



**Majlis Peguam
Bar Council**

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**Circular No 395/2024
Dated 22 Nov 2024**

To Members of the Malaysian Bar and pupils in chambers

Survey on Minimum Remuneration for Pupils

It is of concern to the Malaysian Bar and many within the legal profession that there is no requirement that pupils in chambers (“pupils”) be paid a minimum remuneration.

On 13 Mar 2021, the Malaysian Bar adopted a resolution entitled “Resolution on Minimum Remuneration for Pupils and Improving the Quality of Pupils”. The resolution, which is available [here](#), states, among others, that:

- (1) the Malaysian Bar accepts in principle that pupils ought to be protected with minimum remuneration; and
- (2) the Bar Council shall immediately take all necessary steps to implement the enforcement of a minimum remuneration by appropriate means including, but not limited to, issuing rulings or advocating for legislative amendments.

Notwithstanding this resolution, a major hurdle in introducing a minimum remuneration for pupils is that the Legal Profession Act 1976 (“LPA”) does not afford express and/or specific powers to the Bar Council to make rules that relate to matters such as the implementation of minimum remuneration for pupils.

In order to remedy this, the Bar Council has proposed amendments to section 77 of the LPA, and these amendments are contained in the Amendment Bill, which is expected to be tabled in the current sitting of Parliament.

Pursuant to the above-mentioned resolution, the Bar Council continues to work on a framework to implement minimum remuneration for pupils. To this end, we have engaged the services of an independent third party — an economic advisory firm — to advise and provide us with the recommended framework for minimum remuneration for pupils.

The advisory firm will suggest to the Bar Council a suitable range of rate(s) as minimum remuneration for pupils based on economic factors. Issues such as whether there should be a standardised rate(s) across Peninsular Malaysia or whether the rate(s) should vary based on geographical locations, ie state or region, will be studied. The advisory firm will also suggest a formula for periodic adjustment of the rate(s) of minimum remuneration for pupils, for the Bar Council to consider.

In this regard, the advisory firm will conduct two surveys: one directed at law firms; and the other directed at pupils and first-year legal assistants; to understand the baseline of the market.

I. Survey for Law Firms

We invite all law firms who currently have pupils or who have provided pupillage opportunities to pupils in the last 12 months to take part in the survey for law firms. Law firms that are interested in participating in the survey are encouraged to click the registration of interest form [here](#), by 5 Dec 2024, to fill in the contact details of the firms' authorised representatives, who will receive the survey form from the advisory firm.

II. Survey of Pupils and First-Year Legal Assistants

A survey form for pupils and first-year legal assistants will be sent directly to them. First-year legal assistants are included in the survey as they would be in a position to provide information on the remuneration they received as pupils within the last 12 months, as well as what they are currently earning as legal assistants.

Both survey forms will be circulated in December 2024. All survey responses will go directly to the advisory firm, and the granular data will remain confidential and will not be shared with the Bar Council to ensure the anonymity of the respondents.

The Bar Council encourages firms, pupils, and first-year legal assistants to take part in these surveys. We believe the data is important for us to understand the baseline of the remuneration or pay structure, and the gap (if any), between firms and pupils / young lawyers.

For further questions or additional information, please contact Dhyana Sivabalan, Officer, at 03-2050 2108, or send an email to remunerationsurvey@malaysianbar.org.my.

Thank you.

Mohamad Ezri b Abdul Wahab
President
Malaysian Bar