2017 with LSS as our sole member.

UEN No.: 201700430E

Date of Charity Registration: 31 March 2017

IPC Period: From 1 April 2022 to 31 March 2025

NCSS Full Member since 1 April 2017

Auditor: Fiducia LLP

Bankers: Oversea-Chinese Banking Corporation Limited and Bank of East Asia

Address: 1 Havelock Square, #B1-18 State Courts, Singapore 059724

Phone: 6536 0650

Email: enquiry@lawsocprobono.org

Website: www.lawsocprobono.org

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.

OUR VISION & MISSION

We serve the community by facilitating access to justice for the needy and vulnerable so that all may have access to justice in Singapore.

OUR YEARS AHEAD

It is the combination of the sacrificial time and talent of the legal profession, giving of a generous public and contributions of our invaluable partners and stakeholders that has brought us thus far. As we reach our 15th year milestone, we will be renamed as **Pro Bono SG** to reflect the commitment of all Singaporeans and Singapore residents to embrace this mission of doing good for our community. In a post-pandemic environment, our philosophy is and will be a people-centred approach to access to justice.

In line with this, we will be launching our first Community Law Centre in the North East to bring assistance closer to those with mobility and technology challenges and to connect with family service centres, social service offices and social service agencies to holistically help persons facing legal challenges.

To enhance support to the social sector, we will also be piloting a Honorary Legal Advisor Panel Scheme where individual honorary legal advisors will be matched to IPCs, subject to eligibility criteria. The honorary legal advisors are individual lawyers acting in a pro bono capacity who will be the IPC's point of contact for general legal queries.

CHAIRMAN'S MESSAGE



The colours and transformation of the Common Rose butterfly are its distinctives. The lepidoptera's colours (resembling Singapore's flag with stars and moon) won the national competition in June 2015 in the contest organized by the Nature Society of Singapore. The transformation from a crawling caterpillar through pupation to a beautiful butterfly evinces the power of change.

Colours and change. These words pithily describe our charity's work in the last reporting period. Like a moving roll of film:

- incepting an inaugural joint legal clinic and French Support Centre eventuated by the French Embassy, Law Society and LSPBS. This was a world-first platform for complementary teams from the Paris Bar Association and the Singapore Bar to work hand in hand in providing practical legal help to vulnerable victims of violence.
- a national crowning effort when we inked an MOU with our SG Cares office.
- Just Laugh 2021 in the middle of last year generating both funds and fun on the night.
- launching our Migrant Workers' group launch.
- regional thought leadership in Asian pro bono virtual conferences.
- The launch of Pro Bono clinic and MOU signing between the Singapore Sindhi Association and LSPBS at the turn of the year.

All this while doing what we have always been doing and doing it well including our webinars and clinics. Continued pivoting on technology even as a new normal in this post-pandemic era. And of course, strengthening our relationships including with our CDCs, LawWorks, Commissioner of Charities and Charity Council.

The Common Rose butterfly is a strong flyer. So, the sky's the limit for this little one. What a picture for us of the future. Like that tiny Rhopalocera, we are poised and positioned to do considerably more, build capacity for other charities. This poignant message requires unrelenting focus on our distinctives, diversification and digitalization. More will be done to unpack what this looks like at practical, bite sized levels of streaming access to justice on the ground to the least, the last and the lost in law. That the team of Management, staff and volunteers has continued to do well, despite the bumps and humps, is a tribute to the ethos, purpose, and unity of the team.

We will continue to steward our blessings, serve our beneficiaries, and share our boons with them.

A handwritten signature in black ink, appearing to read 'Gregory Vijayendran'.

Gregory Vijayendran, SC
Chairman

CEO'S MESSAGE



The Common Rose butterfly graces the cover of our Annual Report. Crowned Singapore's National butterfly in a contest held by the Nature Society Singapore, its flanks reveal red and white splashes of colour evocative of our national flag. Viewed from above, black and white take precedence and in a proportion reminiscent of court dress.

For LSPBS, the butterfly symbolises the transformation and hope our amazing volunteers bring to the lives of the underprivileged in our society and those who would not otherwise have access to justice. Over the past year, we have also increased our efforts to document the poignant stories of lives positively impacted by our pro bono heroes.

Besides being featured in this annual report, a number of these stories have been posted on our social media channels including YouTube, Facebook and LinkedIn. If you have not already done so, I would strongly encourage you to subscribe to these channels for regular updates.

For us, the butterfly also embodies new beginnings as we emerge from the cocoon of safe distancing measures under the shadow of Covid and spread our wings towards helping even more marginalised persons with access to justice.

Our past year has not been spent in hibernation. In last year's annual report, I highlighted our digital metamorphosis which allowed us to transition to the delivery of most of our programmes online even during a complete lockdown.

However, not content with plying our usual access to justice routes, we have ventured to new areas of access to justice needs.

Testament to my wonderful team of colleagues and our intrepid volunteers, we were able to launch new initiatives to help vulnerable communities.

These include, in what may be a world first, the launch in December 2021 of dual jurisdiction pro bono legal clinic for women victims of violence within the French expatriate community in Singapore working with the Barreau de Paris Solidarité, the pro bono arm of the Paris Bar.

CEO'S MESSAGE

Arising from a collaboration between the Law Society of Singapore, the Paris Bar and the French Embassy in Singapore, volunteer lawyers from the Paris and Singapore Bar work side by side in rendering guidance in French and Singapore law to these vulnerable women.

Once again, may I take this opportunity to express my heartfelt thanks to our Board, my colleagues, our supporters, our partners and our volunteers for maintaining this eco-system of doing good for the most vulnerable in our nation through our pro bono services.

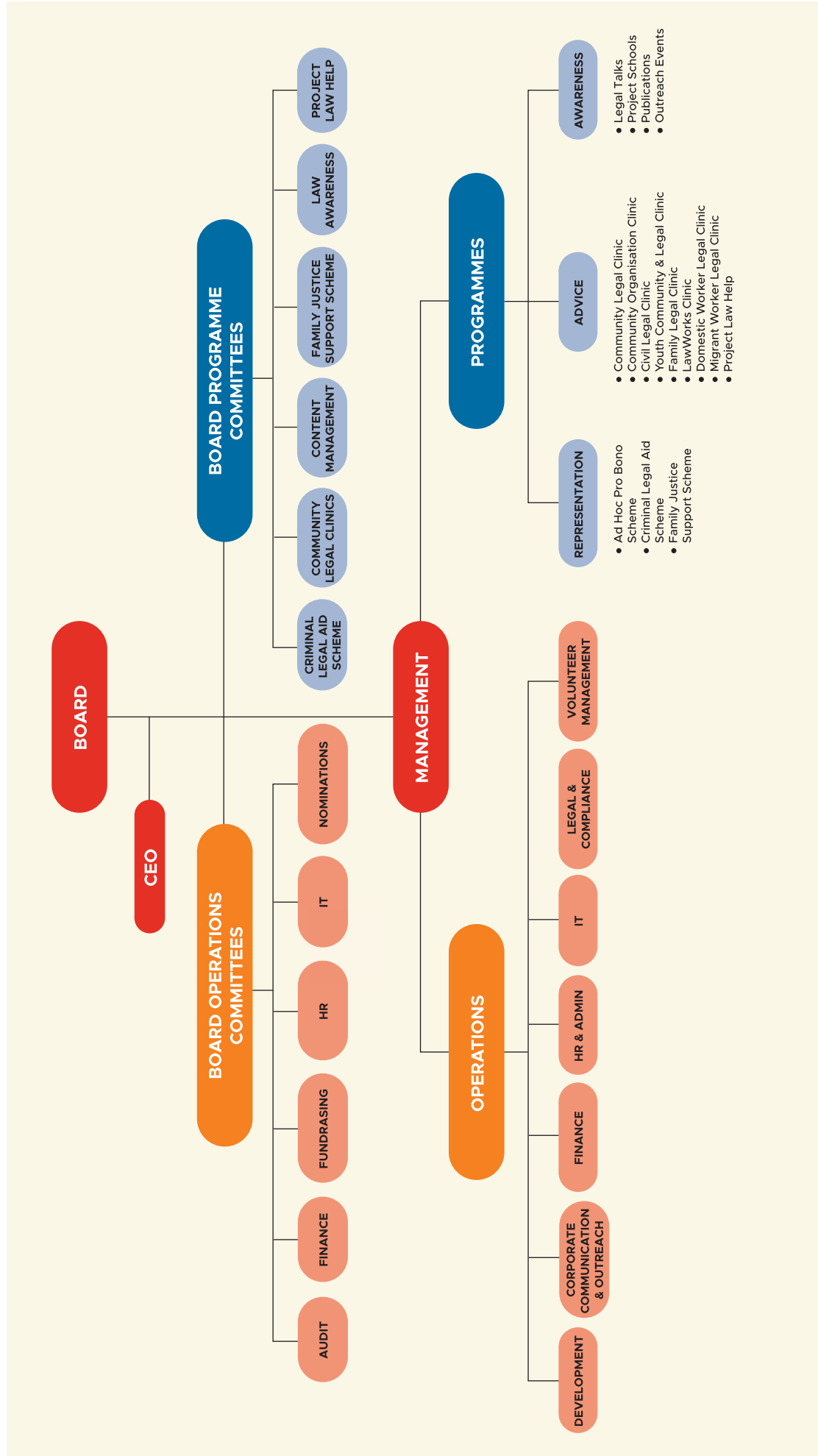


Lim Tanguy
CEO



BOARD & MANAGEMENT

ORGANISATION CHART



BOARD OF DIRECTORS



GREGORY VIJAYENDRAN, SC
CHAIRMAN

Appointed w.e.f. 4 January 2017

Gregory is a partner in the Commercial Litigation Practice Group in Rajah & Tann Singapore LLP. He serves as Immediate Past President of The Law Society of Singapore.

Gregory was the inaugural Pro Bono Ambassador of The Law Society in 2009. He has been actively involved over the years in community-based legal clinics, as facilitator and volunteer as well as representing indigent clients.

In community service, Gregory has had a longstanding and unique relationship with various charities and VWOs in aid of, among others, children and the elderly. He previously served as founding member and Vice President of the Children's Cancer Foundation (then known as Working in Aid of Leukaemic Kids), Chairman of Camp Rainbow and President of Club Rainbow (Singapore) (serving families of children with chronic and life-threatening illnesses). He has also served on the Board of Agency for Integrated Care Ltd (focusing on social care and health care for the disabled and elderly), the Singapore Cord Blood Bank, chairs Rainbow Across Borders (catalysing awareness of chronic and life-threatening illnesses in Asia), and presently serves as a Trustee of the National Youth Fund and the Rare Disease Fund as well as President of the Tribunal of Maintenance of Parents. In 2020, Gregory was also appointed as Board Member of the National Council of Social Services and presently as Honorary General Secretary.



KELVIN WONG
DEPUTY CHAIRMAN

Appointed w.e.f. 4 January 2017

Kelvin is Co-Head of the Corporate & Commercial Department of Allen & Gledhill LLP, and co-heads the Energy, Infrastructure and Projects Practice.

He also serves as an independent director on the boards of Singapore Anti-Narcotics Association, and a member of the Advisory Board of Victoria Junior College, Victoria School, and the College of Integrative Studies of Singapore Management University.

BOARD OF DIRECTORS



PAUL SEAH
TREASURER

Appointed w.e.f. 1 February 2019

Appointment as Treasurer commenced w.e.f. 24 February 2021

Paul is a Senior Partner of Tan Kok Quan Partnership. Widely recognised as a leading practitioner by leading independent legal publications, Paul has acted as lead counsel in some of Singapore's most important and high-profile litigation cases in recent years. Paul also has a speciality in insolvency and restructuring work, having advised on numerous well-publicised insolvencies. In addition, Paul is a regular writer and speaker on dispute resolution, restructuring and insolvency topics.

Outside of legal practice, Paul is the chairperson of the Living Waters Methodist Church and a board member of Metropolitan YMCA Singapore. Paul also volunteers at Law Society Pro Bono Services' Community Legal Clinics where he dispenses free legal advice to the under-resourced on a regular basis.



DINESH SINGH DHILLON

Appointed w.e.f. 4 January 2017

Dinesh is a Partner at Allen & Gledhill LLP. He is the Co-Head of the firm's International Arbitration practice and practises international arbitration and litigation. He is the immediate past President of The Singapore Institute of Arbitrators and Treasurer of the Asia Pacific Forum of the International Bar Association.

He was also previously Honorary Treasurer of The Law Society of Singapore. Dinesh has been a volunteer of Law Society Pro Bono Services' Criminal Legal Aid Scheme, a non-profit initiative to provide legal assistance to needy defendants in criminal cases, and Ad Hoc Pro Bono Scheme since 2015.



ARFAT SELVAM

Appointed w.e.f. 4 January 2017

Arfat is a Managing Director of Duane Morris & Selvam LLP and Selvam LLC. She practices in the area of corporate law. Arfat was the President of The Law Society of Singapore in 2003. Before that she had served as Council and Exco Member of The Law Society of Singapore and as Chairman of its Inquiry Panel and Corporate Practice Committee. She was Chairman of the Law Society Pro Bono Management Committee for 10 years up to 2017.

In 2015, she was awarded the CC Tan Award for upholding the values of honesty, fair play and personal integrity by The Law Society of Singapore and was made Law Society Pro Bono Ambassador in 2017.

BOARD OF DIRECTORS



N SREENIVASAN, SC

Appointed w.e.f. 4 January 2017

N Sreenivasan is the Managing Director and Managing Partner, Singapore at K&L Gates Straits Law LLC. He was previously a Council member, Exco member and Treasurer of The Law Society of Singapore. He has been actively involved in the pro bono activities of The Law Society of Singapore for over 25 years and has served as the Chairman of the Law Awareness Committee of The Law Society of Singapore and led various projects.

He was also a member of the Steering Committee of the Enhanced CLAS. He was Law Society Pro Bono Ambassador in 2010. He currently serves as a member of the board of the Singapore Business Federation Foundation and is chairman of its programmes committee. He was awarded the Public Service Medal in 2014.



TAN CHEOW HUNG

Appointed w.e.f. 4 January 2017

Cheow Hung is a Director at Beacon Law Corporation. He has more than 2 decades of experience in private legal practice. The greater part of his experience has been in Dispute Resolution; of which pro bono representation for the underprivileged among both the local and migrant communities formed a considerable part of his work.

He was Law Society Pro Bono Ambassador in 2016. In addition to being on the Board of Law Society Pro Bono Services, Cheow Hung is also currently a director of the Lions Home For The Elders.



ADRIAN TAN

Appointed w.e.f. 4 January 2019

Adrian Tan is a litigator specialising in technology, intellectual property, collective sales and shareholder disputes. He is the President of The Law Society of Singapore. He is also a director of Maxwell Chambers and the Arts House Limited. He is the Honorary Legal Counsel for the Singapore Association of the Visually Handicapped.

Adrian was the former general counsel of CrimsonLogic Pte Ltd.

He holds degrees in Law and in Computer Science and Psychology.

BOARD OF DIRECTORS



THIO SHEN YI, SC

Appointed w.e.f. 4 January 2017

A founding member of TSMP Law Corporation and a leading figure in Singapore's legal community, Shen Yi served as the 25th President of The Law Society of Singapore from 2015 to 2016. He was appointed Senior Counsel in 2008 and elected a Master Benchers of The Middle Temple in 2016. He specialises in corporate, commercial and financial litigation disputes.

Shen Yi is often cited as a leading individual in Dispute Resolution in many top international legal publications for his work in dispute resolution, primarily as counsel, occasionally as arbitrator.



DEREK KANG

Appointed w.e.f. 4 January 2017

Derek is the Managing Director of Cairnhill Law LLC. He is a dispute resolution lawyer with a focus on commercial and civil litigation, as well as criminal matters and has conducted and won trials and appeals at all levels of the Singapore judicial system.

Derek represents and advises companies and individuals in a broad range of cases, including shareholders and directors' disputes, contractual and employment disputes and cases involving fraud.

He is currently the Chairman of the Criminal Legal Aid Scheme Committee and has also served on the Criminal Practice Committee of The Law Society of Singapore since 2006.



SUNIL SUDHEESAN

Appointed w.e.f. 1 February 2020

Sunil is the Head of Quahe Woo & Palmer LLC's Criminal Department. Sunil's passion is criminal law. He is currently the President of the Association of Criminal Lawyers of Singapore. Sunil is actively involved in pro bono work and attends regularly at various legal clinics. He is also a volunteer lawyer with the Criminal Legal Aid Scheme.

For his efforts, Sunil was awarded one of the two Subordinate Courts' Volunteer of the Year (Advocate and Solicitor category) awards in 2010.

Currently, Sunil is one of a small group criminal lawyers assisting in the Enhanced Guidance for Plea Scheme in the State Courts. Sunil sits on the CLAS Steering Committee and is Council member of The Law Society of Singapore. Sunil is a member of the Law Society's Women in Practice Committee and the Criminal Practice Committee.

He was Law Society Pro Bono Ambassador in 2019.

EXECUTIVE MANAGEMENT



LIM TANGUY
CHIEF EXECUTIVE OFFICER
Appointed w.e.f. 1 April 2017

Tanguy was a practising lawyer for 12 years before joining The Law Society of Singapore in 2007 to set up and run its Pro Bono Services Office. He served as The Law Society of Singapore's Director of Pro Bono Services until his appointment to Law Society Pro Bono Services in 2017 as its Chief Executive Officer.

He is a passionate advocate for encouraging pro bono service by the legal profession and is a frequent speaker at regional pro bono conferences. A Tote Board scholar, Tanguy has had more than a decade of non-profit leadership experience in working with public-private-people partnerships to enhance access to justice in Singapore.



CLAUDINE TAN
**ASSISTANT DIRECTOR, COMMUNITY OUTREACH, LEGAL CLINICS AND
PROJECT LAW HELP**
Appointed w.e.f. 1 April 2017

Claudine joined The Law Society of Singapore in August 2015 to head Outreach and Communications in the Pro Bono Services Office. Prior to that, Claudine had spent over 17 years in the education and hospitality industries. Since coming on board, she has been overseeing initiatives and programmes that (a) serve the community through the Community Legal Clinics, Law Awareness outreach programmes and Project Law Help initiatives that support community organisations (b) support volunteers (c) assist or collaborate on pro bono initiatives with other agencies.



GOH PENG LEONG
ASSISTANT DIRECTOR, FINANCE
Appointed w.e.f. 1 April 2017

Peng Leong is responsible for all Finance functions. Prior to joining Law Society Pro Bono Services, he had more than 20 years of experience in finance across manufacturing, retail and hospitality industries. He had also several years of experience in managing supply chain, human resources, information technology as well as leading various projects in Business Processes Reengineering and Risk Management.

Peng Leong holds a Bachelor of Accountancy from Nanyang Technological University and is a Chartered Accountant, member of Institute of Singapore Chartered Accountants as well as Chartered Global Management Accountant from Chartered Institute of Management Accountants, United Kingdom.

EXECUTIVE MANAGEMENT



CAI CHENGYING
SENIOR ASSISTANT DIRECTOR, CEO'S OFFICE

Appointed w.e.f. 24 February 2020

Chengying handles Law Society Pro Bono Services' legal, compliance, communications and development matters. She is Law Society Pro Bono Services' Data Protection Officer and oversees board administration and risk management for the organisation.

Prior to joining Law Society Pro Bono Services, Chengying practised in the litigation departments of 2 leading Singapore law firms. She volunteered with Law Society Pro Bono Services' various legal aid programmes since getting called to the Bar and was seconded to the Criminal Legal Aid Scheme to do full time criminal defence work as a pioneer CLAS Fellow in 2015.



LAWRENCE LEE
DIRECTOR, HUMAN RESOURCES AND ADMINISTRATION

Appointed w.e.f. 12 May 2021

Lawrence is a Human Resources and Learning & Development professional with almost three decades of experience at both the strategic and global level. He has lived and worked in Singapore, Hong Kong, Shanghai, and Zurich. He holds an MSc in Human Resource Management and Development, awarded by the University of Salford, Manchester, and a Postgraduate Diploma in International HR & Globalisation by the University of Leicester. He also has a Higher Diploma in Hotel Management and a Diploma in Personnel Management.

Before being seconded to Law Society Pro Bono Services in May 2021 as part of the Sun Ray Scheme of the National Council of Social Services (NCSS), Mr Lee served and contributed to the communities in Singapore, Cambodia, and Indonesia. He now heads the Human Resources and Administration function and provides strategic oversight to Volunteer Management in Law Society Pro Bono Services.

EXECUTIVE MANAGEMENT



STEVEN ANG
SENIOR ASSISTANT DIRECTOR, IT
Appointed w.e.f. 19 April 2021

Prior to joining Law Society Pro Bono Services, Steven was the head of IT in a Singapore public listed company. An IT leader with a powerful blend of technology vision and business acumen he has helped many firms innovate and digitalized their businesses.

Well versed in leading big data, Data analytics & Machine learning, he is leading the team in transforming Law Society Pro Bono Services to a new digital era.



SADHANA RAI
ASSISTANT DIRECTOR, REPRESENTATION
Appointed w.e.f. 06 December 2021

Sadhana heads the Representation Department. She oversees the management and operations for the Criminal Legal Aid Scheme, Family Justice Support Scheme and the Ad Hoc Pro Bono Scheme. She also continues to hold a practising certificate which allows her to take up criminal cases.

Prior to joining CLAS, Sadhana practised commercial litigation at Drew & Napier LLC. She then joined the pioneer batch of CLAS Fellows in mid 2015 and was extended as a Fellow in 2016. This was unprecedented. She was subsequently appointed as one of the first CLAS Advocates in 2017 and mentored incoming CLAS Fellows.

BOARD COMMITTEES

AUDIT COMMITTEE

Chairperson

Arfat Selvam

Members

N Sreenivasan, SC

Paul Seah

FINANCE COMMITTEE

Chairperson

Paul Seah

Members

Cyril Chua

Tan Cheow Hung

Dinesh Singh Dhillon

Usha Chandradas

FUNDRAISING COMMITTEE

Chairperson

Thio Shen Yi, SC

Member

Adrian Tan

Dinesh Singh Dhillon

Joy Tan

Lok Vi Ming, SC

Stephen Revell

HR COMMITTEE

Gregory Vijayendran, SC

Kelvin Wong

IT COMMITTEE

Kelvin Wong

Paul Seah

NOMINATIONS COMMITTEE

Gregory Vijayendran, SC

Arfat Selvam

PROGRAMME COMMITTEES

CRIMINAL LEGAL AID SCHEME COMMITTEE

Providing pro bono criminal representation – for needy accused persons facing non-capital charges, regardless of nationality.

- Derek Kang Yu Hsien

Chairperson and Board Representative

Derek Kang Yu Hsien

Vice-Chairpersons

Chenthil Kumar Kumarasingam*

Cheong Jun Ming Mervyn

Members

Balachandran Suren Jaesh*

Chia Ru Yun Megan Joan

Chong Yi Mei (Zhang Yimei)**

Chooi Jing Yen

Darrell Low Kim Boon

Harjeet Kaur Dhaliwal*

Joan Peiyun Lim-Casanova**

Josephine Iezu Costan

Kawal Pal Singh s/o Amarjit Singh*

Lai Yan Ting

Lau Wen Jin

Lulla Ammar Khan

Malcolm Tan Ban Hoe**

Mohamed Fazal Bin Abdul Hamid**

Muslim Albakri**

Nanthini d/o Vijayakumar*

Ng Huiling Cheryl**

Paul Cheong Yuen

Sim Bing Wen

Siraj Shaik Aziz

Suresh Damodara

Tan May Lian Felicia*

Victor David Lau Dek Kai

COMMUNITY LEGAL CLINICS COMMITTEE

Legal clinics are key to our access to justice mission, acting as first responders to legal crises faced by vulnerable groups in the community through free preliminary legal guidance and referrals to other avenues of help.

- Hany Soh Hui Bin

Board Representative

Tan Cheow Hung**

Co-Chairpersons

Chua Yeow Hooi (Cyril)*

Hany Soh Hui Bin

Vice-Chairpersons

Choy Wing Kin Montague

Yee May Kuen Peggy Sarah

Members

Amira Nabila Budiyo

Chen Chi**

Cheong Bing Cheng, Ben Chester

Cheong Wei Yang Daryl**

Chua Yeow Hooi (Cyril)**

Hoo Ann Qi, Persis*

Joan Peiyun Lim-Casanova**

Katie Lee Shih Ying**

Kiranjit Kaur Dharsan*

Kok Yee Keong (Guo Yiqiang)

Kyle Yew Chang Mao**

Lai Yan Ting

Lam Kuet Keng (Steven John)

Lee Tai-Hwa

Loh Guo Wei, Melvin

Loh Weijie, Leonard**

Mohamed Fazal Bin Abdul Hamid*

Mohammad Rizuan Bin Mohammad Yasin**

Ong Boon Hwee William*

Sean Francois La'Brooy

Tan Wei Ming (Wayne)

Tran Le Luu Phuong

*1 April – 31 December 2021

**1 January – 31 March 2022

PROGRAMME COMMITTEES

LAW AWARENESS COMMITTEE

Our aim is to ensure that no one would be disadvantaged by lack of legal knowledge.

- Elaine Jia Ni Ho

Chairperson

Josephus Tan Joon Liang*

Elaine Jia Ni Ho**

Vice-Chairpersons

Elaine Jia Ni Ho*

Kamalarajan Malaiyandi Chettiar**

Siaw Kin Yeow**

Members

Ahmad Firdaus Bin Daud**

Aw Wei Jie Daryn Emmanuel**

Chen Chi *

Denyse Yeo Su-En *

Fong Wei Li

Judy Ang Pei Xia**

Kala Anandarajah**

Kamalarajan Malaiyandi Chettiar*

Kellyn Lee Miao Qian

Koh Kia Jeng

Lee Wei Han Shaun

Li Zhengliang Gabriel

Lim Pei Ling June*

Lim Tong Jing

Lyn Boxall

Nicole Thong Xiao Ying**

Paul Cheong Yuen

Sarita Misir

Siaw Kin Yeow*

Soh Su Ming, Berlin

Suresh Damodara*

Ting Chi Yen**

Toh Wei Yi

Wang Liansheng*

PROJECT LAW HELP COMMITTEE

It is a privilege for the Project Law Help Committee as well those working with us to be part of the contributions of LSPBS to community organisations in Singapore.

- Tan Ming Kirk Richard

Chairperson

Tan Ming Kirk Richard

Vice-Chairperson

Usha Chandradas

Members

Anita Binte Ahamad

Chiam Zhi Wen, Nick

Chrystle Kuek Ying Ching

Juliana Yap Chin Choo

Lau Yan Wai**

Lee Chia Ming**

Lim Sui Yin Jeffrey

Lo Yan Ning Jennifer

Lyn Boxall

Marini Martin Vincent

Mohamad Khairil Bin Suhairee**

Muhammad Taufiq bin Suraidi*

Nico Lee Yin Hao**

Nicole Carmen Tan Yi (Chen Yi)

Sarita Misir

Seet An Xiang, Justin*

Seow Jia Xian**

Tham Keng Yue Gerald

Toh Jun Yong (Alex)*

Whalen-Bridge Helena Mildred

*1 April – 31 December 2021

**1 January – 31 March 2022

PROGRAMME COMMITTEES

FAMILY JUSTICE SUPPORT SCHEME

I am grateful to the FJSS Committee members, our Panel volunteers and Secretariat staff for their continued support for the Family Justice Support Scheme. I look forward to seeing how the Scheme grows in the years to come.

- **June Lim**

Chairperson

June Lim

Vice Chairperson

Rebecca Vathanasin

Board Representatives

Tan Cheow Hung*

Tan Gim Hai Adrian*

Members

Anuradha Sharma

Dharma Jayaram

Jeanny Ng

Kanyakumari D/O Veerasamy

Lai Ying Ling Jenny

Lim Lei Theng

Amolat Singh

Wong Soo Chih

Seet Pek Hian Harold*

Yeow Tin Tin Margaret*

CONTENT MANAGEMENT COMMITTEE

We hope to be able to align best practices across all kinds of LSPBS content (whether in the form of digital publications or otherwise) and assist existing committees in creating a consistent and reliable 'one stop shop' for pro bono content.

- **Usha Chandradas**

Chairperson

Usha Chandradas

Vice-Chairperson

Hannah Lim

Members

Asiyah Binte Ahmad Arif*

Lyn Boxall

Chiam Zhi Wen, Nick

Helena Mildred Whalen-Bridge

**1 April – 31 December 2021*

***1 January – 31 March 2022*

GOVERNANCE

We comply fully with the Code of Governance for Charities and Institutions of a Public Character. 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 instill public confidence in what we do. Please refer to the Charity Portal for our Governance Evaluation Checklist.



GOVERNANCE

A. BOARD GOVERNANCE

LSPBS is governed by a Board of Directors (“the Board”). No Board member is paid any remuneration or fees for his services and no Board member is a staff of LSPBS.

GOVERNING INSTRUMENTS

The Constitution governs, amongst other matters, the following issues:

1. LSPBS’ 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, LSPBS 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 and internal controls and matters reserved for the Board’s direction.

Board roles and composition

It is the responsibility of the Board to ensure that LSPBS complies with the Constitution and all relevant laws and regulations, as well as to make sure LSPBS is governed and managed responsibly and prudently to achieve organisational effectiveness, credibility and sustainability.

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 (Cap. 161) in force. The Board endeavours to ensure there is an appropriate mix of core competencies and collective expertise to discharge its responsibilities.

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 LSPBS, the Board has a term limit of ten 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.

GOVERNANCE

The Nominations Committee takes the lead in the renomination and reappointment process and are guided by various considerations, including 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 Committees

The Terms of Reference of our six (6) Board Committees are set out below.

i. Audit

The Audit Committee facilitates the external and internal audit of LSPBS for the Board to obtain independent information about LSPBS activities. The Audit Committee's responsibilities include:

- To oversee the financial reporting and disclosure process, and monitor the choice of accounting policies and principles;
- To review the audit plans and reports of the external auditors and internal auditors, and considers the effectiveness of the actions taken by management on the auditors' recommendations;
- To conduct periodic internal checks on key processes to ensure compliance with the established procedures, and report to the Board on the findings and recommendations for improvements;
- To analyse and address the risks that are associated with the key processes;
- To oversee regulatory compliance and whistleblower guidelines;
- To report to the Board of any financial irregularities, concerns and opportunities; and
- To liaise with auditors on any significant matters arising.

ii. Finance

The Finance Committee provides financial oversight for LSPBS. The responsibilities of the Finance Committee include:

- To prepare LSPBS's budget for Board's approval;
- To develop coherent financial policies for LSPBS including investment policies and guidelines for the Board's approval;
- To review the various functions and activities of LSPBS which impact the finances of LSPBS;
- To ensure that the appropriate internal controls and risk management strategies (both operational and financial risks) are in place;
- To ensure accountability to the Board, LSPBS and its stakeholders; and
- To present financial reports to the Board on a quarterly basis.

iii. Fundraising

The Fundraising Committee is responsible for overseeing LSPBS's overall fundraising and, in particular, the fundraising done by the Board. The Fundraising Committee's responsibilities include:

- To work with staff to establish a fund-raising plan that incorporates a series of appropriate vehicles, such as special events, direct mail, fundraising campaigns, etc;
- To work with fundraising staff in their efforts to raise money;
- To identify and solicit funds from external sources of support;
- To take the lead in certain types of outreach efforts, such as chairing a dinner/dance committee or hosting fund-raising parties, etc;

GOVERNANCE

- To be responsible for involvement of all Board members in fundraising; and
- To monitor fundraising efforts to ensure that the fundraising activities are transparent and ethical, that donors are acknowledged appropriately, and that fundraising efforts are cost-effective.

iv. Human Resource

The HR Committee provides oversight of the development and sound implementation of personnel policies and practices. The responsibilities of the HR Committee include:

- Reviewing job descriptions;
- Establishing a system for setting the remuneration of staff;
- Establishing a volunteer management system;
- Establishing a fair and transparent performance review and appraisal system for staff;
- Reviewing staff salary and benefits package; and
- Guiding the development, review and authorisation of HR policies and procedures.

v. Nominations

The Nominations Committee is responsible for the general affairs of the Board. The Nominations Committee's responsibilities include the following:

- Reviews the structure, size and composition of the Board and Board Committees annually to ensure that the Board has an appropriate balance of independent Board Members and to ensure an appropriate balance of expertise, skills, attributes and ability among the Board Members;
- Identifies potential Board Member candidates and explores their interest and availability for Board service;
- Nominates individual to be appointed as Board Members;
- Takes the lead in succession planning for the Board Chairman, directors and CEO;
- Nominates Board Members for election as Board officers;
- Designs and oversees a process of Board orientation;
- Develops a transparent process for evaluating the performance of the Board, its Board Committees and directors;
- Reviews training and professional development programmes for the Board; and
- Identifies and nominates individuals to be appointed as Programme Committee Chairpersons.

vi. IT

The IT Committee reports to the Board on policies, acquisitions and matters related to LSPBS' IT assets, including:

- Advising the Board on IT matters;
- Overseeing the procurement of IT systems and equipment; and
- Establishing appropriate policies on IT systems and use of software.

GOVERNANCE

The IT Committee shall review and monitor:

- The on-going appropriateness and relevance of LSPBS' policy for the allocation of resources required to deliver both the short-term and long-term IT strategies;
- On-going appropriateness and relevance of LSPBS' information management and data governance framework and systems including those relating to compliance with the PDPA Regulations; and
- Any major IT projects requiring tender or which the Committee consider are important to LSPBS.

The IT Committee shall approve:

- Key performance indicators of IT services within the company; and
- IT policies, standards and procedures and any major changes in LSPBS' IT strategies, priorities and/or structures.

The Committee shall seek to ensure, in conjunction with the Audit Committee, and with all other committees and the Board, as applicable, that information and technology risks are identified, assessed and managed in line with relevant frameworks and recommend actions.

Board Meetings

The Board meets at least once every four (4) months with a quorum of four (4) Board members. 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.

The following table sets out the individual Board member's attendance at the meetings for FY2021/2022.

Board Member	Designation	Board Attendance
Gregory Vijayendran, SC	Chairman	6 of 6
Kelvin Wong	Deputy Chairman	6 of 6
Dinesh Singh Dhillon	Treasurer (until 24/02/2021)	6 of 6
Paul Seah	Treasurer (w.e.f. 24/02/2021)	6 of 6
Arfat Selvam	Board Member	6 of 6
Derek Kang	Board Member	5 of 6
N Sreenivasan, SC	Board Member	5 of 6
Sunil Sudheesan	Board Member	6 of 6
Tan Cheow Hung	Board Member	5 of 6
Adrian Tan	Board Member	4 of 6
Thio Shen Yi, SC	Board Member	3 of 6

GOVERNANCE

B. CONFLICT OF INTEREST

LSPBS 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 LSPBS 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.

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 LSPBS 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

LSPBS' Committee Administration Guidelines set out the procedures for the appointment of LSPBS programme committees, their work processes, and the respective responsibilities of committee members, committee chairpersons and committee secretariat representatives.

LSPBS 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.

The terms of reference of our six (6) Programme Committees are set out below.

i. ***Criminal Legal Aid Scheme (CLAS)***

The Terms of Reference of the CLAS Committee are:

- To co-ordinate and advise the Board on the administration of the Criminal Legal Aid Scheme (the Scheme);
- To hold dialogue sessions, seminars, talks and visits relevant for volunteer lawyers and / or pupils of the Scheme on criminal law, practice and procedure;
- To publish relevant information to the public on the Scheme and on criminal law and procedure;
- To organise fund raising activities for the Scheme on behalf of LSPBS; and
- To keep the Board apprised of all such activities.

ii. ***Community Legal Clinics (CLC)***

The Terms of Reference of the CLC Committee are:

- To ensure that the proposed expansion plans are implemented effectively, efficiently and according to the timeline;
- To provide guidance to the Secretariat and oversee the implementation process;

GOVERNANCE

- To co-ordinate and advise the Board on the administration of the Community Legal Clinics network;
- To hold dialogue sessions, seminars, talks and visits relevant for volunteer lawyers and / or pupils on Community Legal Clinics processes, practice and procedure;
- To publish relevant information to the public on the Community Legal Clinics network and the services provided;
- To organise fund raising activities for the Community Legal Clinics network on behalf of LSPBS; and
- To keep the Board apprised of all such activities.

iii. Content Management Committee

The Terms of Reference of the Content Management Committee are:

- To support LSPBS' Secretariat and Programme Committees through overseeing the editorial content, design, publication and dissemination of LSPBS' external publications;
- To periodically review LSPBS' external publications to ensure that they remain relevant, serve the community, and are updated in a timely manner;
- To review publication standards and policies, with a view to ensuring LSPBS' external publications are of a high quality, in line with publishing best practices and ethics and compliant with the applicable laws and regulations;
- To maintain a central repository of legal knowledge and related materials and collaterals;
- To mobilise and develop a pool of competent editors and contributors to carry out the functions described above;
- To report to the LSPBS Board on the contribution of publishing activities towards LSPBS' objectives.

iv. Law Awareness

The Terms of Reference of the Law Awareness Committee are:

- To assist the Board in its purpose to facilitate the acquisition of legal knowledge by members of the public;
- To recommend and implement law awareness projects and programmes for the public's benefit;
- To undertake fund raising projects on behalf of LSPBS for law awareness programmes; and
- To apprise the Board of all such activities.

v. Project Law Help (PLH)

The Terms of Reference of the PLH Committee are:

- To make provision for a scheme by which legal practices and advocates and solicitors can provide pro bono non-litigation commercial legal advice to charities, non-profit organisations, social enterprises and voluntary welfare organisations; and
- To facilitate, promote, support and encourage a sustainable commitment to pro bono work within the legal profession in Singapore.

GOVERNANCE

vi. Family Justice Support Scheme (FJSS)

- To co-ordinate and advise on policy matters, protocols and processes concerning the FJSS;
- To liaise with stakeholders in the family justice system in relation to the administration of FJSS;
- Assist in mobilisation of volunteers and organising resources to support FJSS; and
- Assist in promoting awareness of FJSS.

E. HUMAN RESOURCE AND VOLUNTEER MANAGEMENT

LSPBS 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 LSPBS when performing their duties.

LSPBS also has a series of human resource policies and SOPs that cover areas such as remuneration, promotions, benefits, training and development, reimbursement of expenses, performance appraisal, disciplinary action and cessation of employment.

LSPBS is a learning organisation committed to helping employees grow in their careers. In addition to making learning opportunities available, LSPBS has a fair and objective performance management process linked to measurable and clearly defined targets with regular performance appraisals, supervision and feedback systems.

LSPBS 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	2
SGD200,000 – SGD299,999	1

LSPBS does not have paid staff who are close members of the family of the Executive Head or Board members.

LSPBS has in place a Whistleblowing Policy that aims to deter wrongdoing and provide proper avenues for employees, volunteers, donors, beneficiaries and other stakeholders to raise concerns about suspected improprieties in good faith to the Audit Committee.

LSPBS 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.

GOVERNANCE

F. FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

Financial management policies in place include policies on fixed and intangible asset management, procurement, the management of gifts, receipting, payment procedures and controls and an approval matrix setting out delegation of approval authority and limits of approval. The annual accounts are audited by an external professional audit firm. LSPBS does not provide loans and donations to external parties.

LSPBS has a fixed asset register to account for all its fixed assets. LSPBS safeguards the value of its assets by getting adequate insurance.

The Board approves an annual budget after considering, amongst other matters, the committee work plans and budgets for the respective Programme Committees' activities for the year. The Board also monitors regularly LSPBS' budget income and expenditure to ensure LSPBS operates efficiently and adhere strictly to financial policies.

Our level and purpose of reserves, reserves ratio, purpose and amount of restricted funds are disclosed in our audited financial statements. Restricted funds are planned to be used for immediate operational needs, operational needs in the short term and/or in accordance with funding agreements. LSPBS does not have endowment funds.

For long-term stability of the operations, it is the objective of LSPBS to achieve reserves that would be able to sustain operations for a 1-year period in the event of a decline in donations.

G. RISK MANAGEMENT

LSPBS 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.

H. FUNDRAISING PRACTICES

Conduct of fundraising

LSPBS fundraises according to best practices and in compliance with the relevant laws and regulations. LSPBS does not engage third party fundraisers.

Accountability to donors

LSPBS has a Gift Policy in place to:

- Guide enquiries on gifts to LSPBS and the administration of gifts;
- Identify circumstances under which the donor should seek independent advice;
- Ensure compliance with other relevant regulatory and compliance issues, including personal data protection and honoring requests for donor anonymity.

LSPBS also has financial SOPs in place to ensure donations are properly accounted for and promptly deposited.

GOVERNANCE

I. PUBLIC IMAGE

To ensure that LSPBS maintains an image consistent with its objectives, LSPBS has in place 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 LSPBS' name and logos.



FINANCIAL HIGHLIGHTS

TREASURER'S REPORT



As we shift towards the endemic phase of Covid-19, FY2021/2022 ended with a deficit of \$202,200 compared to the surplus of \$51,423 in FY2020/2021. We are thankful to our stakeholders for their unwavering support.

Below is the summary of our Income and Expenditure as well as the Balance Sheet:

INCOME AND EXPENDITURE

The General Fund reported a surplus of \$859,490 for FY2021/2022, lower than the surplus of \$1.17mil for FY2020/2021. The Restricted Funds reported a deficit of \$1.06 million for FY2021/2022 compared to a deficit of \$1.11 million in FY2020/2021.

Income

Total income in FY2021/2022 decreased by 5% to \$3.77 million from \$3.95 million of FY2020/2021. One of the factors which resulted in a large decrease in income was the change of recognition of MinLaw CLAS Cases Grant, which resulted in a decrease of \$683,623. In addition, other grants received in FY2020/2021, such as the Bicentennial Community Funding (\$400,000) and Job Support Scheme (\$367,211) had ended. However, these decreases were offset mainly by Tote Board Enhanced Fund Raising (\$700,000), MinLaw Secretariat Grant (\$250,000), President's Challenge (\$200,000) and NCSS Transformation Support Scheme (\$159,087).

Expenditure

Total expenditure in FY2021/2022 increased by 2% to \$3.98 million from \$3.90 million of FY2020/2021, largely due to personnel costs.

1. Committee activities and projects

There was a decrease of expenses of \$99,134 for FY2021/2022 from \$470,343 to \$371,209 mainly due to change in recognition of MinLaw CLAS Cases Grant which affected the matching principle in expenses. However, this decrease was offset by the increase in specialist reports fees and fundraising expenses.

2. Administrative expenses

There was a slight decrease of expenses of \$16,138 for FY2021/2022 from \$512,512 to \$496,376, mainly due to the decrease in depreciation expense.

3. Personnel costs

There was an increase of expenses of \$193,668 for FY2021/2022 from \$2.91 million to \$3.11 million mainly due to secondment of an IT Director and a Human Resource and Administrative Director.

TREASURER'S REPORT

BALANCE SHEET

The key highlights of the balance sheet as at 31 March 2022 are as follows:

- Non-current assets decreased from \$618,672 to \$462,695 mainly due to depreciation and amortisation;
- Current assets decreased from \$4.88 million to \$4.69 million mainly due to net deficit incurred.
- Liabilities decreased from \$1.49 million to \$1.34 million mainly due to the decrease of payables of \$216,481, lease liabilities of \$101,040 and contract liabilities of \$77,200. However, these decreases were offset by the increase in deferred grants of \$246,764.

Overall, LSPBS ensures sustainability in our financial position through the continuous appeal of donations, application of grants and prudence in our expenditure.

FUNDS AND FULL COST BY PROGRAMME

The following are the funds balances as at 31 March 2022 in contrast to the full cost by programme incurred in FY2021/2022 :

- General fund balance of \$2.62mil with full cost by Clinics \$535,199, Corporate \$249,728, Project Law Help \$182,861 and Adhoc Pro Bono Services \$22,014.
- Criminal Legal Aid Scheme balance of \$950,423 with full cost of \$2,327,637.
- Family Justice Support Scheme balance of \$168,083 with full cost of \$272,605.
- Law Awareness deficit balance of \$10,930 with full cost of \$358,878.
- Bar Memorial balance of \$78,086 with full cost of \$24,501.
- Invictus fund balance of \$9,765 with full cost of \$2,124.

I take this opportunity to thank the members of LSPBS Finance Committee - Dinesh, Cheow Hung, Cyril and Usha for their unwavering support, counsel and contributions as well as the Board, Management and Finance staff for their cooperation and efforts in approving budget, implementing initiatives and controlling expenses.

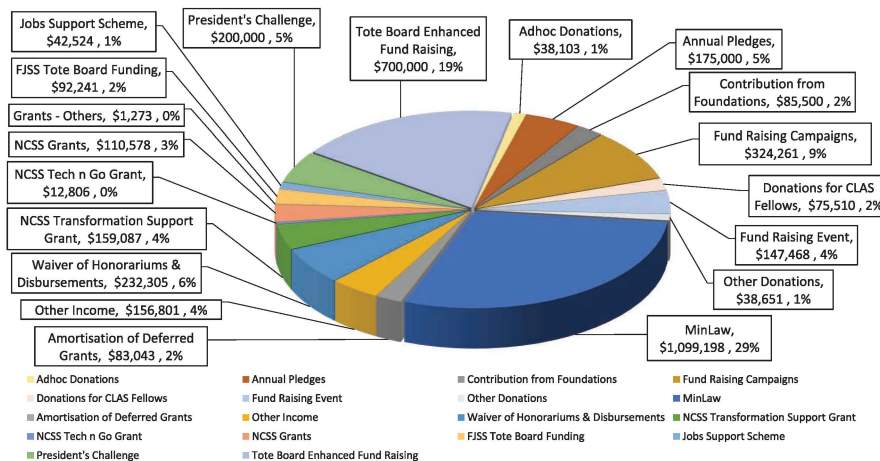
Lastly, I want to thank the Ministry of Law, NCSS, Tote Board as well as all donors and supporters of LSPBS. I look forward to your continuous support for LSPBS toward our vision and mission in allowing all to have access to justice in Singapore.



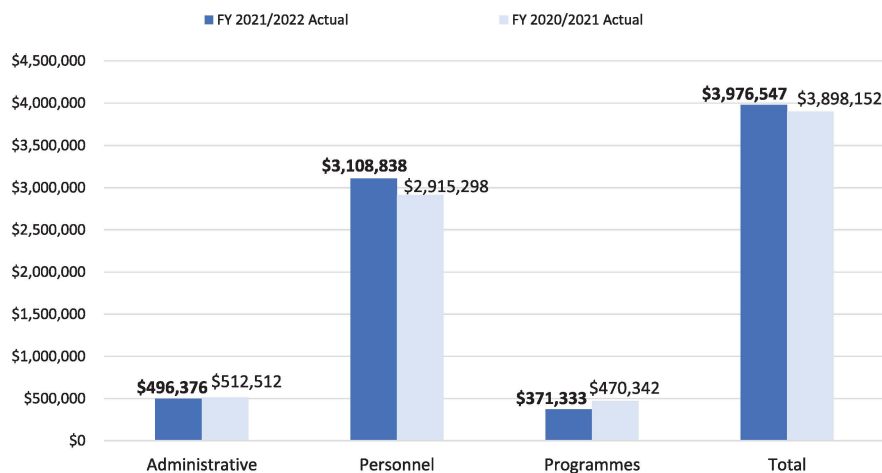
Paul Seah
Treasurer

TREASURER'S REPORT

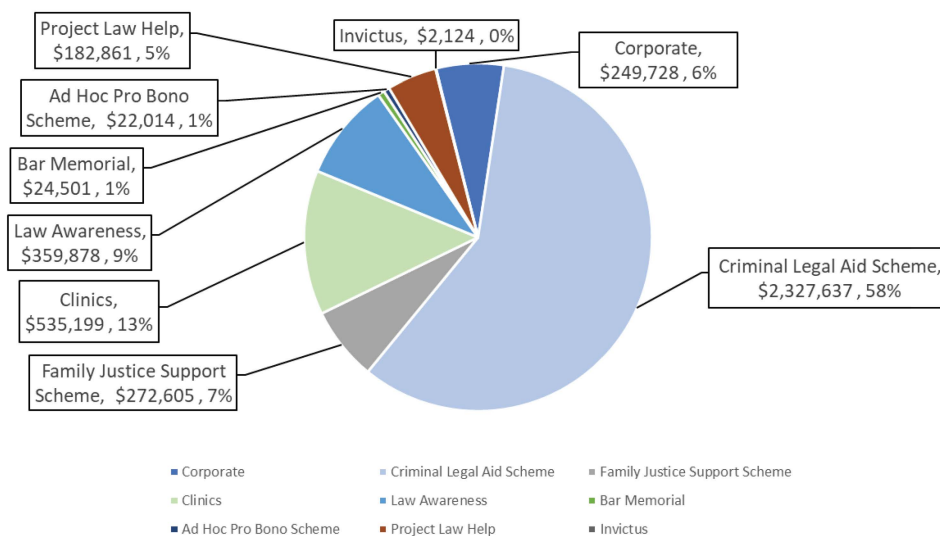
FY 2021/2022 INCOME (\$ 3,774,347)



FY 2021/2022 EXPENSES COMPARED WITH LAST YEAR



FY 2021/2022 FULL COST BY PROGRAMME



SNAPSHOT OF OUR YEAR



KEY HIGHLIGHTS

Apr 2021

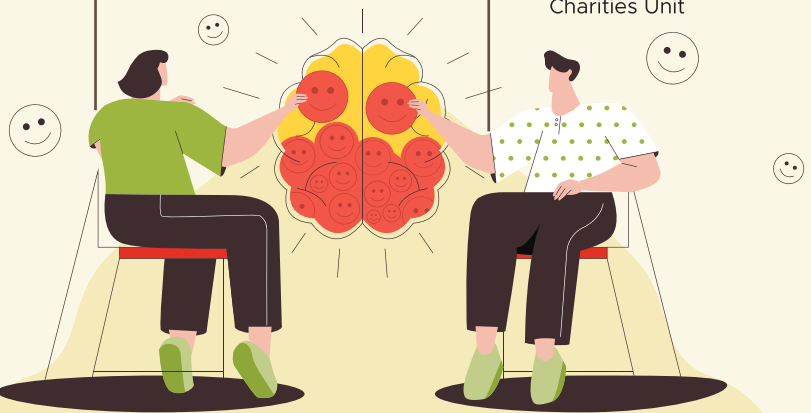
- LawWorks Legal Primer on **My First Job**
- Signing of MOU with SG Cares Office
- **In Conversation with Commissioner of Charities and Charity Council**
- Webinar on **Social Media Issues for Charities** organised jointly with Singapore Corporate Counsel Association
- Community of Practice Workshop on **Social Media Issues for Charities** organised jointly with Singapore Corporate Counsel Association
- Webinar on **Advance Care Planning** organised jointly with Singapore Association of Social Workers

Jun 2021

- LawWorks Legal Primer on **Workplace Bullying**
- **JUST LAUGH 2021** Annual Fundraiser

Aug 2021

- Webinar on **In Your Defence: Protecting Mental and Emotional Health as Lawyers**
- Charities Lean Forward Webinar on **Litigation Risk Management** with Ministry of Culture, Community and Youth Charities Unit



May 2021

- Webinar on **A Guide to Legal Help Programme** organised jointly with Ministry of Social and Family Development and Legal Aid Bureau
- Webinar on **The Dangers of Online Transaction: How to Avoid and Manage Them** organised jointly with Financial Industry Dispute Resolution Centre



Jul 2021

- **Migrant Workers' Group Launch**
- Worker's Guide to Compensation guidebook and multi-language Workplace Injury Claims in Singapore video published for Migrant Workers
- Webinar on **Compliance with PDPA** organised jointly with Singapore Corporate Counsel Association
- Community of Practice Workshop on **Compliance with PDPA** organised jointly with Singapore Corporate Counsel Association
- LawWorks Legal Primer on **Freelancing In the New Normal**
- Webinar on **Syariah Law: Applications on the Family** organised jointly with Singapore Association of Social Workers

Please watch our virtual webinars and events on our YouTube Page by visiting the link <https://bit.ly/3R1IF7k>

Sep
2021

- Webinar on **Get Savvy with Investing: Common Pitfalls and Traps** organised jointly with Financial Industry Dispute Resolution Centre
- Webinar on **Managing Death, Legally and Emotionally** organised for the Tapestries of Grief Festival
- Volunteer Capability Building Series (VolCapB Series) Webinar on **How to Advise Victims of Online Harassment: Updates**
- LawWorks Legal Primer on **Workplace Safety and Work Injury**
- **10th Asia Pro Bono Virtual Conference & Access to Justice Exchange**
- **Law Awareness Weeks @ CDC 2021** Launch and Webinar series

Dec
2021

- Outreach event for Migrant Worker Legal Clinic at JTC Penjurong Recreation Centre on **International Migrant's Day**
- **French Support Centre** for women victim of violence within the French expatriate community in Singapore launched jointly with the Law Society of Singapore, the Paris Bar and the Embassy of France to Singapore.
- **Launch of Pro Bono Clinic and MOU signing between Singapore Sindhi Association and LSPBS**

Feb
2022

- Volunteer Capability Building Series (VolCapB Series) Webinar on **How to Engage and Manage Legal Clinic Applicants**



- Webinar on **Employment Matters Within Charities** organised jointly with Singapore Corporate Counsel Association
- Community of Practice Workshop on **Employment Matters Within Charities** organised jointly with Singapore Corporate Counsel Association
- Webinar on **Youth Justice** organised jointly with Singapore Association of Social Workers
- LawWorks Legal Primer on **The New Copyright Act 2021 – Changes that will Affect You**
- Advocate for the Arts collaboration Webinar with **BayBeats 2021**

Oct
2021

Jan
2022

- Webinar on **Selling with a Difference: Transitioning to an e-Commerce Platform** organised jointly with National Volunteer and Philanthropy Centre
- Volunteer Capability Building Series (VolCapB Series) Webinar on **Criminal Investigation in Singapore**
- Charities Lean Forward Webinar on **Legal Liabilities of Board Members and Management** with Ministry of Culture, Community and Youth Charities Unit

Mar
2022

- Webinar on **Divorce & You (Civil)** organised jointly with Family Justice Courts



OUR YEAR AT A GLANCE

Over **17,007** lives touched across all programmes

**Ad Hoc
Pro Bono
Scheme**

99

**Criminal
Legal Aid
Scheme**

1,404

**Family
Justice
Support
Scheme**

71

**Project
Law Help¹**

43

**Legal
Clinics²**

2,141

Awareness³

13,249

¹ Project Law Help and Community Organisation Clinics

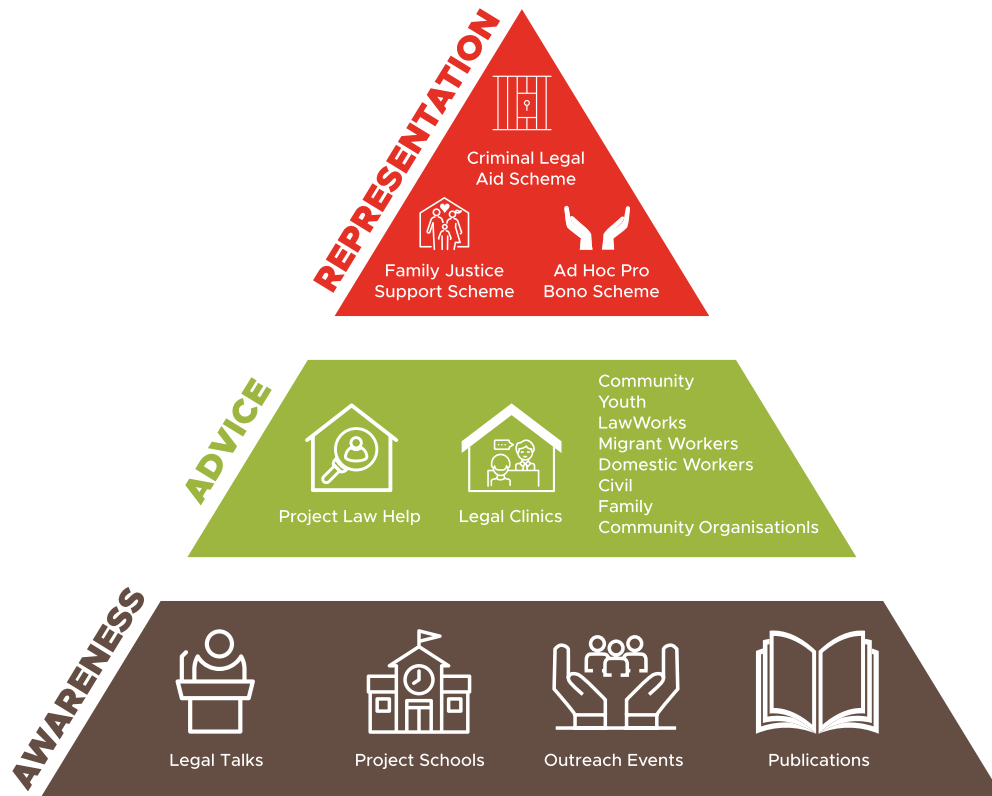
² Across all individual and specialised legal clinics supported by LSPBS (Community Legal Clinic, Family, Civil, Law Works, Youth & Community, French Support Centre, Migrant Workers' Legal Clinic and FAST)

³ Our outreach continues to grow as several of our webinar recordings have been uploaded on our YouTube Channel for free public viewing <https://bit.ly/3xBusqS>

CORE PROGRAMMES



WHO WE SERVE



AWARENESS

For individuals

We run legal awareness initiatives to reach out to the public and communities in need to increase their understanding of how the law applies in their daily lives and available legal resources in which they can seek help from. The programmes include free talks, webinars, publications, videos, outreach events and social media.⁴

“Worker’s Guide to Compensation” was released during this financial year along with multi-language “Workplace Injury Claims in Singapore” videos to equip migrant workers on how they can approach workplace injury claims in Singapore.⁵

Collaborations such as Law Works with NTUC and annual Law Awareness Weeks @ CDC with Community Development Councils and People’s Association are hallmarks of the legal talk series.

Other awareness initiatives include:

- Advocates for the Arts where we have a publication and host legal awareness talks for the creative industry
- Project Schools where we partner volunteer lawyers and organisations to deliver legal awareness talks and curriculum to participating schools, for the purpose of providing legal knowledge to students and informing them of the consequences of juvenile delinquency.

⁴ Please refer to page 59

⁵ Please refer to page 54

WHO WE SERVE

For community organisations

We run free legal awareness talks for community organisations⁶ to update:

- their frontline staff/social service workers on laws which may assist their beneficiaries; and
- their management staff/board members on laws concerning the operation/governance of their organisations.

ADVICE

For individuals

Through our **Legal Clinics**⁷, people in need can obtain free basic legal guidance, subject to eligibility criteria. These clinics include:

- Community Legal Clinic
- Youth Community and Legal Clinic
- Migrant Worker Legal Clinic
- French Support Centre

We also have Network Clinics such as the Civil Legal Clinic, Family Legal Clinic, LawWorks Legal Clinic and many others operated by other organisations but receives strong support from LSPBS.

For community organisations⁸

Recognising that community organisations often run on limited resources and may have difficulty affording legal advice, our **Community Organisation Clinic** offer free basic legal guidance on operational issues for community organisations in Singapore whose objectives meet community concerns or needs.

Project Law Help assists community organisations doing community work in Singapore by matching eligible organisations with volunteer law practices that provide pro bono non-litigation corporate legal assistance, such as transactional help and legal advice.

REPRESENTATION

Criminal Legal Aid Scheme⁹ offers pro bono criminal defence representation for needy accused persons facing non-capital charges, regardless of nationality.

Family Justice Support Scheme¹⁰ offers legal representation to litigants facing family law issues. Litigants who marginally fail Legal Aid Bureau's (LAB) means test, but are unable to afford lawyers at regular commercial rates are referred to panel lawyers who reduce their charges for pre-screened referrals. Foreign spouses with Singaporean children who satisfy LAB's means test, but do not qualify for aid due to their non-permanent resident status, are granted pro bono legal representation.

Ad Hoc Pro Bono Scheme¹¹ offers legal representation for needy persons with exceptional circumstances who do not meet the criteria for existing legal aid schemes but nonetheless are in urgent need.

⁶ Registered charities, non-profit organisations and social enterprises, subject to eligibility criteria.

⁷ Please refer to page 52

⁸ Please refer to page 56

⁹ Please refer to page 43

¹⁰ Please refer to page 50

¹¹ Please refer to page 42

AD HOC PRO BONO SCHEME

In line with our vision of access to justice for all, the Ad Hoc Pro Bono Scheme (AHPBS) prevents persons in dire need of legal help from falling through cracks in the justice system. Operating on a referral-only basis, AHPBS provides free legal representation for needy and vulnerable individuals who do not qualify for any other legal aid schemes, but nevertheless require legal assistance due to exceptional circumstances. Referrers (such as the Courts, Social Service Agencies, government organisations, other legal aid schemes and lawyers) act as a first filter to ensure that individuals are truly needy and have exhausted all other avenues. The individuals will then have to go through stringent means and merits testing before being matched with volunteer lawyers.

STATISTICS

99 REFERRALS

25

ASSIGNED
CASES

6 CIVIL CASES*

7 CRIMINAL CASES

12 FAMILY CASES

*Legal representation was assigned to the most vulnerable individuals, while others were referred to other resources and more appropriate avenues of help.

Applicants' Feedback

"I didn't know whether I would win or lose the lawsuit, so I was very worried about it. Then, when I met the lawyers, I was reassured and they gave me a lot of strength. I believe the lawyers will fight the best case for me, and I could trust and rely on them. I am very grateful for them."

– Su Su Mar, an Ad Hoc Pro Bono Scheme beneficiary and foreign domestic worker who suffered a tragic injury severing four fingers on her dominant hand during illegal deployment¹²

Volunteers' Quote

"One major thing that came across quite clearly in Su Su Mar's case is, when I first read the case summary, I realised that we were quite similar in age, you know. And that made me think, wow, just by a blind stroke of luck, we are born into the type of circumstances that we are. I'm in a much more privileged circumstance, and honestly, through no effort of my own apart from where I was born, and Su Su Mar in the circumstance that she is through no fault of her own. And so then you realise that when you're sort of given so much, then the little you can do is to give others a little leg up so that their life proceeds a bit easier and to help them out of a particularly bad situation."

– Sara Ng, an Ad Hoc Pro Bono Scheme volunteer lawyer for the case of Foreign Domestic Worker, Su Su Mar

¹² Watch the interview with Su Su Mar and those who aided her at <https://bit.ly/3dpTK4j>

CRIMINAL LEGAL AID SCHEME

The Criminal Legal Aid Scheme (CLAS) remains the “Crown Jewel” of the Law Society’s access to justice initiatives. Through CLAS, thousands of impecunious accused persons have been guided through a criminal justice system that would otherwise have been daunting. First established as a ground-up initiative in 1985 to aid impecunious accused persons, CLAS continues to add value to the lives of all needy accused persons facing non-capital charges, regardless of nationality.

CLAS is guided by the CLAS Committee, which comprises experienced criminal practitioners, many of whom are active volunteers of the Scheme. The CLAS Committee and its various subcommittees play an important role in ensuring that CLAS functions optimally, and serves the deserving and needy amongst us.

OVERVIEW OF THE YEAR

As the nation recovered from COVID-19 and sought a return to normalcy, CLAS embraced the challenge that the pandemic posed, and continued to serve applicants through it all. The team had quickly transitioned to a wholly online and remote application process to avoid any gaps in service delivery. CLAS found that this model served applicants more efficiently, and has continued on this trajectory. As a result, CLAS’ statistics reveal that the team was able to continue to service applicants at a similar volume to pre-pandemic years.

STATISTICS

Offences under the 5 most common statutes covered by CLAS:

1,278 CHARGES	PENAL CODE (CAP. 224)
633 CHARGES	MISUSE OF DRUGS ACT (CAP. 185)
112 CHARGES	MONEYLENDERS ACT (CAP. 188)
53 CHARGES	CORROSIVE AND EXPLOSIVE SUBSTANCES AND OFFENSIVE WEAPONS ACT (CAP. 65)
51 CHARGES	MISCELLANEOUS OFFENCES (PUBLIC ORDER AND NUISANCE ACT (CAP. 184)

1,404 applicants received basic legal advice.
729 were eventually assigned counsel.

STATISTICS

VOLUNTEERS LAWYER

239 volunteer lawyers

(excluding CLAS Advocates and Fellows) took up at least one case

22 law firms

signed MOUs to take up CLAS assignments



Firms which signed a Memorandum of Understanding to take up CLAS assignments

1. Abbots Chambers LLC
2. Allen & Gledhill LLP
3. Damodara Ong LLC
4. Dentons Rodyk & Davidson LLP
5. Drew & Napier LLC
6. Eldan Law LLP
7. Forte Law LLC
8. Gloria James-Civetta & Co
9. Harry Elias Partnership LLP
10. K&L Gates Straits Law LLC
11. Kalidass Law Corporation
12. Kennedys Legal Solutions Pte Ltd
13. Morgan Lewis Stamford LLC
14. Oon & Bazul LL
15. PDLegal LLC
16. Peter Low Chambers LLC
17. Shook Lin & Bok LLP
18. Tembusu Law LLC
19. Tito Isaac & Co LLP
20. TSMP Law Corporation
21. WMH Law Corporation
22. WongPartnership LLP

Applicants' Feedback

"Personally, for people like me who can't afford to engage a lawyer to fight for their cases, Law Society Pro Bono Services has helped me a lot."

- Maraini Bte Mohd Ali, CLAS Beneficiary¹³

"We all make mistakes in life but not everyone understands our backstory... not everyone understands the things that we go through everyday which led to us making these wrong choices. Before coming to LSPBS (for help), I was unaware of my option of probation. I was faced with criminal charges and I was really at a loss"

- Kye (not his real name), CLAS Beneficiary¹⁴

Volunteer's Quote

"I acted for a 33-year-old man who was charged with housebreaking in 2017. He entered his neighbour's flat by opening a window, loitered in the flat but did not take anything. He was facing a stiff jail sentence as he had committed similar offences on a yearly basis between 2012 to 2016 for which he had received conditional warnings and a fine. It struck me as bizarre that all the instances of offending over the years did not involve any theft or mischief as the man only loitered around and then left the properties. It also occurred to me that the man's offending had ceased completely for 1.5 years since his latest arrest after he was prescribed psychotropic medication following IMH's diagnosis of cyclothymic disorder, which gave him serious mood swings between periods of depression as well as hypermania. This spurred me to probe further into the man's psychiatric history and seek further clarifications on his IMH diagnosis.

I persuaded the court to call for a probation report as psychiatric treatment would better deal with the root cause of offending in the present case than incarceration. I highlighted that the man was not a typical offender and the period where there was no re-offending coincided with the start of treatment in which he had made substantial progress with strong familial support and new life goals which would motivate him to stay on the straight path. I also emphasised that incarceration would estrange the man from his mother and fiancée who were crucial pillars of support in his rehabilitation and obtained clarification from the IMH psychiatrist that imprisonment can worsen his condition.

Eventually, the court sentenced the client to probation with psychiatric treatment and close monitoring from the family. This gave him the best chance at rehabilitation which he has since not squandered."

- Siraj Shaik Aziz, CLAS Volunteer

¹³ Watch Maraini share her story at https://youtu.be/_cEATv04ygw

¹⁴ Watch Kye share his story at <https://bit.ly/3xBooP9>

CLAS ADVOCATES AND FELLOWS

In 2015, the CLAS Fellowship was launched to train junior lawyers to take up pro bono criminal defence work as a service vocation.

Every year, junior lawyers join our charity to pursue pro bono legal service as a full time calling. Known as CLAS Fellows, they represent needy and vulnerable individuals who are unable to afford lawyers in court through our schemes for criminal legal aid and other ad hoc pro bono services. The recruitment of CLAS Fellows is dependent on our fundraising efforts. The CLAS Fellows are only able to pursue their passion due to the generosity of our supporters.

The CLAS Fellows are mentored by our CLAS Advocates and other senior practitioners from the criminal bar. The CLAS Advocates are former CLAS Fellows, who have chosen to dedicate their professional careers to pro bono criminal defence and the mentorship of like-minded junior lawyers. We thank the Ministry of Law for their support of the CLAS Advocates programme since 2017.



CLAS Fellowship 2021

*Top row, left to right: Kimberley Pah Wye Yan and Ng Pei Qi
Bottom row, left to right: Sadhana Rai and Ng Shi Yang*



CLAS Fellowship 2022

*Top row, left to right: Alice Tan, Pramnath Vijayakumar
and Wong Wan Kee Stephania
Bottom row: Sadhana Rai*

CLAS ADVOCATES AND FELLOWS

ADVOCATES 2021/2022

Ng Shi Yang (Term ended 5 December 2021)

Shi Yang graduated with a Bachelor of Laws (Hons) from the University of Birmingham in 2011. He trained at Rajah & Tann LLP and joined WongPartnership LLP upon admission to the Singapore Bar.

Shi Yang's disputes practice spanned commercial, medical negligence, insolvency matters, with particular interest in white-collared criminal and investigatory matters. He was seconded to the pioneer batch of the CLAS Fellowship. Later, Shi Yang rejoined the then Pro Bono Services Office in December 2016 as a CLAS Advocate.

“A recent case of mine that left a deep impression concerned a young, accused person. We managed to obtain a non-custodial sentence for him. I kept in touch with him and his family after the case concluded. Some months later, I was notified by his family that he died in his sleep, due to a heart attack. This was unexpected as he was only in his 30s. We are sometimes told that our work we do (i.e. criminal defence) is similar to that of doctors treating dying patients – that by achieving sentences that reflect fairly their culpability, we help to buy time for them, thereby giving them back their lives. The circumstances of this case drew this comparison into sharp relief for me. I was glad we were able to assist him to have more time with his family, especially with his two young children aged 3 and 4 years old, who were his pride and joy.”

“My first acquittal will always mean the most to me. My client felt like the whole world had given up on him. If my colleague, Yi Mei, had not had faith in him and roped me in at trial, he would have had to go through an intimidating trial alone. I will never forget when the Judge announced that he had been acquitted. He fell to the ground to thank God. His sheer relief, and anguish, is something I can empathise with. This was a man who had spent close to a year and eight months in remand. This case reminds me daily that the work my colleagues and I do matter, and that sometimes, people need to be heard and acknowledged without judgment.”

Sadhana Rai (Term ended 5 December 2021)

Sadhana was called to the Singapore Bar in 2013 after she graduated with a Bachelor of Laws (Hons), and a Bachelor of Social Sciences from National University of Singapore. She then started her legal career at Drew & Napier LLC under Mr Davinder Singh, SC. In June 2015, Sadhana joined the inaugural batch of the CLAS Fellowship as the sixth CLAS Fellow. She continued to work as a CLAS Fellow in 2016. In December 2016, Sadhana was offered the newly minted role of CLAS Advocate. In her six years at CLAS, Sadhana has appeared before the Supreme Court and the State Courts, secured acquittals, and succeeded on appeals. Sadhana was promoted to Assistant Director, and has taken on the role of Head of Representation since 6 December 2021.

CLAS ADVOCATES AND FELLOWS

Alice Tan (W.E.F 6 December 2021)

Prior to her call to the Bar in January 2014, Alice was a public servant in Regulatory and Prosecutorial roles. Her one-year term as a pioneer CLAS Fellow in 2015 fuelled her passion for criminal pro bono work, a practice that remains close to her heart. She has appeared as defence counsel for clients at both the State Courts and the Supreme Court of Singapore.

One of her more memorable cases involved a 15-year-old offender who faced charges at the Youth Court. Despite his youth, Alice was struck by his maturity as he was very sensible and would always put the interest of his family first. Although diligent and passionate about learning, the young offender often had to skip school to take care of his younger siblings as he was the eldest child of the family. Eventually, he was ordered to spend a year at the Boys' Hostel. This meant that the young offender would be able to spend quality time on his studies and allow time for any broken family relationships to heal. Alice concluded this assignment receiving more than what she had given.

“Success isn't about how much money you make; it's about the difference you make in people's lives.”

- Michelle Obama, First Lady of the U.S.

“There can be no equal access to justice where an accused feels helpless before the courts because he cannot afford counsel. I look forward to the day where equal access to justice becomes a reality because we have all spoken up for those who cannot speak for themselves.”

Pramnath Vijayakumar (W.E.F 13 January 2022)

Pramnath joined LSPBS, from private practice, in 2019 as a CLAS Fellow. After completing a two-year stint as a Fellow, he took on a unique role as a Pro Bono Advocate and Counsel at Providence Law Asia LLC in 2021 before returning to LSPBS to take up the senior position of CLAS Advocate.

Throughout his time in practice, Pramnath grew to firmly believe that equal access to justice required that all accused persons, regardless of their means, receive meaningful legal advice and representation. Propelled by a calling to aid the impecunious, Pramnath dedicated himself to pro bono criminal work by joining the CLAS Fellowship, and the CLAS Advocacy. Pramnath has appeared before the State Courts and the Supreme Court in trials and hearings to represent the underprivileged. He particularly enjoys engaging with young lawyers to inculcate further the pro bono spirit within the fraternity.

Apart from his practice, Pramnath also regularly volunteers at legal clinics and at the Meet-the-People Sessions at a local constituency office.

CLAS ADVOCATES AND FELLOWS

CLAS FELLOWSHIP 2021

Kimberley Pah Wye Yan **(Term ended 31 December 2021)**

Kimberley graduated in 2019 with a Bachelor of Laws (Hons) and a Bachelor of Arts (Hons) from National University of Singapore and Yale-NUS College (respectively). She was called to the Singapore Bar in August 2020 and joined the CLAS Fellowship in January 2021. After her term ended in December 2021, Kimberley decided to continue to serve the community by joining us as Assistant Manager, CEO's Office.

“The CLAS Fellowship has been an incredible opportunity for a freshly called young lawyer such as me. Not only has it given me professional exposure and confidence (e.g., from my first ever court appearance in February to arguing a Magistrate's Appeal in April), but it has also given me great hope and expectation for the work I do moving ahead – the hope that what I do can matter, and therefore, the expectation that I must do what I can. For example, one of my most memorable experiences would be my first Discharge Not Amounting to an Acquittal (DNAQ), and then my first Discharge Amounting to an Acquittal (DATA) – both obtained after a set of representations to the Prosecution. Knowing that a perspective well-understood and well-told can make a huge difference in my clients' lives, how can I do any less? The possibilities that we carry as lawyers are a terrifying responsibility, and I am very grateful that I took my first steps here in CLAS: under the compassionate guidance of the advocates and directorate who are excellent in both work and mentorship, and with clients who have taught me and trusted me with so much. I am also hugely grateful to the donors who made it possible for young lawyers to be part of one of our Bar's greatest traditions – hearing and giving voice to the most silenced.”

“The CLAS Fellowship showed me the human aspect of criminal law. I will always remember my first PG mention. In the grand scheme of things, it wouldn't be considered a particularly memorable case. He had been a young offender, and pleaded guilty to trafficking drugs. I was mitigating his sentence on the basis that he had been coerced to do so. The Court eventually gave a sentence in the middle of what both parties submitted for. When he was sentenced, that was the first time it truly hit me that our job has a real impact. We become our client's voices, and every word matters in ensuring a fair outcome. It's our job to see beyond their alleged actions, to hear their stories, and tell it the best we can. Even that makes a huge difference to them.”

Ng Pei Qi **(Term ended 14 December 2021)**

Pei Qi graduated from Singapore Management University in 2018 with a Bachelor of Laws (Cum laude). Before joining the CLAS Fellowship in January 2021, Pei Qi worked as a Legal Associate at WongPartnership LLP.

CLAS ADVOCATES AND FELLOWS

CLAS FELLOWSHIP 2022

Wong Wan Kee Stephania (W.E.F 4 October 2021)

Stephania graduated from Singapore Management University with a Bachelor of Laws in 2017 and was called to the Singapore Bar in 2018. She then worked in Drew and Napier LLC's dispute resolution department where she started taking on pro bono matters of her own. Since 2021, Stephania has been a CLAS Fellow where she now represents clients in criminal case on a pro bono basis. As a young Fellow, she argued her first magistrate's appeal on behalf of a young offender successfully, which left an indelible mark on her and her client.

“My clients and the stories that they bring with them never fail to intrigue me. The law has everything to do with humans and our nature, but nothing can be more visceral than taking a peek into, or even embroiling ourselves in some of the most intimate and sometimes private moments of people's lives. I find plenty of contentment in accompanying them along the rocky roads, which are ultimately but a part of their long journeys.”



FAMILY JUSTICE SUPPORT SCHEME

The Family Justice Support Scheme (FJSS) bridges existing service gaps by assisting beneficiaries facing matrimonial matters who fall through the cracks, namely:

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 objective is to assist this sandwich class by referring them to competent FJSS Panel lawyers who agree to reduce their charges for pre-screened referrals. ("Modest Means Clearinghouse")
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 Clearinghouse")

STATISTICS

71 applicants
received help from FJSS

26 applicants
were referred to Panel
Lawyers who agree to charge
fees lower than their usual
rates under the Modest
Means Clearinghouse

37 applicants
received full legal representation
under Pro Bono Clearinghouse

8 applicants
received basic legal advice

Among those who responded to our feedback form

84%
of applicants reported
that they would not have
taken legal action without
FJSS assistance

97%
of applicants reported
feeling more confident
as a result of legal
representation

In addition, **99** applicants also received help in terms of being referred to other help schemes that were more appropriate, such as the Legal Aid Bureau (LAB) and LSPBS' Ad-Hoc Pro Bono Scheme.

VOLUNTEERS

In the same period,
59 volunteers
generously offered their time
and assistance

24 lawyers
who took on at least one case, i.e.
- Provided pro bono legal
representation; or
- Charged fees lower than their
usual rates.

35 students & other
volunteers
who helped in the case
management process
(e.g. taking notes during
interviews with applicants,
reviewing application forms,
drafting case summaries
etc.), provided translation
support, and/or conducted
legal and other research

With the help of a group of
legal counsel, our FJSS poster
is now available in **6** other
languages (Chinese, Vietnamese,
Tamil, Bahasa Melayu, Bahasa
Indonesia, Thai)



Applicants' Feedback

"It was in 2012 when my husband went to jail, he is the father of my children. He did it two times, I forgave him two times. I could not forgive him the 3rd time anymore and it's my right and my children's right to not want to be with him anymore. That's why I tried to fight, for my children. It was not for myself because I am not from Singapore and I can always go back home to Philippines. But I was worried about my children's future if I leave them with him. My friend helped me find a lawyer here in Singapore Mr. Wilbur, who is [a volunteer lawyer] from Law Society Pro Bono Services. Thanks, Sir, for helping me and my children. Because of you, I found justice for my children, so that I can be with them."

– Starr, FJSS Beneficiary¹⁵

Other quotes from anonymous beneficiaries:

"I didn't understand the law here in Singapore, but my lawyer explained to me and helped me the best they could. With my level of income I was worried about fees and it would have been difficult to find a lawyer myself."

"I would have not taken any action if FJSS did not assist me as I am not educated and would not know the correct path to take."

"I was very desperate, don't know where to seek help [until FJSS] step[ped] in, talk[ed] to me and guide[d] me. I really appreciate FJSS for guiding me and giv[ing] a listening ear to hear out my problems and the difficult situation I was in. Thank you FJSS team."

Volunteer's Quote

"It is important to me to help [foreign spouses] because even though they are not our citizens, they are staying here and have given birth to children here. They are at the mercy of their husbands who are always threatening to cancel their Dependent's Pass, so to begin with, they are starting off on a backfoot, or rather, they don't even have a foothold in the first place. With this scheme, it gives them an equal opportunity to have a fair hearing."

– Margaret Yeow, FJSS Volunteer Lawyer

¹⁵ Watch Starr share her story at <https://bit.ly/3SkL5yP>

LEGAL CLINICS FOR INDIVIDUALS

To improve access to justice across different vulnerable communities in Singapore, we have implemented several legal clinics, both physically and virtually. These clinics work with volunteer lawyers to dispense basic legal guidance on personal matters.

COMMUNITY LEGAL CLINIC

Community Legal Clinic (CLC) are one of LSPBS' key efforts in facilitating access to justice. Individuals who cannot afford lawyers but who are facing personal legal problems in Singapore can register for a free one-off 20-minute consultation with a volunteer lawyer. These consultations not only provide basic legal guidance, but also serve as a first port of call for help. The free clinics encourage individuals to take the first step of seeking help, allowing volunteer lawyers and clinic staff the opportunity to act as first responders in distressing situations and identify any other concomitant issues, even non-legal ones. Where relevant, applicants are also directed to available resources, raising awareness amongst the public on not just legal rights but also other avenues of help.

Physical Legal Clinics

LSPBS has been running legal clinics at the offices of the Central Singapore, North West, South East and South West Community Development Councils (CDCs) in collaboration with the People's Association (PA) since 2014. These clinics are located in the hearts of residential areas across the island and are held almost every weekday evening. Since the inception of these clinics, over 15,000 individuals have been served, most of whom felt that the legal guidance they received were useful and provided excellent feedback.

Virtual Legal Clinics

At the peak of the COVID-19 pandemic, LSPBS had to pivot from physical to video-conference consultations. Following the quick and successful transition, applicants and volunteers alike have expressed their appreciation for how LSPBS' virtual consultations are fuss-free and convenient, yet effective and met their needs.

Before the virtual consultation, LSPBS offers an optional guided trial session to help users with navigating the video-conference platform. As with the physical consultations, LSPBS staff remain present at all times to assist with any queries applicants or volunteers may have, and follow-up with applicants on the additional resources which they may find helpful, as well as collect feedback to understand if needs can be even better met. As at the end of the Financial Year, 92% expressed their preference for virtual consultations, citing convenience as one of the key factors.

LSPBS continues to hold physical consultations alongside virtual ones, to cater to applicants who may not be as familiar with technology or who simply prefer the in-person human touch.

Top 5 case profiles for CLC

1. Divorce / PPO / Maintenance / Custody
2. Employment and Workplace Issues
3. General Service & Hire Agreements (Consumer service disputes)
4. Estate (Probate & Wills)
5. Landlord / Tenant

LEGAL CLINICS FOR INDIVIDUALS

YOUTH COMMUNITY & LEGAL CLINIC

LSPBS also holds legal clinics for individuals 35 years old and younger, for them to seek help from volunteer lawyers in the same age group. Speaking to lawyers of similar age demographics helps young applicants feel more at ease and better understood in the unique challenges they face. Similarly, being well-attuned to the sensitivities of young applicants' circumstances allows lawyers to render more personalised advice, which results in better reception by the applicants.

Top 5 case profiles for Youth Community & Legal Clinics

1. Employment and Workplace Issues
2. Divorce / PPO / Maintenance / Custody
3. General Service & Hire Agreements (Consumer service disputes)
4. Criminal Charges
5. Landlord / Tenant

NETWORK CLINICS

In addition to the clinics above administered by LSPBS, LSPBS supports Network Clinics operated by other organisations. These Network Clinics serve important and specific sectors of our community, be it through closer proximity to vulnerable individuals' place of residence or specialised knowledge of the organisation's beneficiaries' distinct needs. Network Clinics benefit from LSPBS' insurance coverage for their volunteer lawyers, best practices, shared resources and access to a wide pool of volunteers.

During the Financial Year, LSPBS renewed its partnership with the Singapore Management University's legal clinic, and welcomed clinics under Bless Community Services and the Singapore Sindhi Association (SSA). SSA clinic's launch was graced by Ms Indranee Thurai Rajah, Minister, Prime Minister's Office, Second Minister for Finance and Second Minister for National Development.

LSPBS also collaborates with PA to support legal clinics operated by Community Clubs and Residents' Committee Centres. LSPBS was happy to welcome Hwi Yoh Community Centre, Tampines Changkat Community Club, and Zhenghua Community Club to its growing network of clinics.

EXPANSION AND GROWTH

Over the years, in recognition of the unique needs of diverse communities, specialised clinics were born. LSPBS is proud of these new initiatives during the Financial Year, a result of the contribution of many different stakeholders and partners collaborating closely to bring these about:

LEGAL CLINICS FOR INDIVIDUALS

Migrant Worker Legal Clinic

Amongst the most vulnerable in our community are migrant workers. LSPBS announced its commitment to provide holistic socio-legal aid for migrant workers at the Migrant Workers' Group (MWG) launch on 10 July 2021, a virtual event graced by Senior Minister of State, Ministry of Defence and Ministry of Manpower, Mr Zaqy Mohamad. MWG is a coalition of more than 20 organisations comprising migrant worker organisations, law firms and Institutes of Higher Learning, coming together to enhance access to justice for the migrant worker community. MWG serves as a platform for partners to coordinate efforts by identifying areas of needs, potential collaboration and synergies, and providing a neutral platform for exchange of ideas, best practices and resource sharing.

LSPBS partnered with MWG members to launch special Migrant Worker Legal Clinic for individuals who hold work permits or who used to hold work permits but are now holding special passes due to ongoing disputes. These clinics provide legal assistance with interpretation to meet the diverse language needs of the migrant worker community. They are supported by volunteer lawyers who specialise or are interested in common legal issues faced by the community, such as salary disputes and workplace injuries set in unique employer-employee dynamics.

With the help of volunteers, LSPBS also published a Worker's Guide to Compensation¹⁶ and a series of videos summarising key points of the publication in different languages¹⁷, for migrant workers and caseworkers to navigate workplace injury claims.

In celebration of International Migrants' Day and as part of outreach efforts for LSPBS' migrant worker initiatives, LSPBS partnered with Ministry of Manpower's Assurance, Care and Engagement team, JTC and various migrant worker organisations to host a free carnival for migrant workers at Penjuru Recreation Centre from 18 to 19 December 2021.

French Support Centre

LSPBS also started a first of its kind cross-jurisdictional legal clinic in collaboration with the Paris Bar Association. This centre provides guidance on both Singapore and French law matters, ensuring that women victims of violence who are part of the French community in Singapore receive timely and relevant assistance, regardless of where their marriage was registered.

¹⁶ Read the guidebook at <https://bit.ly/3xx8iWP>

¹⁷ Watch the videos at <https://bit.ly/3QT83Mt>

STATISTICS

2,141

applicants helped
through legal clinics



353

Volunteers

Volunteers

1. Allen & Gledhill LLP
2. Baker & McKenzie.Wong & Leow
3. Clasis LLC
4. Dentons Rodyk & Davidson LLP
5. Drew & Napier LLC
6. Harry Elias Partnership LLP
7. HFW AsiaLegal
8. K&L Gates Straits Law LLC
9. Lexton Law Corporation
10. Morgan Lewis Stamford LLC
11. Pinsent Masons MPillay LLP
12. Quahe Woo & Palmer LLC
13. Rajah & Tann Singapore LLP
14. Shook Lin & Bok LLP
15. Tan Kok Quan Partnership
16. Tan Rajah & Cheah
17. TSMP Law Corporation
18. WongPartnership LLP

Applicants' Feedback

"This session has been very helpful, it has strengthened my resolve in mending my marriage instead of looking into divorce, to find ways to seek help and solutions to our financial issues. Thank you very much, I really appreciate it."

"Your staff and lawyers are friendly and very detailed. I appreciate the advice that they have given. Thank you!"

"This is the first time in my life that I had received such sincere assistance for a plight that had plagued me for years, and all for free no less. I regretted not seeking the correct help earlier. Thank you guys so much."

"The session was very helpful and we learned how to proceed with our case, thank you for your kind and professional help."

"Thank you so much, to the lawyers and the friendly staff. Really thank you from the bottom of my heart."

"Lawyer and manager of the clinic are helpful. Really appreciate their kind assistance."

"The Lawyer and all staff are accommodating and friendly. The Lawyer tried to give me all possible solutions and possible outcomes of all suggested action. The Lawyer is referring to the submitted documents before he give me an answer to my inquiries. Satisfying and a relief to hear their advice. I hope you'll continue servicing the people no matter what race or nationality she is. Thank you so much."

"The lawyer looks cheerful and passionate in doing this volunteer work."

"Thanks to the teams. a friendly and helpful teams that I'm really comfortable with"

"Appreciate this service. The whole session was conducted in a professional manner. The volunteer lawyer did his best even on a pro bono service. The session was well used as a training session for the intern who was an observer. Thank you."

"The lawyer was very kind and helpful. She understands the feeling of a person who has so much in pain. Thank u very much to that lawyer that accommodated me."

Volunteers' Quote

"Clinic Manager was very responsive and helpful"
- **Harold Choong, Quahe Woo & Palmer LLC**

"This was a great experience, thank you for organising!"
- **Abigail Cheng, Volunteer Lawyer**

"Excellent support given."
- **Volunteer Lawyer**

PROJECT LAW HELP

Community organisations (charities, non-profit organisations, social enterprises and social service agencies previously known as voluntary welfare organisations) each focus on a specific need or sector such that collectively, even the most vulnerable and marginalised in our community are able to receive support. LSPBS acts as a catalyst for these community organisations to effect greater impact by providing them with free corporate legal assistance.

LSPBS' Project Law Help Committee (PLH Committee) facilitates the provision of free non-litigation legal guidance and transactional assistance to community organisations, with the aim of supporting sustainable commitment to pro bono work within the legal profession in Singapore.

Community organisations are also encouraged to self-help and develop in-house legal capabilities through LSPBS' free webinars and workshops. These outreach events address common legal issues faced specifically by community organisations, and help them keep up with best practices and governance standards as promoted by the Charity Council. LSPBS also publishes guides, toolkits, and templates for community organisations, raising general legal awareness within the sector.

COMMUNITY ORGANISATION CLINIC (COC)

COC is a free one-off 45-minute consultation during which a volunteer lawyer provides general legal guidance. COCs are useful for community organisations exploring legal issues for the first time – for example, if they have basic legal queries on setting up a non-profit organisation or registering as a charity. COC provides community organisations with clarity and guidance on the next steps to take.

COCs are held both virtually through video-conference and physically at the Temasek Shophouse, under a Memorandum of Understanding signed with the Ministry of Culture, Community and Youth (MCCY) as part of their Shared Service Initiative for Charities. Volunteer students from the National University of Singapore provide paralegal support at these consultations to gain exposure to actual legal matters and understand the important role legal clinics play in facilitating access to justice.

PROJECT LAW HELP (PLH)

PLH provides more substantive legal assistance. Community organisations which qualify for PLH assistance (including passing a means test) are matched with volunteer law firms which will then represent them on a pro bono basis. The law firms can assist with non-litigious corporate matters, such as drafting and reviewing contracts and policies, advising on compliance with charities governance issues, personal data protection laws, employment laws and intellectual property laws.

PROJECT LAW HELP

WEBINARS AND EVENTS

On 15 April 2021, LSPBS signed a Memorandum of Understanding (MOU) with MCCY's SG Cares Office to develop skills-based volunteerism in Singapore, witnessed by Second Minister for Law and Minister for Culture, Community and Youth, Mr Edwin Tong. The MOU represents a joint commitment to scale existing volunteerism efforts, programmes and partnerships at a national level, with the aim to grow and sustain a regular pool of volunteers who leverage their professional or niche skills to do more for the community. LSPBS was the first professional body to be recognised as a SG Cares National-Level Intermediary.

In Financial Year 2021-2022, a total of 14 webinars and workshops were held in strategic collaboration with partners such as Charity Council, Office of the Commissioner of Charities, Ministry of Social and Family Development (MSF), National Volunteer & Philanthropy Centre (NVPC), Singapore Association of Social Workers (SASW) and Singapore Corporate Counsel Association (SCCA). Webinars were carefully curated for community organisations, and included popular topics such as employment matters within charities and legal liabilities of charity board members and management.

Date	Event/Webinar	Partner(s)
9 Apr 2021	Social Media Issues	SCCA
15 Apr 2021	Memorandum of Understanding Signing between LSPBS and MCCY's SG Cares Office	MCCY
19 Apr 2021	In Conversation with Commissioner of Charities and Charities Unit	Charity Council
28 Apr 2021	Webinar for Social Work Practitioners: Advance Care Planning	SASW
29 Apr 2021	Communities of Practice Workshop: Social Media Policies	SCCA
14 May 2021	A Guide to Legal Help Programmes	MSF, Legal Aid Bureau
2 Jul 2021	Compliance with PDPA	SCCA
23 Jul 2021	Communities of Practice Workshop: Compliance with PDPA	SCCA
28 Jul 2021	Webinars for Social Work Practitioners: Syariah Law	SASW
25 Aug 2021	Charities Lean Forward: Litigation Risk Management	Charity Council
6 Oct 2021	Employment Matters within Charities	SCCA
25 Oct 2021	Communities of Practice Workshop: Employment Matters	SCCA
26 Oct 2021	Webinars for Social Work Practitioners: Youth Justice	SASW
24 Jan 2022	Selling with a Difference – Transitioning to an e-Commerce Platform	NVPC
26 Jan 2022	Charities Lean Forward: Legal Liabilities of Board Members and Management	Charity Council

PROJECT LAW HELP

LSPBS also held Communities of Practice Workshops following some of the webinars. These small group sessions are a safe space for participants to discuss specific legal challenges faced by their organisations, and under the guidance of a legal professional's facilitation and a collaborative framework, share expertise, resources and experiences on real-life application of the ideas and solutions gleaned from the webinar.

LSPBS' webinars were well publicised within relevant communities, attracting an average of about 300 live viewers per webinar. More than 3,000 live viewers were reached in total, with many more tuning in to the recorded videos on LSPBS' social media platforms after. The *Know the Law (Community Organisations) playlist on the LSPBS YouTube channel*¹⁸ features some of these webinars. These webinars also encouraged viewers to seek professional help, as evidenced by the concomitant increase in COC and PLH applications after the webinars.

In addition to LSPBS-run webinars, LSPBS also supported more than 15 community organisations with their beneficiaries' legal needs through talks specifically tailored for them. Such talks include Operational and Reputational Risks for Social Enterprises for raISE members, Lasting Power of Attorney, Deputyship, Trusts and Wills for SG Enable and Movement for the Intellectually Disabled of Singapore clients and Intellectual Property rights for LASALLE College of the Arts students.

STATISTICS

**Community
Organisation
Clinic**

18

Successful matches

**Project
Law
Help**

8

Successful matches

Top 5 Case Types for COC

- Entity legal structure and corporate governance
- Privacy, confidentiality, and liability
- Contracts and agreements
- Grants, fundraising and revenue generation
- Dispute resolution

Top 5 Case Types for PLH

- Entity legal structure and corporate governance
- Intellectual Property
- Contracts and agreements
- Privacy, confidentiality, and liability
- Grants, fundraising and revenue generation

18 volunteers and **8** law firms for Community Organisation Clinic and Project Law Help

Applicants' Feedback

"Very helpful legal and practical advice from volunteer lawyer. Really appreciate this service!"

"Fairly straightforward and simple and excellent service!"

Volunteer's Quote

"I am inspired by the people I meet during the COC sessions. Their passion for their work and the community is amazing. It drives me to try my best to help them with their legal concerns so that they can focus on their vision and mission."

- Volunteer, Community Organisation Clinic

¹⁸ Visit Know the Law (Community Organisations) Playlist at <https://bit.ly/3S1cmXE>

AWARENESS

An important part of the mission of the LSPBS is to serve the community by facilitating access to justice. In order to exercise one's legal rights, one must first know what those rights are. By increasing public knowledge of legal issues that impact their lives, we hope to dispel misconceptions and misunderstandings about the law in Singapore and bring about greater community legal literacy. We achieve our community legal education goals through various projects, talks, webinars, seminars, videos, and publications on the law.

OVERVIEW OF THE YEAR

Law awareness outreach continued despite the Covid-19 pandemic and restrictions in physical movements. LSPBS' pivoting of physical legal talks to online webinars proved to be very successful in making it possible for excellent legal education and awareness to reach out to the man on the street.

In curating webinars for maximum impact, we collaborated with government agencies, social services agencies, charities, union as well as internet security experts to ensure that our talks were relevant, timely and gave practical knowledge and advice as well as key takeaways so participants felt more assured of their rights and responsibilities after hearing from expert speakers and moderators.

Our webinars continued to be very well-attended, as people eased into the convenience and anonymity of doing so. Legal specialists and other subject matter experts generously shared their professional expertise and insights. The office of the Commissioner of Charities and other government agencies were strategic partners who collaborated with us, helping to ensure that the webinars were well-publicised within the relevant communities and addressed relevant access to justice gaps.

We are pleased to report that in the year:

Our webinars consistently had high attendance numbers averaging over 120 participants due to relevancy of carefully-curated content, quality of subject matter experts, convenience and complimentary nature of webinars.

Relevant, updated resources were made available to participants for download for free during webinars via QR code.

Those who missed the webinars could watch the recordings on the *LSPBS YouTube¹⁹ channel*, ensuring that the number of people benefitting from the guidance from lawyers and professionals in their areas of expertise continued to grow. Where relevant, these webinars were also shared with legal clinic applicants.

Some webinars were provided in Mandarin, whilst Divorce (Syariah) was in Malay, to ensure wider outreach.

To overcome challenges brought on by non-tech savvy participants or target audience without access to technology, a hybrid model was implemented where they attended the webinars at the partner organisation's location via a projector screen.

Total number of people reached through the 106 legal awareness talks over the year was 13,249.

¹⁹ Visit our YouTube page at <https://bit.ly/3xBusqS>

AWARENESS

Law Awareness Weeks @ CDC 2021

Law Awareness Weeks @ CDC (LAW@CDC), an annual nationwide effort to promote legal awareness and understanding of the law in the community, is a collaboration between LSPBS and the five Community Development Councils (CDCs), supported by the People's Association (PA). In 2017, we welcomed the NUS Centre for Pro Bono and Clinical Legal Education, the SMU Pro Bono Centre and the SUSS School of Law as partners in this outreach. In 2020, the Singapore Corporate Counsel Association Pro Bono Chapter was welcomed as a partner.

LAW@CDC 2021 with the “Relationships and Healing” theme was launched virtually on Saturday, 25 September 2021 by Minister for Culture, Community and Youth and Second Minister for Law, Edwin Tong, SC, the Mayors of the 5 CDCs and our Chairman, Gregory Vijayendran, SC.

LAW@CDC promotes 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 when faced with common legal issues. We were proud to have the Singapore Corporate Counsel Association join in this effort along with the Institutes of Higher Learning NUS, SMU and SUSS, where 12 law awareness webinars were aired ‘live’ online from 25 September – 7 November 2021.

The theme of “Relationships and Healing” was chosen in response to fractured relationships with those around us in the community as a result of the Covid-19 pandemic. The talks broadly covered three main areas – Community, Employment, and Family. The 12 legal talks touched on topics from online harassment and social media usage to freelancing and home-based businesses. Our intention was for these carefully curated topics on hot button topics to help increase the community's legal awareness and knowledge to build resilience and a stronger community. These talks included:

- Fighting in Court or Building Bridges (Community Mediation)
- Freelancing from Home: The Dos & Don'ts of Home-based Businesses
- Trading Fame in the Virtual Space: A Legal Guide for Social Media Influencers and Users
- Am I Still Employable? Navigating your job from Pandemic to Endemic

Other topics were:

- Divorce and You (Civil)
- Divorce and You (Syariah)
- Preparing for Golden Years: Get to know your legal instruments, documents and process
- Protecting Your Loved One, Protecting Yourself
- My Idea, My Property
- Becoming a Family, Two-gather but not Together
- Help! I am a Victim of Online Harassment

1,500 attendees were reached during the 6-week long campaign.

All talks were held virtually and livestreamed on Facebook. We are proud that despite that despite running fewer talks, the total number of participants reached was similar to past years, and the average number of participants per talk rose from 35 for physical talks to almost 110 for virtual ones. Conducting curated talks via a webinar format, on timely issues by expert speakers specially chosen have been very successful and this would continue to be the mode by which talks are run. With the recordings

AWARENESS

of the webinars on the *LSPBS YouTube channel LAW@CDC 2021 playlist*²⁰, greater and sustained outreach and awareness is made easily accessible to the general public.

LawWorks

LawWorks is an ongoing partnership between LSPBS and NTUC which aims to educate union members and workers on their legal rights, through Legal Primers. They were My First Job, Workplace Bullying, Freelancing in the New Normal, Workplace Safety and Work Injury, and The New Copyright Act 2021. **Over 800 participants** attended these webinars, recordings of which can easily and conveniently accessed via the *LSPBS YouTube Channel LawWorks playlist*²¹.

Advocates for the Arts

Following the successful launch of Advocates for the Arts (AfA) in 2018, LSPBS has been actively collaborating with various partners such as National Arts Council, Arts Resource Hub, and the Esplanade, amongst others, to organise legal awareness talks for the creative industry.

9 legal talks for almost 900 participants in total were run during the year which were well-received. The legal talk topics included Workplace Harassment, Contracts and Dispute Management, Intellectual Property, Copyrights issues. They provided freelancers with useful and practical legal knowledge to guide and/or risk manage their activities and protect their creative output.

In recognition that those in the creatives industry tend to face issues unique to their sectors such as intellectual property queries and a potential imbalance in their relationships with clients, our AfA clinics match eligible applicants to volunteer lawyers who have the expertise and interest in these areas, to provide free legal guidance in a 45 to 60 minutes one-off session. 24 applicants for AFA legal clinics were served in the year.

Project Schools

Project Schools was launched in July 2012 with the objective of promoting a greater level of civic mindedness amongst youth and enabling them to better protect themselves from the consequence of crime. With cybercrimes and cyber-bullying on the rise amongst this digitally savvy generation, we continue to work closely with school teachers and started engaging with agencies to collaborate on respective areas to broaden and strengthen outreach.

Talks during the year reached **over 4,000 participants**. We will continue to work towards further expanding the reach of Project Schools, and updating the information that is shared with teachers and students.

²⁰ Watch all LAW@CDC 2021 webinars at <https://bit.ly/3f80lBa>

²¹ Watch all LawWorks webinars at <https://bit.ly/3SfTIQW>

STATISTICS

**LAW@CDC
2021**

**1,500
attendees**

LawWorks

**800
attendees**

**Advocates
for the Arts**

**900
attendees**

**Project
Schools**

**4,000
participants**

Feedback from Participants

Feedback received which came from different segments of the population showed that they felt empowered with legal knowledge and more confident about dealing with legal issues after participating in the webinars.

There were many helpful takeaways, but the most valuable perhaps was the webinar's perspective of the PDPA and advice in the context of charities.

– **Webinar on Compliance with PDPA**

Everything was well done. The sharing by Aurill, case studies and Q&A were very well organised. The moderator, Serene, did an excellent job in rephrasing and directing the questions.

– **Webinar on Charities Lean Forward: Litigation Risk Management**

Be careful to read the contract carefully before parting with your hard earn money. Don't get involved in anything you don't understand e.g. Cryptocurrency

– **Webinar on Get Savvy with Investing-Common Pitfalls and Traps**

Many many takeaways that are really very very useful, not just one.

– **Webinar on LawWorks Legal Primer: Freelancing in the New Normal**

I would like to compliment Joo Khin for moving the discussion away from typical rhetorical replies into meaningful responses by speaking about realities of what actually happens. I appreciated that the candid questions were not shut down so thank you to Sarita and any other behind-the-scene moderators for that. I have attended 5 discussions regarding leadership and workplace issues this year. This was by far the best. Thank you!!

– **Webinar on Employment Matters for Charities**

Moderator gives good summary too other than the 2 good panellists with professional and practical advice. Good time management and easy to understand 3 scenarios for discussion.

– **Webinar on LawWorks Legal Primer: Workplace Safety and Work Injury**

Both panellists were excellent, the lawyer is very clear and make things easy for us to understand, the moderator was excellent and her voice was loud and clear.

– **Webinar on LAW@CDC 2021 Preparing for Golden Years**

It was a very informative session. Patrick was confident and knowledgeable in his sharing, and Liyen's moderating skills were concise, which helped to maximise the time.

– **Webinar on Managing Death, Legally and Emotionally**

Excellent choice of speakers. Both were so knowledgeable about the subject matter, and were able to present the issues with clarity and to take into account both the concerns of Social workers, the youth and their families.

– **Webinar on Youth Justice**



132 Law Awareness
volunteer lawyers



Volunteer's Quote

"Pro bono is an integral aspect of my life. It reminds me why I practise law – to help people and make a difference in their lives. This is why I have been conducting legal talks for many years with the Law Society Pro Bono Services and support its programmes."

– Rajan Chettiar, Law Awareness Volunteer Lawyer

Partners' Feedback

"It has been a joy working with the LSPBS team to educate the public on common issues consumers face with financial institutions in Singapore and how FIDReC can help to resolve these disputes. This partnership has allowed us to reach around 500 attendees over the course of 5 webinars in 2 years. I am grateful for the professionalism, responsiveness and creativity shown by the team in their publicity efforts, design of the program, all the way to preparing for and implementing the program. I look forward to many more years of collaboration and exploring more ways we can do good together."

– Financial Industry Dispute Resolution Centre (FIDReC)

"In September 2020, the Office of the Commissioner of Charities signed a Memorandum of Understanding with LSPBS to provide legal expertise to guide charities in achieving good governance at low or no cost. These services include one-on-one pro bono legal guidance on corporate governance and transactional advisories such as amendments on constitutions and compliance with applicable laws and regulations."

LSPBS also conducts pro-bono training to charities on legal topics. More than 2,000 charity representatives have benefitted from the 12 training sessions conducted since 2020. The Office of the Commissioner of Charities is grateful to LSPBS for their invaluable contributions to the charity sector."

– The Office of the Commissioner of Charities

AWARENESS

LSPBS EVENTS, PROGRAMMES AND CAMPAIGNS

Events	No. Of Events
General Legal Awareness Outreach Talks	37
LAW@CDC Talks	13
Advocate for the Arts talks	10
Project Schools Talks	17
Collaboration Talks with Partner Organisations	10
Outreach Talks for Community Organisations	11
LawWorks Primers	5
Volunteer Capability Building Series	3
Total	106

GENERAL LEGAL AWARENESS OUTREACH TALKS THAT REACHED OVER 1,300 PARTICIPANTS

Date	Topic	Organisations
14 April 2021	LPA, Trusts & Wills	AMK FSC Community Services
23 April 2021	Criminal Justice Process	Institute of Mental Health
25 April 2021	Employment Law	After Care
30 April 2021	Trusts & Wills	Jalan Kayu Zone 1 RC
07 May 2021	LPA, Trusts & Wills	AMK FSC Community Services
08 May 2021	LPA, Trusts & Wills	MINDS & SGenable
08 May 2021	LPA	Alzheimer's Disease Association
15 May 2021	LPA	SUN-DAC
27 May 2021	Enforcement of Maintenance and Child Arrangement Orders	Daughters of Tomorrow
28 May 2021	Advance Legal Care Planning	People's Association
29 May 2021	Deputyship, Trusts & Wills	MINDS & SGenable
26 June 2021	Women's Rights in Marriage under Syariah Law	SG Cares Volunteer Centre @ Boon Lay
28 June 2021	LPA, Deputyship, Trusts & Wills	People's Association
08 July 2021	Family & Domestic Violence	Samaritans of Singapore
10 July 2021	Police Interrogation and Detention Process for Special Needs	APSN Delta Senior School & SG Enable
22 July 2021	Wills & LPA	SG Cares Volunteer Centre @ Boon Lay
26 July 2021	Understanding Employment Rights	imPact @ Hong Lim Green

AWARENESS

Date	Topic	Organisations
29 July 2021	Wills & LPA (Mandarin)	SG Cares Volunteer Centre @ Boon Lay
31 July 2021	Family Violence (Mandarin)	SG Cares Volunteer Centre @ Boon Lay
14 August 2021	Children Custody Management under Syariah Law	SG Cares Volunteer Centre @ Boon Lay
21 August 2021	Family Violence	SG Cares Volunteer Centre @ Boon Lay
28 August 2021	LPA, Deputyship, Trusts & Wills	MINDS & SG Enable
04 September 2021	LPA (Mandarin)	Toa Payoh East Community Centre
06 September 2021	LPA, Trusts & Wills	Society of Sheng Hong Welfare Services
10 September 2021	LPA, Deputyship, Trusts & Wills	AMK FSC Community Services
11 September 2021	LPA	Jalan Kayu Zone 8 RC
05 November 2021	LPA, Deputyship, Trusts & Wills	AMK FSC Community Services
06 November 2021	LPA, Deputyship, Trusts & Wills	Society of Sheng Hong Welfare Services
20 November 2021	LPA, Deputyship, Trusts & Wills	MINDS & SG Enable
25 November 2021	Operational & Reputational Risks for Social Enterprises	raiSE
26 November 2021	LPA (Mandarin)	National Library Board
11 December 2021	LPA & Wills	Marymount SMC
18 February 2022	Deputyship, Trusts & Wills	Society of Sheng Hong Welfare Services
22 February 2022	Custody, Care & Control	Daughters of Tomorrow
26 February 2022	LPA, Deputyship, Trusts & Wills	MINDS & SG Enable
04 March 2022	LPA, Deputyship, Trusts & Wills (Mandarin)	MINDS & SG Enable
15 March 2022	Deputyship, Trusts & Wills	Eden School & Society of Sheng Hong Welfare Services

AWARENESS

LAW@CDC 2021 TALKS ANNUAL COLLABORATION WITH PA AND THE 5 CDCS THAT REACHED OVER 1,640 PARTICIPANTS, MOSTLY MADE UP OF THE GENERAL PUBLIC

Date	Topic
25 September 2021	LAW@CDC 2021 Launch Event
01 October 2021	Divorce & You (Civil)
05 October 2021	Divorce & You (Syariah)
08 October 2021	Fighting in Court or Building Bridges
12 October 2021	Protecting Your Loved Ones, Protecting Yourself
16 October 2021	Help! I am a Victim of Online Harassment!
19 October 2021	Preparing for Golden Years: Get to know your Legal instruments, Documents and Process
21 October 2021	Freelancing From Home: The Dos and Don'ts of Home-based Businesses
22 October 2021	Trading Fame in the Virtual Space: A legal Guide for Social Media Influencers and Users
26 October 2021	Becoming a family, Two-gather but not Together
29 October 2021	My Idea, My Property!
30 October 2021	为黄金年做准备: 了解您的法律文书、文件和流程
05 November 2021	Am I Still Employable? Navigating Your Job from Pandemic to Endemic

PROJECT SCHOOLS TALKS THAT REACHED OVER 3,600 PARTICIPANTS

Date	Topic	Location
19 May 2021	Cyberwellness	MOE East 5 & East 6 Cluster
04 June 2021	Cyber Offences	CHIJ Secondary School (Toa Payoh)
06 July 2021	Dealing with Juvenile Offenders	MOR South 7 Cluster
15 July 2021	Legal Issues in Education Context	MOE South 5 Cluster
26 July 2021	Legal and Ethical Considerations for Perioperative Nurses	Ngee Ann Polytechnic
28 August 2021	Defying Stereotypes	Nan Chiau High School
28 August 2021	Cyber Offences	CDAC Project Youth Can Shine
30 September 2021	Cyber Offences	CHIJ Secondary School (Toa Payoh)
11 October 2021	Cyber Offences	CHIJ Primary School (Toa Payoh)

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Date	Topic	Location
16 October 2021	Sexual Misconduct and Hazing Cases	Heartware Network
19 October 2021	Cyber Offences	Raffles Girls' School (Secondary 2)
25 October 2021	Cyber Offences	Raffles Girls' School (Secondary 1)
29 October 2021	Cyber Wellness	Montfort Secondary School (Secondary 1)
01 November 2021	Understanding the Law in Singapore	Kuo Chuan Presbyterian Secondary School
28 January 2022	Copyright Law and Employment Law	Ngee Ann Polytechnic
10 February 2022	LPA	Singapore Management University
17 February 2022	Intellectual Property	LASALLE College of the Arts

ADVOCATES FOR THE ARTS TALKS THAT REACHED OVER 1,100 PARTICIPANTS

Date	Topic	Organisations
12 May 2021	Workplace Harassment	Art Resource Hub
24 August 2021	Intellectual Property and Copyrights	LASALLE College of the Arts
21 September 2021	Intellectual Property and Copyrights	LASALLE College of the Arts
22 September 2021	Contracts and Dispute Management	LASALLE College of the Arts
16 October 2021	Contracts and Intellectual Property	BayBeats 2021withEsplanade
04 January 2022	Cyber Offences	School of the Arts
24 January 2022	Contracts and Dispute Management	LASALLE College of the Arts
07 February 2022	Workplace Safety and Health	LASALLE College of the Arts
17 February 2022	Intellectual Property and Copyrights	LASALLE College of the Arts
24 February 2022	Contracts and Dispute Management	LASALLE College of the Arts

LAWWORKS PRIMERS IN PARTNERSHIP WITH NTUC THAT REACHED OVER 800 PARTICIPANTS, MOSTLY FREELANCERS

Date	Topic
8 April 2021	My First Job
03 June 2021	Workplace Bullying
15 July 2021	Freelancing in the New Normal
23 September 2021	Workplace Safety and Work Injury
28 October 2021	The New Copyright Act 2021 – Changes that Affect You

AWARENESS

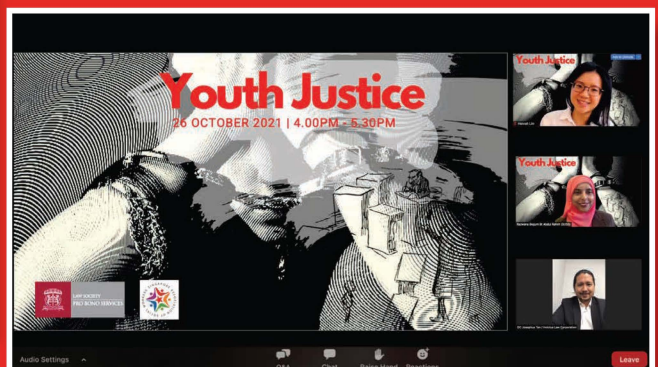
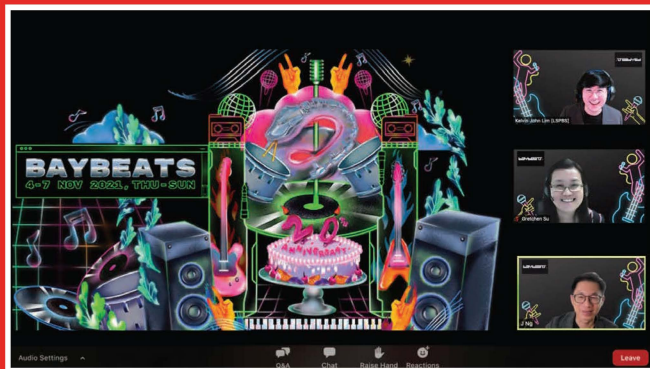
TALKS IN COLLABORATION WITH PARTNER ORGANISATIONS WHICH REACHED OVER 1,920 PARTICIPANTS

Date	Topic	Partners
28 April 2021	Advance Care Planning	Singapore Association of Social Workers (SASW)
14 May 2021	A Guide to Legal Help Programmes	Ministry of Social and Family Development (MSF) and Legal Aid Bureau (LAB)
28 May 2021	The Dangers of Online Transaction: How You Can Avoid and Manage Them	Financial Industry Dispute Resolution Centre (FIDReC)
28 July 2021	Syariah Law: Applications on the Family	SASW
06 August 2021	In Your Defence: Protecting Mental and Emotional Health as Lawyers	Eugene Thuraisingam LLP
01 September 2021	Get Savvy with Investing – Common Pitfalls and Traps	FIDReC
13 September 2021	Managing Death, Legally and Emotionally	Grief Matters (Montfort Care)
26 October 2021	Youth Justice	SASW
24 January 2022	Selling with a Difference- Transitioning to an e-commerce Platform	National Volunteer and Philanthropy Centre (NVPC)
04 March 2022	Divorce & You (Civil)	Family Justice Courts (FJC)

VOLUNTEER CAPABILITY BUILDING SERIES WHICH REACHED 500 PARTICIPANTS, MOSTLY VOLUNTEERS LAWYERS

Date	Topic
14 September 2021	How to Advise Victims of Online Harassment: Updates
25 January 2022	Criminal Investigation in Singapore
25 February 2022	How to Engage and Manage Legal Clinic Applicants

EVENT SNAPSHOTS





HEROES IN LAW



VOLUNTEERS

As we move into the second year of the COVID-19 pandemic, we are humbled by the response from volunteers who continue to selflessly offer their time and talent. We are grateful for their continued support and embrace of technology, which made possible for the needy and vulnerable to receive legal aid without disruption.

Unstinting support also came from our partners – the National University of Singapore, Singapore Management University Yong Pung How School of Law and Singapore University of Social Sciences who continued to send their students to assist our various schemes. We continued to host student volunteers during the Fiscal Year, which helped to develop their conception of law as a service vocation, and to allow them to experience how the law works in real life and in very practical ways for the man on the street. We believe that through their pro bono service, they will develop the knowledge and skills to become better lawyers.

809 newly registered volunteers

353 volunteers volunteered at our legal clinics for individual providing legal guidance to needy applicants

59 volunteers generously offered their time and assistance to the Family Justice Support Scheme. **24** lawyers took on at least one case, providing pro bono legal representation or charged fees lower than their usual rates to applicants facing matrimonial issues.

18 volunteers and **8** law firms volunteered for Community Organisation Clinic and Project Law Help

132 volunteers provided assistance with legal awareness outreach

239 volunteers took on at least one case under our Criminal Legal Aid Scheme, providing legal representation to accused persons with limited financial means, facing non-capital offences

465 students volunteered across all schemes



VOLUNTEERS

PROGRAMMES TO SUPPORT VOLUNTEERS

We have a number of programmes to support our volunteers, including:

- Capacity building and training talks;
- Screening and assessing the applicants' suitability for our various schemes
- Volunteer Initiative Support Scheme which assists practitioners undertaking their own pro bono initiatives with administrative support and volunteer coordination and mobilisation; and
- Social Service Agency referral service which helps practitioners search for relevant assistance schemes to help their clients.

Programmes to assist or collaborate on access to justice initiatives with other organisations

We strive for synergy and an integrated approach in delivering access to justice initiatives.

We have developed systems and procedures for the running of pro bono programmes, such as programme administration, volunteer mobilisation and volunteer support materials, which are valuable resources for other organisations seeking to start or develop their pro bono programmes.

We give these organisations ready access to our resources, assist agencies with volunteer recruitment by publicising their pro bono opportunities to our pool of volunteers and organise regular inter-agency networking sessions to share on new developments and needs within the pro bono landscape. For instance, the Joint International Pro Bono Committee assists community organisations based in Singapore but doing community work overseas with pro bono non-litigation corporate legal assistance.

We work closely with law faculties, pro bono law centres and law student pro bono groups such as the NUS Pro Bono Group, SMU Pro Bono Centre and the SUSS Pro Bono Student Group to provide meaningful pro bono volunteer opportunities for law students.

VOLUNTEER CAPACITY BUILDING SERIES

We continue to strengthen our volunteers' capabilities and enhance their pro bono experience by providing training opportunities through the Volunteer Capacity Building Series (VolCapB Series) and CLAS Training (as described above).

Volunteer Capability Building Series which reached more than 500 participants, mostly volunteers lawyers

Date	Module	Speakers/ Trainers
14 September 2021	How to Advise Victims of Online Harrassment	<ul style="list-style-type: none">• Ms Catherine Chang (Co-founder, Solid Ground)• Mr Fong Wei Li (Managing Director, Forward Law)• Ms Melody Lau (Associate, Drew & Napier LLC)
25 January 2022	Criminal Investigation in Singapore	<ul style="list-style-type: none">• Mr Paul Singh (Former Assistant Superintendent of Police)

VOLUNTEERS

25 February 2022	How to Engage and Manage Legal Clinic Applicants	<ul style="list-style-type: none"> • Ms Melody Lau (Associate, Drew & Napier LLC) • Mr Melvin Loh (Lecturer (School of Law), Singapore University of Social Sciences) • Mr Montague Choy (Managing Director, Imperial Law LLC) • Mr Steven Lam (Founder & Director, Templars Law LLC)
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The feedback from the participants for the sessions are positive, a selection of the feedback that was received is produced below:

“Fong Wei Li is online defamation legend.”

“Absolutely loved the style and the very straightforward tone.”

“Very engaging and knowledgeable.”

“Clear and useful presentation! Would recommend this to all junior lawyers. Thank you to the panellists and moderator for preparing this webinar for us!”

“They are knowledgeable, and seem approachable and very willing to share their experience.”

“Very knowledgeable and very practical. One of the best CPD seminars I’ve attended.”

The CLAS training sessions conducted are set out below.

Date	Module	Speakers/ Trainers
1 July 2021	Overview of the Criminal Justice Process & the Role of Criminal Defence Counsel	<ul style="list-style-type: none"> • Mr Chenthil Kumarasingam (Partner, Withers KhattarWong LLP)
8 July 2021	Interviewing the Client & Others	<ul style="list-style-type: none"> • Mr Darrell Low (Partner, Bih Li & Lee LLP)
15 July 2021	Vulnerable Clients	<ul style="list-style-type: none"> • Dr Jacob Rajesh (Senior Consultant Psychiatrist, Singapore Prison Service) • Ms Peggy Yee (Director, PY Legal LLC)
22 July 2021	Morality and Principles in Criminal Law	<ul style="list-style-type: none"> • Ms Megan Chia (Partner, Tan Rajah & Cheah)
29 July 2021	The Window between Arrest and Charge	<ul style="list-style-type: none"> • Mr Wendell Wong (Director, Drew & Napier LLC)
17 August 2021	Representations and CCMS	<ul style="list-style-type: none"> • Mr Derek Kang (Managing Director, Cairnhill Law LLC) • Mr Mohamed Faizal, SC (Deputy Chief Prosecutor, Attorney-General’s Chambers)
24 August 2021	Theory of the Case : Developing and Utilising Case	<ul style="list-style-type: none"> • Mr Abraham Vergis, SC (Managing Director, Providence Law Asia)
19 August 2021	Pre-Trial Discovery in Criminal Proceedings	<ul style="list-style-type: none"> • Mr Sreenivasan Narayanan, SC (Managing Partner, K&L Gates Straits Law LLC)

VOLUNTEERS

Date	Module	Speakers/ Trainers
26 August 2021	Statements & Examination at Trial	<ul style="list-style-type: none"> Mr Tan Chee Meng, SC (Deputy Chairman, WongPartnership LLP)
2 September 2021	Guilty Plea & Sentencing Options, and Post-PG/ Trial Matters	<ul style="list-style-type: none"> Mr Joel Ng (Associate Director, Quahe Woo & Palmer LLC) Mr Sunil Sudheesan (Director, Quahe Woo & Palmer LLC)
9 September 2021	Evidence & Impeachment	<ul style="list-style-type: none"> Mr Wong Siew Hong (Partner, Eldan Law LLP)
16 September 2021	Drug Abuse	<ul style="list-style-type: none"> Ms Moy Hooi Yan (Laboratory Director, Health Sciences Authority)
22 September 2021	Experts	<ul style="list-style-type: none"> Mr Eugene Thuraisingam (Managing Partner, Eugene Thuraisingam LLP)
30 September 2021	Application for No Case to Answer & Closing Submissions	<ul style="list-style-type: none"> Mr Sanjiv Rajan (Partner, Allen & Gledhill LLP)
7 October 2021	Sexual Offences and Vulnerable Victims	<ul style="list-style-type: none"> Mr Kalidass Murugaiyan (Managing Director, Kalidass Law Corporation)
13 October 2021	Cheating Offences	<ul style="list-style-type: none"> Mr Melvin Loh (Lecturer (School of Law), Singapore University of Social Sciences)
20 October 2021	Voluntarily Causing Hurt/ Grievous Hurt	<ul style="list-style-type: none"> Mr Mato Kotwani (Partner, PDLegal LLC)
27 October 2021	Drug Offences	<ul style="list-style-type: none"> Mr Mervyn Cheong (Partner, Advocatus Law LLP)
3 November 2021	Sentencing Advocacy	<ul style="list-style-type: none"> Mr Malcolm Tan (Consultant, City Law LLC)
11 November 2021	Appeals	<ul style="list-style-type: none"> Mr Remy Choo (Director, Peter Low & Choo LLC)
16 November 2021	Forensic Science in Criminal Cases	<ul style="list-style-type: none"> Ms Crystal Lai (Consultant Forensic Scientist, Health Sciences Authority)
25 November 2021	Understanding Probation	<ul style="list-style-type: none"> Mr Alvin Koh (Probation Officer) Mr Gilbert Goh (Probation Officer)

The feedback from the participants for the sessions are positive, a selection of the feedback that was received is produced below:

“A lot of practical tips given”
 “Good explanation of the cases”
 “Engaging, informative, a pleasure to attend this seminar”

We continue to conduct our Volunteer Orientation sessions every third Wednesday of the month to share about the work we do and the available volunteering opportunities. The sessions are conducted during lunch time, via Zoom to cater to our volunteers’ busy schedules and to make it easy for them to attend the session. 360 participants attended these sessions to find out more about LSPBS and the ways they can volunteer with us.

VOLUNTEERS

Attendees' feedback on the orientation session:

"I liked how it was informative, but did not take up too much time."

"The detailed overview of the services that LSPBS provides."

"Provided a succinct explanation on the volunteer schemes"

Students' feedback on their volunteering experience:

"Excellent supervisors who are very experienced, knowledgeable, as well as helpful. Positive working environment where mutual care and support is the dominating trait. Opportunities to learn a lot of things pertaining to Family law cases. You emerge from it more or less a specialist, if not an expert."

- Tan Hong Boon, Family Justice Support Scheme

"There was good exposure to the real life problems and situations that Singaporeans face. It also highlighted to me the importance of having pro bono work as most who require legal aid don't actually have the ability to readily access it. The supervisors and staff were also really friendly and helpful, and I didn't feel hesitant to ask them for help whenever required. I also enjoyed the opportunity to sit in for a clinic session and was able to learn a lot from it."

- Tan Yi Lucas, Community Legal Clinic

"The attachment was quite structured. There were clear expectations and lines of communication which made the work efficient. I particularly appreciate the thought that went into organising the different elements of the attachment including the training, work and role-play exercise. All officers were also extremely kind and helpful. They made the attachment very enjoyable!"

- Niharika Goyal, Community Legal Clinic

"Meaningful and insightful experience. I got to understand the applicants better while helping them. At the same time, I was given the opportunity to familiarise myself with the realities of local legal aid cases."

- Sim Yan Yi, Ad Hoc Pro Bono Scheme

VOLUNTEERS RECOGNITION

We thank all our volunteers who supported us in the past year to serve the needy and vulnerable.

In particular, the volunteers listed below have gone beyond the call of duty when carrying out our pro bono mission. Their commitment to serve is the reason why we are able to reach out and touch many lives.

Ad Hoc Pro Bono Scheme (Individual)

- Dhillon Dinesh Singh
- Ng Jeanny

Ad Hoc Pro Bono Scheme (Firm)

- Allen & Gledhill LLP
- Covenant Chambers LLC
- TSMP Law Corporation
- WongPartnership LLP

Assist Non-Profit Organisations

Scheme (Individual)

- Li Yourui, Charles
- Darren Grayson Chng

Assist Non-Profit Organisations Scheme (Firm)

- Dentons Rodyk & Davidson LLP
- Morgan Lewis Stamford LLC

Criminal Legal Aid Scheme (Individual)

- Ashvin Hariharan
- Deya Shankar Dubey
- Leonard Chua Jun Yi
- Periowsamy Otharam
- Sim Bing Wen

Criminal Legal Aid Scheme (Firm)

- Abbots Chambers LLC
- Tembusu Law LLC
- WongPartnership LLP

Community Legal Clinic (Individuals)

- Benavon Lee Shuhui
- Chen Chi
- Desmond Tay Yijie
- Kyle Yew Chang Mao
- Lau Si Min, Jannelle
- Soo Guo Kai

Community Legal Clinic (Firms)

- Allen & Gledhill LLP
- Drew & Napier LLC
- Holman Fenwick Willan Singapore LLP
- Quahe Woo & Palmer LLC
- Rajah & Tann Singapore LLP
- WongPartnership LLP

Civil Legal Clinic (Individuals)

- Lua Jing Ing Priscilla

Family Legal Clinic (Individuals)

- Dharmambal Shanti Jayaram
- Lee Terk Yang
- Tan Yew Cheng

Family Justice Support Scheme

- Lai Ying Ling Jenny
- Wong Soo Chih
- Yeow Tin Tin Margaret

Law Awareness (Outreach)

- Abigail Genevieve Tan Hui Yi
- Cory Wong Guo Yean
- Fong Wei Li
- Gan Hui Wen Serene
- Halijah Binte Mohamad
- Kamalarajan Malaiyandi Chettiar
- Low Seow Ling
- Marshall Lim Yu Hui
- Ng Joo Khin
- Ng Li Yen
- Siaw Kin Yeow (Richard)
- Tan Shen Kiat
- Tan Tse Chia Patrick

PRO BONO AMBASSADOR AWARD



Abraham Vergis SC, Pro Bono Ambassador 2021
Left: Gregory Vijayendran, SC, LSPBS Chairman
Right: Abraham Vergis, SC, Pro Bono Ambassador 2021

**“If you make time to do good,
there will always be time for everything else”**

- Abraham Vergis, SC

Watch our interview of Abraham at <https://bit.ly/3Lq5LmZ>

BAR MEMORIAL SCHOLARSHIPS



Ng Hwee Cheng Doreen

The Bar Memorial Scholarship was founded by members of the Singapore Bar in memory of fellow members who perished in the First World War. The scholarship is an annual award of a maximum sum of \$5,000 and may be awarded to Singaporean students who have obtained admission to or are currently taking a course in subjects of study relating to law.

In September 2020, the late lawyer Ng Hwee Cheng Doreen donated \$100,000 to the scholarship, the largest fund injection since its founding. One of Doreen's last wishes was to donate part of her estate to a law scholarship in memory of her mother, and we are honoured to carry on her legacy.

4 students were awarded the scholarship in 2022.

These are their testimonies:

"Thank you so much to the Law Society Pro Bono Services for the Bar Memorial Scholarship Fund. This money will quite literally help my family and I survive."

This money will literally put food on the table for my family and help us to cope through this difficult time as I find another job, study hard to complete my degree and ultimately provide a better life for my family. Thank you once again from the bottom of my heart to LSPBS and the donors. I am eternally grateful and the help provided to me cannot be understated."

- Anonymous

"Coming from a low-income family where the fear of brushing against the law (much less be sued) is one which I resonate deeply with, the aspirations to read – and practice – law is every so often dismissed as being too ambitious a dream, on basis of my social-economic background. The scholarship therefore has been extremely uplifting and encouraging; knowing there exists support within the Singapore bar that aims to make legal education more accessible, through the provision of much needed financial assistance to students who otherwise may struggle to finance a legal education."

More importantly, the values which the scholarship – and indeed Law Society Pro Bono Services – embody serve a strong driver for the pursuit of a legal education; having had the privilege of witnessing first-hand how a deep-rooted involvement in pro bono work can have a profound impact on the marginalised community, and drawing on personal experience. It is therefore with hopes to one day be in position to also give back to society through the practice of the law – simulating the values so generously put forth by donors, pro bono lawyers, and Law Society Pro Bono Services."

- Anonymous

BAR MEMORIAL SCHOLARSHIPS



I applied for the Bar Memorial Scholarship to find support in my academic pursuits. The origins of this award resonated with me, and it aligns with my firm belief in the value of giving back to the community for everyone's growth. This award will be of invaluable assistance to me in university, and it will give me the security to aim higher and work harder.

I express my deepest gratitude to the donors – their belief in giving is inspiring and I strive to embody such values.

- Amar Pandey



I applied for the scholarship as Covid-19 has taken a toll on my family and the scholarship will enable me to get the necessary things I need for school without adding on to my parents' burden. I plan to get a new laptop for my studies as my current laptop of 6 years is starting to become very slow and unresponsive. I have been holding off to get a laptop for quite some time and this scholarship has come in very timely. Considering how lessons are mostly online, I am very thankful to be

able to get a new laptop which is much needed for school. I will also use the remainder to help ease the financial burdens in my family, allowing me to focus better in school.

I would like to thank the donors for contributing to my scholarship and for making a world of a difference in my life. Having received this scholarship, it inspires me to be even more motivated to work hard so that I will be able to help others achieve their goals just like how you have helped with mine. Thank you once again.

- Adele Lim

The legacy of Doreen and the Singapore Bar lives on through the Bar Memorial scholars and the great work these future lawyers will come to achieve.

A LIVING LEGACY

After Vikram Kumar Tiwary's tragic and untimely demise shortly before he was to join us as a CLAS Fellow to do pro bono criminal defence work, members of the legal profession in Singapore and abroad rallied around to realise Vikram's unfulfilled dream of getting called to the Bar. On 20 September 2021, in an unprecedented and bittersweet moment in Singapore's legal history, the High Court of Singapore approved Vikram's posthumous admission to the Roll of Advocates and Solicitors.

Vikram's passion for pro bono work was infectious and inspiring in his lifetime and beyond, and ignited one of the most powerful and uplifting pro bono movements in 2021. We sat down with those who pulled together this unified act of solidarity in memoriam of Vikram in a video published on our YouTube channel.²²

Credit goes to the coordinated efforts of the many unsung and unnamed heroes who generously gave their time and resources to this heroic endeavour, despite never having met Vikram.



Vikram Kumar Tiwary

- Our Chairman and Law Society's Immediate Past President Gregory Vijayendran SC who was counsel for the Law Society, and Sanjiv Rajan of Allen & Gledhill LLP who was counsel for Vikram's estate for their joint and successful application to seek the Court's approval to posthumously admit Vikram to the Bar.
- Sadhana Rai, Assistant Director of Representation at LSPBS, for tirelessly helping to draft the submissions and coordinate research on posthumous admission applications in foreign jurisdictions.
- Our Joint International Pro Bono Committee volunteers who assisted with the cross-jurisdictional research which were foundational to the submissions made in Court. They are:
 - Huma Deeba and Wei Dai from Bloomberg LP;
 - Benedict Tse from Pinsent Masons MPillay LLP and David Platt from Pinsent Masons;
 - Charmian Aw from Reed Smith LLP & Alvin Ong formerly from Resource Law LLC;
 - Michelle Yong from Stephenson Harwood LLP; and
 - Sarah Jane H. from BT Singapore.
 - Mehaerun S. and Samuel Tay from Allen & Gledhill LLP
- Justice John Browning, a specialist in posthumous bar admissions in the United States, who through a meeting facilitated by Huma and Wei Dai, generously shared with Greg, Sanjiv and Sadhana his considerable experience, which were beneficial to the submissions mounted in Court.

Thank you again to all that came together to fulfil Vikram's last wish. This call had a great symbolic significance for the family as well as the legal profession, and it will stand in the corridors of time as a lasting legacy – a legacy in Vikram's name.

²² Watch the heartwarming video about Vikram and his legacy at <https://bit.ly/3RTefW6>

DEVELOPMENT OVERVIEW



FUNDS RAISED
\$ 884,493



**FUNDRAISING
EXPENSES
INCURRED**
\$ 63,508



**FUNDRAISING
EFFICIENCY
RATIO**
7.18 %

FUNDRAISING CAMPAIGNS



JUSTICE IN ACTION / JUSTICE FOR ALL

We fundraised for our general fund through the Justice in Action and Justice for All campaigns and a virtual stand-up comedy event Just Laugh on 25 June 2021.



Attended by our Guest of Honour, Minister for Culture, Community and Youth and Second Minister for Law, Edwin Tong, SC, we celebrated our outstanding volunteers and supporters for the sterling contributions to our cause and enjoyed stand-up comedy performances by Tris Xavier, Pam Oei and Hossan Leong.

Campaign duration:

15 April 2021 to 14 April 2022 (Justice in Action); 10 December 2021 to 09 December 2022 (Justice for All)

Funds raised across various platforms in FY2021/22:

\$253,540.00 (Justice in Action);
\$77,518.00 (Justice for All)

The campaigns qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

Top Donors:

Justice in Action

\$50,000

Linklaters Singapore Pte Ltd
Mehigan LLP

\$20,000

Clifford Chance Pte Ltd

\$10,000

Allen & Gledhill LLP
Drew & Napier LLC
K&L Gates Straits Law LLC
Providence Law Asia LLC
S M Jaleel Foundation Ltd

\$5,000

Allen & Overy LLP
Ho Bee Foundation
Holman Fenwick Willan Singapore LLP
Singapore Academy of Law
Symasia Foundation Limited

Justice for All

\$20,000

Clifford Chance Pte Ltd
Tan Chin Tuan Foundation

\$10,000 and above

The Community Foundation of Singapore
Tan Kok Quan Partnership
Providence Law Asia LLC
Rajah & Tann Foundation

FUNDRAISING CAMPAIGNS

INCLUSIVE JUSTICE

Essential, but often not acknowledged. Foreign spouses, workers and domestic workers build our homes and care for our loved ones. They have chosen Singapore as their home and share our aspirations for a better future. With the COVID-19 pandemic, we see and hear their hardships and sacrifices even more clearly than before.

We believe that access to justice should be available to all, regardless of nationality, race, religion or financial ability. We provide legal assistance to foreigners who are vulnerable and in need through the Criminal Legal Aid Scheme, Family Justice Support Scheme and Ad Hoc Pro Bono Scheme.

This campaign raises funds for the three schemes, empowering the least, the last and the lost in law to achieve fair justice.



Campaign duration:

30 October 2020 to 21 October 2021 and 01 December 2021 to 30 November 2022

Funds raised across various platforms in FY2021/22:

\$127,724.00 (for campaign from 30 October 2020 to 21 October 2021); \$62,460.92 (for campaign from 01 December 2021 onwards, receipts as at 31 March 2022)

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

Top Donors:

\$10,000 and above

Eugene Thuraisingam LLP
Mia Watanabe
Baker & McKenzie.Wong & Leow
Manas Tamotia
Ong Jit Seng

\$5,000

Allen & Overy LLP
Drew & Napier LLC
K Muralidharan Pillai
Madhavan Peter
Tan Tze Gay

FUNDRAISING CAMPAIGNS

HARRY ELIAS JUSTICE FUND

The Harry Elias Justice Fund was set up to honour the life and legacy of the late Mr Harry Elias SC and to sustain his legacy by raising funds for our Criminal Legal Aid Scheme and Ad Hoc Pro Bono Scheme.

Mr Elias SC spearheaded the setting up of our Criminal Legal Aid Scheme in 1985 to help the less fortunate obtain free criminal defence. When CLAS was first established, he secured the dismissal of charges against a woman accused of stealing milk for her baby. Even in his 80s, Mr Elias SC continued to volunteer his time to represent needy and vulnerable accused persons under CLAS.

The funds raised go to CLAS and AHPBS to continue Mr Elias SC's legacy and provide urgent legal assistance to those in need.



Campaign duration:

08 December 2021 to
07 December 2022

Funds raised across various platforms in FY2021/22:

\$49,010.00 (receipts as at 31 March 2022)

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

Top Donors:

\$20,000

The Grace, Shua and Jacob Ballas II Charitable Trust

\$10,000

Thelma Elias

\$5,000 and above

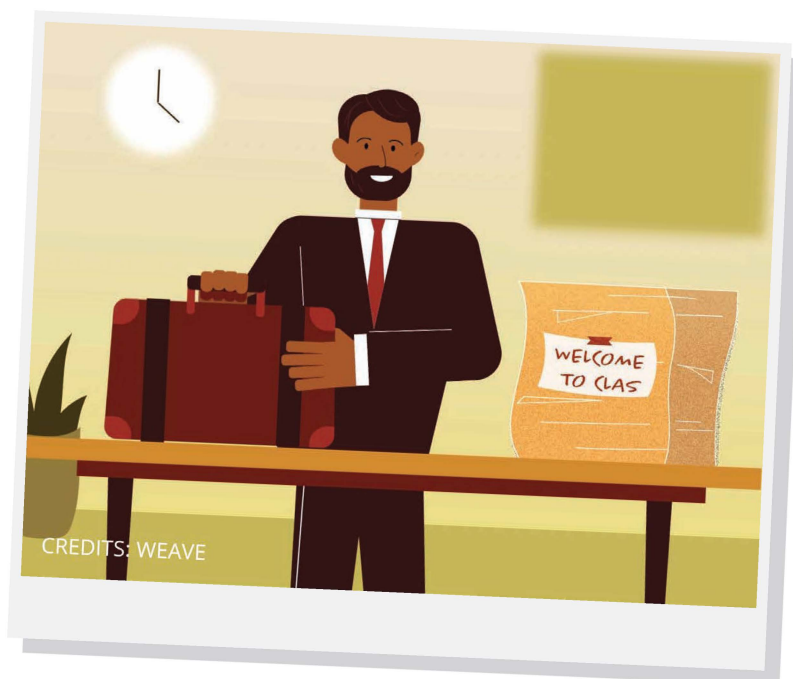
PDLegal LLC

Rubina Watch Company (Private) Limited

FUNDRAISING CAMPAIGNS

THE FELLOWSHIP FUND

Every year, junior lawyers join our charity to pursue pro bono legal service as a full time calling. The Fellowship Fund was founded to raise funds to engage junior lawyers to act for our beneficiaries in need of legal representation under our current and any future representation schemes and will also cover their training and other related practice costs.



Campaign duration:

02 September 2021 to 01 September 2022

Funds raised across various platforms in FY2021/22:

\$83,653.00

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

Top Donors:

\$5,000

Seah Zhen Wei, Paul

NOTABLE DONORS TO OTHER INITIATIVES

Notable Donors:

\$25,000 and above

Enpee Foundation

\$10,000 and above

LexisNexis

Solid Rock Foundation

Bamboo Lotus Fund

\$5,000 and above

Leong Kah Wah

Pei Hwa Foundation Limited

THE GIFT OF NECESSITIES

In 2021, LSPBS received a number of unique offers of support for our cause – in the form of necessities for our beneficiaries. These in-kind donations came in the form of stationeries, tech accessories and masks.

Despite the challenges and barriers cause by COVID-19, these organisations still found ways to make a difference in the lives of those who need them the most.

STATIONERIES AND TECH ACCESSORIES

Verint, a New York-based software company, donated 18 cartons of stationeries and tech accessories. These donations were extended to the migrant worker community during our outreach event at JTC Penjuru Recreation Centre on International Migrants Day 2021.

Many migrant workers expressed their gratitude for simple stationeries such as notebooks and pens as they are tools that can empower them to have a voice and an outlet for their emotions. These simple gifts were essential in protecting our migrant workers as they grapple with isolation in a foreign country during difficult times.

MASKS

We received donations of masks from two separate generous donors. We're grateful for your gift of surgical masks and reusable masks as they kept both our staff and beneficiaries safe while we continue to provide legal assistance to those in need. Nautical Concept donated 200 boxes of medical-grade disposable masks and an individual donor gifted us with 300 reusable CORI Supermasks.



HELP THE LEAST, THE LAST, AND THE LOST IN LAW.

DONATE NOW



Any amount is greatly appreciated!

**For tax relief, please indicate your
NRIC/UEN in the reference section.*

*Email supportus@lawsocprobono.org
if you need a receipt or wish to
donate using other modes.*

OUR PARTNERS

PARTNERS

Agency for Integrated Care
Aidha Ltd
Angullia Mosque
Archdiocesan Commission for the Pastoral Care of Migrants and Itinerant People
Arts Resource Hub
Asian Women Welfare Association
Asia Venture Philanthropy Network
Association for People with Special Needs
Association of Corporate Counsel
Association of Women for Action and Research
BABSEACLE
Bless Community Services
Bloomberg
Call Home
Casa Raudha Women Home
Catholic Lawyers Guild
Central Provident Fund Board
Centre for Domestic Employees
Centre for Non-Profit Leadership
Cerebral Palsy Alliance Singapore
Chettiares' Temple Society
Community Development Councils
Community Foundation of Singapore
Community Justice Centre
Community Mediation Centre
Covenant Chambers
COVID-19 Migrant Support Coalition
Daughters of Tomorrow
Embassy of France in Singapore
Enterprise Singapore
Esplanade – Theatres on the Bay, Singapore
Family Justice Courts
Family Service Centres
Financial Industry Disputes Resolution Centre
Foreign Domestic Worker Association for Social Support and Training
Global Pro Bono Bar Association
Good Shepherd Centre
Ground Up Movement
Hagar Singapore
HealthServe
Hope Initiative Alliance
Humanitarian Organisation for Migration Economics
Institute of Estate Agents
Institute of Mental Health
International Bridges to Justice
iProbono
ItsRainingRaincoats
JTC
Justice Without Borders
LaSalle School of Arts
LEAP201
Legal Aid Bureau
Legal Empowerment Network
Legal Kakis

Majority Trust
Methodist Welfare Services
Migrant Workers' Centre
Ministry of Culture, Community and Youth Office of the Commissioner of Charities
Ministry of Education
Ministry of Law
Ministry of Manpower
Ministry of Social and Family Development
Movement for the Intellectually Disabled of Singapore
National Arts Council
National Council of Social Service
National Trade Union Congress
National University of Singapore
National Volunteer & Philanthropy Centre
Paris Bar Association
PAVE
People's Association
PILnet
Prison Fellowship Singapore
Project X
Public Interest Law Network
Rainbow Centre
raiSE Singapore Centre for Social Enterprise
Ray of Hope
School of the Arts
Seng Pang Tua Pek Kong Keng
SG Accident Help Centre
SG Enable
Sheng Hong Welfare Services
Singapore Academy of Law
Singapore Association of Social Workers
Singapore Business Federation
Singapore Centre for Social Enterprise
Singapore Corporate Counsel Association
Singapore Council of Women's Organisations
Singapore Indian Chamber of Commerce & Industry
Singapore Institute of Legal Education
Singapore Management University
Singapore Prison Service
Singapore Sindhi Association
Singapore University of Social Sciences
Special Needs Trust Company
Star Shelter
State Courts
SUN-DAC
Supreme Courts
T-Project
Temasek Shophouse
The Office of the Public Guardian
Thomson Reuters Foundation
Transient Workers Count Too
Tripartite Alliance for Dispute Management
Yellow Ribbon Singapore

MEDIA & PR SUPPORT

APRW





**IN THE
SPOTLIGHT**

SELECTED MEDIA COVERAGE

Date	Headline	Source
19 Feb 2022	Man, 20, has charge of raping relative eight years ago withdrawn	The Straits Times
7 Feb 2022	绞肉机断四指女佣：亲情让我活下去	Lianhe Zao Bao
31 Jan 2022	Volunteer lawyers help abused maid get \$10,000 in compensation	The Straits Times
21 Jan 2022	Maid acquitted of assaulting baby, tampering with teats of feeding bottles	The Straits Times
20 Jan 2022	MS Explains: When online scams happen in S'pore, who is responsible for the victims' losses?	Mothership.sg
31 Dec 2021	Sindhi Association opens free legal clinic in Katong	The Straits Times
21 Nov 2021	及早制定LPA有交代好过没交代	Lianhe Zao Bao
1 Nov 2021	Who cares about migrant rights?	TheHomeGround Asia
8 Oct 2021	Jail, fine for food stall operator after maid lost four fingers in meat grinder accident	The Straits Times
26 Sep 2021	唐振辉：和解率达八成 社区调解中心有效缓解紧张人际关系	Lianhe Zao Bao
25 Sep 2021	LAW@CDC Launch	CN5 News Tonight
21 Sep 2021	逝世三个多月后 青年获律师资格	Shin Min Daily News - PDF
20 Sep 2021	28-year-old who died 9 days before call to the Bar posthumously gets name on rolls as a lawyer	The Straits Times
25 Jul 2021	'No family member would ever do that for me': Migrant worker with cancer on Singapore volunteer's help	Channel NewsAsia
12 Jul 2021	New coalition to help migrant workers here seek legal aid	The Straits Times
11 Jul 2021	律师公会与20组织成立联盟 提供外籍劳工与女佣各方面援助	Lianhe Zao Bao
14 May 2021	Filipino woman feared losing her child if she divorced her S'porean husband	The Straits Times
4 May 2021	Man, 55, acquitted of sexually assaulting stepson	The Straits Times
30 Apr 2021	Legal clinic to help victims of violence in Singapore's French community in the works	The Straits Times
23 Apr 2021	Access To Justice: Stories From A Pro Bono Lawyer Through Their Eyes	O plus by OGS YouTube Channel
16 Apr 2021	Law Society, SG Cares team up to boost legal assistance for those in need	The Straits Times
15 Apr 2021	Legal aid services get boost with tie-up between SG Cares Office and Law Society Pro Bono Services	The Straits Times
15 Apr 2021	Vietnam bride starts new life here after divorcing abusive Singaporean	The Straits Times
14 Apr 2021	Abused Vietnamese bride gets free legal aid to divorce Singaporean husband	The Straits Times



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enquiry@lawsocprobono.org



Law Society Pro Bono Services



www.youtube.com/user/ProBonoServices



[@probonosg](https://www.instagram.com/probonosg)

Please note that we will be rebranded as Pro Bono SG in late 2022.