



Newsletter

October 2023

Coming soon!
CALC Africa – October 2023
CALC international – coming in 2024
See www.calc.ngo/conferences

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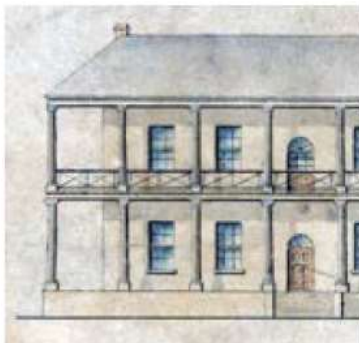
Australasian PCC and CALC Asia-Pacific regional drafting conference

Sydney, 2-4 August 2023

Ross Carter, Parliamentary Counsel, Parliamentary Counsel Office, New Zealand



Introduction



Annette O'Callaghan's NSW Parliamentary Counsel's Office hosted this regional drafting conference.

It took place at The Mint, Sydney. (Formerly the 'Rum Hospital' – The Mint is the oldest surviving public building in Sydney's CBD. Built in 1816 for a cost of 45,000 gallons of rum, it was originally part of New South Wales Governor Macquarie's 'Rum' hospital for convicts, and later became the first branch of the Royal Mint outside London. With the discovery of gold in NSW in 1851, huge quantities of unrefined gold began to circulate around the colony of New South Wales.)



The conference ran over 2.5 days, Wednesday 2 August – Friday 4 August 2023. It was fantastic.

Attendees and presenters came from Australasia, Pacific Islands (for example, Papua New Guinea and Samoa), Singapore, and even England, Northern Ireland, Scotland and Jersey! It was great to see both Jeanne Lee (Chief Legislative Counsel, Singapore) and Su'a Hellene Wallwork, Attorney General of Samoa and Chair of the Pacific Islands' Law Officers Network.

Attendees were very warmly welcomed by Annette O'Callaghan, and by other members of the Australasian Parliamentary Counsel's Committee (PCC). The Parliamentary Counsel's Committee consists of the heads of the offices of Parliamentary Counsel for the Commonwealth of Australia, the Australian States, the ACT, the Northern Territory, and New Zealand. The current members are Bianca Kimber (ACT), Geoff Lawn (WA), Andrew Jones (NT), Cassie Nicholson (NZ), Tony Keyes (QLD), Meredith Leigh (Cwth), Aimee Travers (SA), Jayne Atkins (VIC), and Katherine Woodward (TAS)).

As a CALC Asia-Pacific regional conference, the conference was also attended by CALC members, including Andy Beattie, Chief Parliamentary Counsel (Scotland) and President of CALC, and several past Presidents of CALC: Geoff Lawn (WA Parliamentary Counsel), Eamonn Moran (former Victorian Chief Parliamentary Counsel and Hong Kong Law Draftsman), and Peter Quiggin (former Commonwealth First Parliamentary Counsel) and former council member Don Colagiuri (former NSW Parliamentary Counsel).

Attendees very much enjoyed the opportunity to once more confer in person with old and new colleagues in legislative drafting. This was not at all surprising, since it was over 5 years (and, for all legislative drafting offices, a lot of COVID-19 legislative drafting) since the Australian Commonwealth Office of Parliamentary Counsel hosted the last PCC drafting conference in Canberra in April 2018.

Conference schedule

The NSW Parliamentary Counsel's Office developed a remarkable program of exciting speakers with a broad spectrum of professional experience and interests, whether in drafting or instructing on or interpreting legislation. What follows is a very high-level and impressionistic review of the 2.5 days. Readers interested in more detail may perhaps be able to read related available conference papers as and when they are published (for example, in CALC's journal *The Loophole*).

Day 1 – Wednesday, 2 August 2023

Welcome to country and opening remarks

Attendees started with registration (including a tote bag of amazing Australian products) and lunch.

Aunty Joan Bell, a Wiradjuri and Gadigal Elder, and a member of the Metropolitan Local Aboriginal Land Council, opened proceedings by welcoming attendees to the local Aboriginal land.

Annette O’Callaghan, Parliamentary Counsel (NSW), and Andy Beattie, Chief Parliamentary Counsel (Scotland) and President of CALC, both welcomed attendees.



Aunty Joan Bell



*Hon Michael Daley MP,
Attorney General*

The Hon Michael Daley, MP, Attorney General of New South Wales, also gave an opening address, welcoming attendees, and acknowledging the important work of legislative counsel in his experience as a Councillor and Deputy Mayor on Randwick City Council, as a Member for Maroubra in the NSW Parliament and, later, as Minister for Roads, Minister for Police, Minister for Finance, shadow Treasurer, and now as Attorney General in the NSW Parliament.



Annette O’Callaghan



Andy Beattie

Session 1 – The Voice and Parliament: a new constitutional relationship



Professor Gabrielle Appleby

The session analysed the proposed amendment to the Australian Constitution. The proposed amendment was the subject of a referendum held on 14 October 2023.

The presenters were—

- Professor Gabrielle Appleby, Faculty of Law and Justice, University of New South Wales, and
- Professor Emerita Anne Twomey of the University of Sydney.



Professor Emerita Anne Twomey

It was a thrill to experience both presentations, especially for a New Zealand lawyer interested in constitutional law.

Session 2 – Coercive control: a cross-jurisdictional development



Jess Hill

This session, post-afternoon tea, and chaired by Annette O’Callaghan, looked at this topic.

Jess Hill, a journalist, and author of a book entitled *See What You Made Me Do: Power, Control and Domestic Abuse*, discussed her work with survivors of family violence, including coercive control, which, in the past, has not been well understood.

Sallie McLean, Director, Law Enforcement and Crime in the Policy, Reform and Legislation Branch, Department of Communities and Justice (NSW), then spoke on reform in NSW, working with Annette on relevant legislation.



Sallie McLean



Alex Gordon

Last, Alex Gordon, First Legislative Counsel (Northern Ireland), spoke on his dual experience drafting coercive control legislation, first in Scotland, and second in Belfast. This was an excellent multi-disciplinary, and comparative, session.

Evening activity – Art Gallery of New South Wales – Meers Hall, Sydney Modern (North Gallery)

After art tours, canapés and drinks, attendees were served dinner in Meers Hall, Sydney Modern. A brief Aboriginal welcome was given by Daniel Gray (Principal Legal Officer, Policy and Legislation, Department of Planning and Environment (NSW)), and then a welcome to country by Uncle Michael West, from the Gomeroi nation, and a representative of Community Development & Partnerships at the Metropolitan Local Aboriginal Land Council. The guest speaker for the dinner was Don Watson, a renowned author, speechwriter, and columnist, who spoke thoughtfully, and amusingly, on the use, and abuse, of language (for example, in firm letters from large businesses to their customers).



Daniel Gray



Uncle Michael West



Don Watson

Day 2 – Thursday, 3 August 2023

Session 3 – Technological neutrality in drafting: what, why, how?

This session, chaired by Jayne Atkins (Chief Parliamentary Counsel, Vic), included 2 excellent presentations.



Professor Lyria Bennett Moses



Jeremy Wolter and Anthony Pepi

Professor Lyria Bennett Moses, Faculty of Law and Justice, University of New South Wales, analysed technological neutrality in policy making and legislation – making very clear that the questions asked and answered in policy development are crucial.

By way of a concrete example of reforms responding to new technologies in the context of driving motor vehicles, Jeremy Wolter and Anthony Pepi, Heads of Legislative Reform at the National Transport Commission, discussed regulating technology to minimise driver distraction.

A conference photo was taken at this point, before morning tea.

Session 4 – Streams



Mathew Waddington



Zoë Rillstone

Stream 1, chaired by Geoff Lawn, Parliamentary Counsel (WA), looked at **formal logic in legislation**. It was an **update on Rules as Code**. Matthew Waddington and Zoë Rillstone, both Legislative Drafters from Jersey, gave an insightful workshop and update on rules as code work in Jersey. This interesting work has been followed by legislative counsel throughout the Commonwealth.



Farina Khan and Ben Fraser

Stream 2 was presented by Ben Fraser, Senior Assistant Parliamentary Counsel (WA), and Farina Khan, Senior Assistant Parliamentary Counsel (Qld), who presented on **“Finding a duty of care: negligence in the context of statutory decisions and drafting legislation”**. This issue is, doubtless, a vital aspect of the broad topic of the interaction of common law and legislation. In New Zealand, recent cases – for example, *X and Y v Chief Executive of Oranga Tamariki* [2023] 2 NZLR 261 (CA), and *Morrison v Financial Markets Authority* [2023] NZHC 1654 – show that tort actions (for example, for breach of statutory duty) or *Baigent* damages for breach of rights or freedoms (such as the right to natural justice) affirmed by the New Zealand Bill of Rights Act 1990, interact with legislative schemes.



Daniel Gray and Ryan McPherson-Fehn

Stream 3 considered **instructing vs drafting: lessons from both sides**. This session could have had a subtitle of “changing places”. Daniel Gray, Principal Legal Officer, Policy and Legislation, Department of Planning and Environment (NSW), contributed to the statute book as a drafter for 18 years with the NSW Parliamentary Counsel’s Office before joining the NSW Department of Planning and Environment. Ryan McPherson-Fehn, Senior Assistant Parliamentary Counsel (NSW), joined the NSW Parliamentary Counsel’s Office in 2023 as a legislative drafter following 7 years at the Department of Planning and Environment in their policy and legislation team. Daniel and Ryan looked at how instructors and drafters collaborate with the benefit of their experiences in both roles.

Session 5 – Automated decision making, national uniform legislation, and artificial intelligence



Professor Kimberlee Weatherall



Megan Smith



Dr Guzyal Hall

Tony Keyes, Parliamentary Counsel (Qld) chaired this session. Professor Kimberlee Weatherall, Chief Investigator, ARC Centre of Excellence for Automated Decision-Making and Society and Professor, Sydney Law School, discussed **regulation of ADM and AI**. Kimberlee emphasised that ADM and AI can be very useful, as well as raising issues of law and administration.

Megan Smith, Legal Counsel, NSW Ombudsman, discussed **administrative law challenges and other risks**, in the context of the work of the NSW Ombudsman. At the Commonwealth level, a notable example is RoboDebt. Among other things, Megan pointed to the report of the NSW Ombudsman on [*The new machinery of government: using machine technology in administrative decision-making \(29 November 2021\)*](#). In NSW, agencies are known to be using machine technologies in the areas of fines enforcement, policing, child protection and driver licence suspensions.

Dr Guzyal Hall, Senior Lecturer, Faculty of Arts and Society, Charles Darwin University, spoke about **national uniform legislation** (a field in which Dr Hall has expertise) and **artificial intelligence**.

Session 6 – Streams

Stream 1, chaired by Annette O’Callaghan, was a **Question & Answer session with Parliamentary Counsel** (heads of office), namely the PCC members and the CALC President. The session was a wide-ranging discussion of their roles and experience.



Annette O’Callaghan, Andrew Jones, Bianca Kimber, Jayne Atkins, and Andy Beattie

Stream 2 was a talk by Ross Carter, Principal Counsel, New Zealand PCO, on **validating legislation**. One aspect of the talk was when it is appropriate to affect existing court proceedings.



Ross Carter

Evening activity – Dinner + trivia quiz

12 Micron restaurant, Bungaroo Ave, Bungaroo, NSW

Attendees enjoyed a marvellous dinner with a hugely entertaining trivia quiz, won by CALC President Andy Beattie's table – well done to them! Their prizes? Commemorative coffee mugs!



The quiz team posing with their victors' mugs. [picture supplied by Andy Beattie]

Day 3 – Friday, 4 August 2023

The conference's third and last day included many further highlights.

Session 7 – Rewriting the law: drafter and judicial perspectives

This session was chaired by John Ledda, former Deputy Parliamentary Counsel (NSW), 2016–2021, and a drafter in the NSW Parliamentary Counsel's Office since 1992.

Since early 2022, John has worked as an Associate Parliamentary Counsel in the NSW Office, drafting amendments to the Model Defamation Provisions for the Australasian PCC.

John spoke very entertainingly, and in an admittedly teasing manner, on this topic.

The Hon Chief Justice Lucy McCallum, ACT Supreme Court, gave a judicial perspective on this topic. One important issue that arose in discussion was legislative responses to issues identified by Judges.

Session 8 – Statutory interpretation: simplification and explication



Justice Michael Kirby, Chief Justice Lucy McCallum, and John Ledda

John Ledda also chaired this next session, including introducing himself as one of many devoted fans of the extraordinary Hon Michael Kirby AC CMG.

Justice Kirby drew on his experience as a Judge of the NSW Court of Appeal (1984–96) and of the High Court of Australia (1996–2009), and as Chairman of the Australian Law Reform Commission when it was established in 1995–2004. He spoke of the importance of the work of legislative counsel, including in seeking to avoid legislation that is unnecessarily voluminous and complex, as may well be so in the areas of intelligence and security, and financial services. Justice Kirby, a Patron of Clarity International, noted the rule of law is compromised by overly-voluminous, and overly-complex, laws.



Jacinta Dharmananda

Jacinta Dharmananda, Senior Lecturer, UWA Law School, is a nationally-recognized scholar on the law governing the interpretation of legislation. She is also a co-author (with Professor Jeffrey Barnes of La Trobe University, Victoria, and former CALC President, Eamonn Moran KC) of the recently-published book [*Modern Statutory Interpretation: Framework, Principles and Practice* \(Cambridge University Press, 2023\)](#). Jacinta has published widely in scholarly and practitioner publications. Jacinta discussed Judges' use, in statutory interpretation, of extrinsic contextual material.

Session 9 – Making change: An independent MP's perspective



Alex Greenwich MP, Annette O'Callaghan, and Tammie Nardone

Alex Greenwich, MP, is the Member for Sydney, NSW Legislative Assembly. Alex was the co-chair of the successful YES campaign that delivered marriage equality in 2017, a movement he led for over a decade and co-authored “Yes, Yes, Yes: Australia’s Journey to Marriage Equality”. He participated in the 2nd series of “Filthy, Rich, and Homeless” on SBS to bring awareness to Australia’s homelessness crisis. Alex has addressed international conferences and legislatures on Human Rights, LGBTIQ+ equality, and effective campaigning. In 2019, Alex introduced the co-sponsored Reproductive Healthcare Reform Bill which decriminalised abortion in NSW. In May 2022, his 2021 co-sponsored Voluntary Assisted Dying Bill passed the NSW Parliament, providing hope and choice for terminally ill people in NSW. Alex’s forthcoming Equality Bill will remove LGBTIQ+ discrimination from NSW law.

Tammie Nardone is a policy advisor and research officer to Alex Greenwich MP in the NSW Parliament. She has worked in the role since Alex was elected 12 years ago, before which she was an advisor to Alex’s predecessor Clover Moore AO. Prior to this Tammie worked in government agencies. Tammie has worked on three landmark legislative reforms: same sex adoption with Clover Moore and abortion decriminalisation and voluntary assisted dying with Alex Greenwich, working through the reforms from research and consultation, to drafting, to introduction and amendments. She is currently working with Alex on his proposed Equality Bill to remove LGBTIQ+ discrimination.

Alex and Tammie, in a session chaired by Annette O’Callaghan, discussed the role, in law reform in the NSW Parliament, of an independent MP and their policy advisor and research officer, including developing policy and consensus support for legislative reforms. This was a fascinating discussion. Annette explained that NSW Parliamentary Counsel’s Office works closely with Alex and Tammie in these reform processes. Among other interesting facts was some discussion of the background to the sex selection provision in the Abortion Law Reform Act 2019 s 16 (NSW), which was also echoed in New Zealand’s Contraception, Sterilisation, and Abortion Act 1977 s 21 (Abortion for sole purpose of sex selection), as replaced, on 24 March 2020, by s 8 of the Abortion Legislation Act 2020.

Session 10 – Streams



Justice David Goddard

Stream 1 was chaired by Cassie Nicholson, Chief Parliamentary Counsel (NZ). Justice David Goddard, of New Zealand’s Court of Appeal, discussed “**Lessons in Legal Design**”, by reference to his excellent book [Making Laws That Work – How Laws Fail and How We Can Do Better \(Hart, 2022\)](#).



Dominic Bowes

Stream 2 was a presentation by Dominic Bowes, Assistant Parliamentary Counsel (NSW), on “**Brexit and the UK statute book – the legislative challenges of ‘taking back control’**”. Dom Bowes has been an Assistant Parliamentary Counsel at the NSW PCO since February 2023. Before joining the NSW PCO, Dom worked in London in the UK Civil Service between 2018 and January 2023, primarily as an advisory lawyer and drafter at the UK Department for Transport. Before moving to the UK, he

worked as a policy official in Social Policy Branch and as a trainee lawyer in the Legal Branch of the NSW Department of Premier and Cabinet.

Session 11 – Streams



Rachel Francois

Stream 1 was chaired by Bianca Kimber, Parliamentary Counsel (ACT). Rachel Francois is a Barrister at 11th Floor, St James' Hall. Rachel has experience in administrative law, human rights, consumer protection, and commercial law. Rachel discussed **"The limits of delegated legislation: what drafters should know"**. Rachel's analysis of recent cases and empowering legislation was provocative. It was also met by a number of sceptical questions from attendees. Even so, the session provided insights.



Jeanne Lee

Stream 2 was chaired by Jeanne Lee, Chief Legislative Counsel (Singapore). The session was a discussion forum about **the value of editors and their development**. As a legislative counsel in a law drafting office with legislative editors, in our office, they demonstrate easily their value!

Session 12 – Streams



Richard Wallace

Dr Julian R Murphy 1

Stream 1 was chaired by Andrew Jones, Chief Parliamentary Counsel (NT). **"Legislating in Māori and Indigenous Australian Languages"** was discussed by Richard Wallace, Deputy Chief Parliamentary Counsel (NZ), and by Dr Julian R Murphy, Barrister, Gorman Chambers, of the Victorian Bar. This session was, I am reliably informed, one I am very sorry to have missed!

But I missed it for another fantastic session, by Eamonn Moran PSM KC, Inspector, Victorian Inspectorate. Eamonn presented memorably and usefully on **Ethical Duties of Legislative Counsel**. The session was filled with interesting and useful discussion, with valuable contributions from a number of counsel and law drafting offices.



Eamonn Moran PSM KC

CALC update



4 CALC Presidents: Andy Beattie (2022-), Peter Quiggin (2011-17), Eamonn Moran (2007-11), and Geoff Lawn (2019-22) – Dame Brenda King, Attorney General for Northern Ireland, was CALC's President 2017-19

Andy Beattie, Chief Parliamentary Counsel (Scotland), and CALC President, updated attendees on **developments with CALC**. These included regional conferences, and an announcement that the next general CALC conference is to be held in Jamaica in 2024. It was very good of Andy to attend this regional CALC conference as Andy has attended the Wales conference and also intends to go to the upcoming Africa regional conference.

Andy also acknowledged the work of former CALC President Geoff Lawn, and former CALC Secretary Ross Carter, by presenting them each with a beautiful Scottish quaich – cup of friendship:



Closing address

Annette O’Callaghan closed the conference. Annette expressed the hope that the conference provided opportunities for attendees to reflect on the commonalities and differences amongst drafting offices and, in doing so, to expand their understanding of the role of a legislative drafter – and that equally they had time to informally get to know each other through the more sociable times, including the conference dinners!

Annette thanked warmly all the wonderful speakers and panellists who had so generously given their time to share such insightful thoughts and ideas with us.

Annette also expressed deep thanks to all those who have contributed to the organisation of the conference and without whom it would not have been possible: Gillian Markham, Holly Carre, Isaac Mok, Jack Polglase, Louise Farrell, Mariam Jacob, Melissa Low, Michael Mendel, Shakira Harrison, Sophie Goodwin and Tony Do. The conference arrangements were excellent.



NSW PCO conference organisers

Annette bid attendees farewell on behalf of the NSW Parliamentary Counsel's Office and the Australasian Parliamentary Counsel's Committee and thanked attendees for their attendance at and contribution to the 2023 conference.

Annette said she looked forward to seeing attendees at future PCC or CALC events.

The conference was a tremendous success, especially after such a sustained absence of in-

person conferences for drafters. Attendees thank Annette and her office for a brilliant and memorable event.



A welcome gathering after a long pandemic



Pacific perspectives on the Australasian PCC and CALC Asia-Pacific regional drafting conference, Sydney, 2–4 August 2023

Article by Head of Pacific Delegation, Su'a Hellene Wallwork, Attorney General of Samoa and Chair of the [Pacific Islands Law Officers' Network \(PILON\)](#) and the [PILON Legislative Drafters' Committee \(PLDC\)](#)



Left to right: Legislative drafters **Johnny Bogombari** (Papua New Guinea), **Siovia Liu** (Samoa), **Zakiyyah Ali** (Fiji), **Alice Hwana** (Papua New Guinea), **Leitu Moananu-Morin** (Samoa), **Andrew Cameron** (Principal Legal Officer, Pacific Branch, Australian Attorney-General's Department), **Cassie Nicholson** (New Zealand Chief Parliamentary Counsel), **Su'a Hellene Wallwork** (Attorney General of Samoa), **Lyanne Vaurasi** (Nauru), **Bri Heseltine** (Legal

Officer, Pacific Branch, Australian Attorney-General's Department), **Ma'ata Toe'api** (Tonga), **Siksha Rup** (Fiji) with Conference Host NSW Parliamentary Counsel **Annette O'Callaghan** and CALC President **Andy Beattie**

Talofa lava to all CALC members from my Office as the Attorney General of Samoa. From 2 to 4 August 2023, I was delighted to lead a delegation of Pacific legislative drafters from Samoa, Nauru, Tonga and Fiji to take part in the Australasian Parliamentary Counsel's Committee (PCC) and Commonwealth Association of Legislative Counsel's (CALC) Regional Drafting Conference in Sydney in my capacity as the [Chair of the PLDC](#).

The [PLDC](#) is a network of legislative drafters in the Pacific region under the Pacific Islands Law Officers' Network (PILON). Its objectives are to:

- advance the skills and capacity of legislative drafters in PILON member countries, and
- advance regional cooperation and networking amongst legislative drafters.

Legislative drafters from PILON member countries are welcome to contact the PILON Secretariat by email at pilon@pilonsec.org to join the PLDC. It is free to join.

The PLDC delegation included:

- ✂ **Myself (Su'a Hellene Wallwork**, Attorney General of Samoa and Chair of the PLDC).
- ✂ **Lyanne Vaurasi**, Senior Legislative Drafter, Department of Justice and Border Control, Nauru.
- ✂ **Leitu Moananu-Morin**, Chief Legislative Drafter of the Legislative Drafting Division, Attorney General's Office, Samoa.
- ✂ **Ma'ata Toe'api**, Assistant Crown Counsel from the Legislative Drafting Division, Attorney General's Office in Tonga.
- ✂ **Siovia Florina Liu**, Principal Legislative Drafter, Legislative Drafting Division, Attorney General's Office, Samoa.
- ✂ **Siksha Rup**, Legal Officer, Office of the Attorney-General, Fiji.



Left to right: **Zakiyyah Ali** (Fiji), **Siksha Rup** (Fiji), **Lyanne Vaurasi** (Nauru), **Su'a Hellene Wallwork** (Samoa), **Ma'ata Toe'api** (Tonga), **Siovia Florina Liu** (Samoa), **Leitu Moananu-Morin** (Samoa) and **Bri Heseltine** (Australia)

We were delighted to meet up with Pacific legislative drafters **Zakiyyah Ali** from Fiji, **Tom Simon**, **Elizabeth Tari Vatoko**, **Ray George** and **Malachai Joe** of Vanuatu, **Johnny Bogombari**, **Alice Hwana** and **Daiana Buresova** of Papua New Guinea and colleagues from the **Pacific Branch of the Australian Attorney-General’s Department**, **Rebecca Vonthethoff**, **Andrew Cameron** and **Bri Heseltine**.



Legislative drafters from the Vanuatu contingent – Photo by [David Swift](#)

We forged many new relationships as well as strengthening existing ones, including within the delegation and other leaders in the field:

- ✂ **Andy Beattie**, CALC President and Chief Parliamentary Counsel for Scotland.
- ✂ **Richard Hughes**, CALC Australasia and Pacific Regional Representative and Legislative Counsel from Victoria, Australia.
- ✂ **Annette O’Callaghan**, NSW Parliamentary Counsel (our gracious Host).
- ✂ **Meredith Leigh**, Australia’s First Parliamentary Counsel and delegates from the Australian Office of Parliamentary Counsel.
- ✂ **Cassie Nicholson**, New Zealand Chief Parliamentary Counsel and other delegates from New Zealand.



Left to right: **Cassie Nicholson** (New Zealand), **Ma’ata Toe’api** (Tonga), **Leitu Moananu-Morin** (Samoa), **Su’a Hellene Wallwork** (Samoa), **Meredith Leigh** (Australia), **Alice Hwana** (PNG), **Daiana Buresova** (PNG), **Lyanne Vaurasi** (Nauru), **Richard Hughes** (Australia) and CALC President **Andy Beattie** (Scotland)

From the moment our Pacific delegates received the Conference Program, we were struck by the thought and skill put into its development by the Host, the New South Wales Parliamentary Counsel’s Office (NSW PCO) in Australia.

NSW Parliamentary Counsel Annette O’Callaghan and an outstanding team of organisers led by Executive Officer Gillian Markham (who has fond childhood memories of living in Papua New

Guinea and Fiji) attended to every detail to deliver an outstanding event with superior content and a clear emphasis on the value of bringing the legislative drafting community together for the first face-to-face event of its kind since April 2018.



Annette O'Callaghan (5th from left) with NSW PCO's superb hosting team led by **Gilian Markham** (6th from left) – Photo by [David Swift](#)

The Conference theme, *New frontiers: challenges and opportunities for drafting offices*, inspired legislative drafters to reflect on how different offices and drafting practices have evolved over recent years and the importance of collaborating and sharing information to meet shared challenges. Our PLDC delegates particularly valued the opportunity to consider the possibilities for innovation and collaboration in the future across the Pacific region.

Participants heard from distinguished guest speakers on topics spanning legislative instructing, drafting and interpretation. Legislative drafters and officers who work with them gathered from across Australia, the Asia-Pacific Region and beyond as part of the broader legislative drafting community to learn from one another and the knowledgeable guest speakers and panellists.

NSW PCO thoughtfully selected a range of speakers to share insights from multiple viewpoints – from those who seek legislative change, to the instructors and drafters who seek to give effect to that change in the form of written language, to the parliamentarians who debate, refine and decide on that work and to the judges who go on to interpret the ultimate legislative text.



Professor Emerita Anne Twomey and Professor Gabrielle Appleby's session on The Voice and Parliament: A New Constitutional Relationship chaired by **Annette O'Callaghan**

Many new relationships were forged and existing relationships strengthened in our specialised professional community. After the past difficult few years of the COVID-19 pandemic, the Conference was a welcome occasion to reconnect in person with colleagues and friends from across jurisdictions and oceans.

Ms Siovia Florina Liu, Principal Legislative Drafter of the Legislative Drafting Division in the Samoan Attorney General’s Office appreciated the quality of the sessions and the calibre of legislative drafters:

The Conference definitely improved my knowledge and skill in legislative drafting. The highlight for me was the interesting topics and being able to be surrounded by drafters who had 20 and more years’ experience in legislative drafting.

For Ms Siksha Rup, a Legal Officer in the Office of the Attorney-General in Fiji, the highlight of the Conference was being part of a delegation to maximise the opportunities to converse with legislative drafters from other Pacific island countries to discuss similar opportunities and challenges and to network with other CALC members:

As someone who has done drafting for just over a year, I was truly blessed to attend this conference. It validated a lot of the feelings that I have felt while drafting in my country thinking we were alone. I learnt so much from the sessions which I am grateful to have learnt early on in my career as it’s the basics which can make you a good drafter. I met some wonderful people who I connected with on LinkedIn which was a plus. I hope there are more conferences in the future so every drafter can experience the joy of meeting so many drafters under one roof which is not a common occurrence.



Left to right: **PLDC delegation** with CALC President **Andy Beattie** (centre), Conference Host NSW Parliamentary Counsel **Annette O’Callaghan** (2nd from left) and officers from the **Pacific Branch of the Australian Attorney-General’s Department**



Left to right: **Rebecca Vonthethoff, Pacific Branch Head, Australian Attorney-General’s Department** with **Siksha Rup** and **Zakiyyah Ali** of Fiji and **Lyanne Vaurasi** of Samoa

Fa'afetai to our CALC and NSW PCO colleagues for arranging such a fascinating event!



A bit of fun capturing us with **CALC President Andy Beattie**. Left to right: **Siksha Rup** (Fiji), **Ma'ata Toe'api** (Tonga), **Bri Heseltine** (Australia), **Andy Beattie** (CALC President), **Lyanne Vaurasi** (Nauru), **Siovia Liu** (Samoa), **Su'a Hellene Wallwork** (Samoan Attorney General) and **Zakiyyah Ali** of Fiji proudly displaying Andy's popular purple 'Drafting Matters' badges to help legislative drafters find each other around the world

On behalf of the PILON community, I extend PILON's gratitude to CALC and to the wonderful Conference hosts NSW PCO for an event we will fondly remember until we meet again:

- ✧ **Andy Beattie**, CALC President and Chief Parliamentary Counsel for Scotland.
- ✧ **Richard Hughes**, CALC Australasia and Pacific Regional Representative and Legislative Counsel from Victoria, Australia.
- ✧ **Annette O'Callaghan**, NSW Parliamentary Counsel.
- ✧ **Gillian Markham**, Executive Officer, NSW PCO.
- ✧ **Holly Carre**, Finance and Risk Manager, NSW PCO.
- ✧ **Isaac Mok**, Assistant Parliamentary Counsel, NSW PCO.
- ✧ **Jack Polglase**, Administrative and HR Officer, NSW PCO.
- ✧ **Louise Farrell**, Communications and Projects, NSW PCO.
- ✧ **Mariam Jacob**, Assistant Parliamentary Counsel, NSW PCO.
- ✧ **Michael Mendel**, Paralegal and Executive Support, NSW PCO.
- ✧ **Melissa Low**, Assistant Parliamentary Counsel, NSW PCO.
- ✧ **Sophie Goodwin**, A/Director, Legislation, Editing & Parliament, NSW PCO.
- ✧ **Shakira Harrison**, Assistant Parliamentary Counsel, NSW PCO.
- ✧ **Tony Do**, IT Technical and Infrastructure, NSW PCO.

Conversations with a drafter – Peter Quiggin KC

Richard Hughes talks to Peter Quiggin KC at the Australasian Parliamentary Counsel's Committee and CALC Regional Legislative Drafting Conference Sydney, Australia, 2 August 2023

To start us off, Peter, how did you become a legislative drafter and where do you think your life might otherwise have taken you?

Firstly, I studied law at the Australian National University (ANU) back in the early 1980s. In those days the law school curriculum didn't really focus much on legislation and I don't think I ever really thought about who wrote legislation – it was just something that was there. Around that time my long-term career goal was to become a barrister. When I finished university I spent one year as a judge's associate at the Administrative Appeals Tribunal and at that stage I had an initial plan to join the Royal Australian Air Force, to serve as a legal officer for 10 or 15 years, before I would leave to become a barrister. I was actually accepted into the Air Force but I think I made what was, in retrospect, a good decision not to go down that path and I went to work in the Australian Taxation Office (ATO) instead.



While I was at the ATO I worked in their policy and legislation area, which was at that stage responsible for instructing on legislative proposals relating to tax law. Very early on I went to a meeting with a drafter at the Office of Parliamentary Counsel (OPC). I think from that moment I was taken with legislative drafting, and that night I told my wife about a very interesting place I'd visited during the day. About 12 months later, she saw an advertisement in the Canberra Times newspaper for legislative drafters at OPC and she pointed it out to me. I applied and I managed to get one of the positions.

I think the main reason why I got the position was because I'd studied computer science at university (alongside law). OPC was about to acquire its first computers and they were looking for a new drafter to assist the senior drafter in charge of the computers. As it turned out, I ended up running the ICT system at OPC for my whole time there until I was appointed First Parliamentary Counsel.

So I suppose I became a drafter through that first exposure as an instructor and also with the help of my IT skills. Where else would life have taken me? I'm not sure, but I probably would've ended up somewhere in the public sector or else at one of the 'big 4' accounting firms, after my time at the ATO.

When you started at OPC, was the technology such that you were already using a computer to draft, or was it still pen and paper?

Effectively, it was pen and paper.

In the office there was one terminal with access to a mainframe computer, which basically had the legislative database on it, and the 3 most senior people in the office had personal computers with Word and Excel for doing administrative things. We had executive assistants/secretaries, but even

they didn't have computers; they had IBM golf ball typewriters, so you'd hear 'click-clack-click-clack' all through the office.

Drafts would be prepared on those typewriters and then sent to the Government Printer for typesetting. That was around 1991, when I started at OPC, and it was probably around 1994 or 1995 when we went to camera-ready versions produced on PCs and all of the drafting staff got their own computers. But before that there was a time when the secretaries had computers and the drafters didn't touch them at all.

In the world of drafting, do you think that putting pen to paper has any benefits, even today, that tapping away at a keyboard and looking at a screen wouldn't have?

I should say that it wasn't so much pen and paper as it was using dictaphones or short-hand; we generally weren't sitting down and writing things out in long-hand. With a computer I think it's a slightly different task. What you have to do is check more closely what you've typed, because what you think you've typed can be different from what you've actually typed.

You mentioned before that you'd thought about taking up a legal role in the Air Force and that it was probably good that you hadn't done that – was there any particular reason for that?

There's a couple of reasons. I think the actual career path in the Air Force is fairly limited for lawyers – you can go up to senior ranks but not the top ranks. I went to a conference about 3 or 4 years ago and I met someone who had effectively lived the life I would've had if I'd joined the Air Force, assuming I'd been as successful as he was. He'd joined the Air Force around the same time as I would have, and when I met him he was the head of Air Force Legal. He'd had a very interesting career, travelling around and being posted overseas to various places. But I think that life in the Defence Force, with the relocations every couple of years (some of which are attractive and some of which are not), is not for everyone, and the seniority I got to at OPC was significantly higher than what would have been possible in the Air Force.

That's interesting for me to hear. When I finished university becoming a legal officer in the Australian Defence Force was something I also considered!

I'm actually doing some work for Defence at the moment. I think the people who are in there do enjoy the legal work. So I wouldn't say it's a bad career path, but I think I made the right career choice for me .

Noting your academic background in computer science, have you ever thought about whether drafting is more of an art or a science? Is it more like coding for a program, or is it more like writing prose that is also legally effective?

That's a question that's been discussed a few times at previous drafting conferences. I think drafting is probably more of a science and becoming more so. Going back to the times before I was a drafter, a lot of drafting offices operated pretty much like a set of chambers, where each drafter did their own thing and you could pick up drafts and usually say which drafter or which group of drafters had prepared it. What we've seen over the last 20 years, particularly with computerisation, stricter formatting requirements and more standardisation, is that legislation is being produced within a number of bounds. But there still needs to be a bit of creativity and I suppose that's the artistic side of things. You also need people who are looking to modify or find new ways to do things. Nowadays when you look at legislation there are a lot of aspects that are quite similar to computer coding. If you take 'rules as code' as an example, I think that's going to be hard to achieve, but it's going to be a lot easier than it was, say, 20 years ago, when people took a much wider approach to doing things. These days you expect particular provisions to all be done in a similar way.

Do you have any key lessons from a career as a legislative drafter or, if I can frame it a different way, any advice that you would give to someone who's just become a legislative drafter?

First of all – and it gets highlighted when you come to a drafting conference or you speak to people from outside the drafting community – it's how important the drafting work is. You sort of see it in your day-to-day work, when you produce a draft Bill, but you don't always realise how critical that is, both the particular Bill and our whole legislative drafting system, in order to have a working democracy. It was mentioned this morning by the NSW Attorney-General and I've heard it at other times too – it really is important work and I think drafters need to think about and appreciate that.

Another piece of advice I would give is that attention to detail is really important. Mine wasn't superb when I started, and I remember a senior drafter, who was a mentor to me, saying that you've really got to focus on attention to detail, because if your draft has simple mistakes in it then people will not look past that and they will think that your draft is not of good quality, no matter how well thought out it is. If you've got basic errors, people just won't trust the draft. That's a pretty fundamental thing.

Another piece of advice I would give is to seek out people whose drafting you respect, look at the work that they do, get them to mentor you and listen to what they say. People tend to stay in drafting for many, many years and generally people who've been drafting for a long time really do have things to share, so if you're able to get that information from them that can be incredibly helpful. I suppose the other thing about legislative drafting is that, if you really enjoy it, you should treat it as a long-term career. These days people sometimes say that everyone has 5 careers, which is probably true in some areas, but I think that, for the foreseeable future, there will still be many people who mostly have one long-term career as a legislative drafter, perhaps with a few short-term roles beforehand.

Someone mentioned to me shortly after I became a drafter that it takes about 7 years of experience to feel confident enough to draft a Bill from scratch, so what you've said certainly resonates with me.

I was told a similar thing early on. I remember a senior drafter saying to me: “you probably feel like you can't draft anything, but one day you'll wake up and realise that you can do it”. About 4 or 5 years later I sort of did have that realisation.

Are there any particular people in the drafting world whom you would say that you admire, or look up to, or who made a really lasting impression on you early in your career?

When I joined OPC there was quite a strong group of senior drafters and a number of them were very impressive. Ian Turnbull, who was the First Parliamentary Counsel at the time, did a huge amount of work on plain language and he actually wrote the plain English manual that OPC still uses today. I think it's about 30 years old now. We did look into rewriting it a couple of times, but each time we decided that it was still fit for purpose. Hilary Penfold, who was the next First Parliamentary Counsel and my immediate predecessor, did a huge amount for me. And there were other senior drafters within OPC who also provided a lot of mentorship. Through coming to CALC conferences I've met a number of the former presidents of CALC: Lionel Levert from Canada, who went to assist countries like Bangladesh with drafting after he retired; Eamonn Moran, who has headed drafting offices in Australia and Hong Kong; and other heads of drafting offices, including those who form the Australasian Parliamentary Counsel's Committee, whom I've also learned a great deal from.

Eventually you became the head of OPC in Canberra and you stayed in the role for 17 years – that's quite a long time!

Well, when I went to see the Attorney-General to tell him I was retiring, he said: “why so soon?”. When I began the role, OPC only drafted Bills – we didn't do legislative instruments or any

publication work – so it was quite a small office with about 50 staff, although that may not seem small to other drafting offices. OPC expanded substantially when we took on drafting legislative instruments and also took over the Federal Register of Legislation. We went from about 50 staff to about 100 pretty much over night. But I still think it's a great job. It's a job where you're at the core of government and seeing things happen. In the Commonwealth government we didn't usually deal with Ministers, which made things a bit easier than in some other jurisdictions where drafting offices deal closely with Ministers and it's a very different dynamic. I found that leading an office of skilled, professional people who are really interested in the work also made things much easier. Once I'd done about 17 years as the head I thought that I'd probably done enough. OPC needed someone with fresh ideas and a new approach to push things forward, and by that stage Meredith Leigh was well and truly in a position to take on the role. Having a good succession plan made it much easier to leave the job. I should also say that, as the head of the office, I didn't do any actual drafting, other than assisting some drafters with projects. So for people who really want to draft and that's it, being the head of the office wouldn't be the right job. But I always found the role very interesting and very stimulating.

Turning to CALC now, can you share a bit about your involvement over the years?

I first heard about CALC soon after I joined OPC. A few of the drafters were going to a CALC conference in Vancouver, around 1990 or 1991, and generally it was the senior drafters who went to the conferences. The first conference I went to was in London. I think from around that time I became really interested in CALC. I became one of the Australasian and Pacific representatives on the CALC Council and then ended up as CALC President for 3 terms, for about 6 years in total. But even before that, when Hilary Penfold had been the CALC President, our office became the Secretariat for CALC, to an extent, and while I was involved we set up the CALC webpage. Since that time CALC has grown exponentially. Around the time I became President, CALC was also admitted as a Commonwealth accredited organisation, which meant that we had more engagement with the Commonwealth Secretariat and we were able to be involved in things like the Commonwealth Heads of Government Meeting (CHOGM) and also the Law Ministers Meetings. We've been sending the same message to those bodies for about 30 years – that drafting is important and drafting need to be properly resourced – and they always agree, although I'm not sure how much progress we've been able to make.

Andy Beattie mentioned this morning that there are about 3000 CALC members at the moment – do you remember roughly how many there were when you first became a member?

I think there were about 800 or so. Membership has been increasing steadily over time, by about 200 or so per year. Many times we've thought “oh, we must be at the maximum number of members now”, but our membership just keeps increasing and we're always seeing people join from new jurisdictions. There's one other international drafters group in Europe [the International Association of Legislation], but it's very much smaller than CALC. We have had a few people from the United States join CALC, but not very many and generally only people who work at the federal level.

What do you find most rewarding about CALC conferences?

There are always excellent papers presented, but the best memories are usually the social events. What I remember most is the people I've met at past conferences, people who I continue to see at conferences and people who I wouldn't otherwise see. You meet people from widely different backgrounds and you realise that, across jurisdictions, many people experience pretty much the same issues in their work!

Not all drafters within Commonwealth countries are CALC members – why should they join?

First of all, it's free! It gives you the opportunity to be part of a group of people who understand what you do and understand the value and the difficulties of it, and I think having large numbers does assist CALC in agitating and making representations to Ministers' groups and the like. You also receive CALC newsletters directly and the opportunity to attend CALC conferences, including regional CALC conferences (which are an important thing).

This question is a bit different – is there anything in modern drafting style/technique that you particularly like or don't like, compared to how things were in the past?

Not really. I think our drafting has improved by leaps and bounds. You can compare it with legislation elsewhere, particularly in the US, where they still use a very dense, archaic style of writing with multiple sentences joined together and one full stop at the end. That makes you realise how far we've come. But there are some things we've tried in the past that didn't work as well as we hoped. We went through a phase of using diagrams in legislation and I don't think that worked well. One reason is that creating diagrams is sort of a profession in itself, and in the same way that we often think that other people can't or shouldn't draft legislation I think it's pretty clear that we shouldn't really be producing diagrams. That's one aspect of it. The other thing is that diagrams can be fantastic for analysing instructions, if you're sitting across a table from someone, but if you hand the diagram to someone else they may interpret it differently. There's been a few things like that, where we've gone down a dead end, but I don't think there's much in our modern style that I disagree with.

The level of complexity in policy, at least in Australia and particularly at the Commonwealth level, is still problematic. We tried to address that at the Commonwealth level using a method where drafters would flag the complexity of proposals with their instructors, but generally the instructors' approach was "well, that's the policy we want". Complexity often isn't high on their list of priorities and I don't think it's high on the list of priorities for Ministers, either – they don't tend to read the legislation, I think. So complexity is one thing that we still haven't resolved.

One thing that I would say has worked quite well and is now ubiquitous at the Commonwealth level, at least, is using overview provisions that give a quick overview of an Act and its Parts. Someone should be able to read those summaries without reading any of the other provisions of an Act and still get a good idea of what the Act is doing and how it operates. Obviously they still need to read the specific provisions, but I think that's a useful thing and probably not used as much as it could be.

Given the complexity in policy I do feel a bit reassured of my own value as a drafter, but my next question is on the topic of automation. There's this idea that robots are coming for all our jobs. To what extent, if at all, do you think that's true for legislative drafting?

Well, I think there's 2 aspects to what legislative drafters do. I remember when I first started drafting I was asked this question at a training session for new drafters: what percentage of your time as a drafter do you think is spent analysing instructions and what percentage is spent actually writing out the drafts? At the time I probably thought it was about 20% analysis and 80% drafting, but I knew it was a trick question so I said 50-50. The drafter who was running the session said "well, the answer is actually 80-20, but it's 80% analysis and 20% text production. For an experienced drafter, once the policy is sorted the words are actually quite easy to pump out. To an extent I think AI may well be able to pump out those words and perhaps AI can analyse things as well as we can, but analysis is really the nub of what drafters do. To give you an anecdote, we had a consultant drafter working with us many years ago and he was very good. But he was charging a lot of money so he wanted to get things done as quickly as possible and he would pretty much draft what he was instructed. One of our instructing departments came to us and said "we know this person is a very respected drafter,

but he drafts what we instruct him and for our department that's not a very good idea, so could we have one of the regular drafters who questions everything?"

That's really what you would need the robots to do – not so much to produce the text, which they probably could do, but to analyse legislative proposals. I think it will take a while, but if you went out and asked a master craftsman 50 years ago whether a robot would be able to produce a beautiful wooden table they might say "oh, it's too hard and the bits are too intricate" but probably it can be done today. Who knows what will happen, but I think one of the most important things is to make sure that people know that our job is mostly analysis, not putting words into legal language.

My final question: what are you doing with yourself these days?

Most former heads of drafting offices in Australia go back and draft legislation for one office or another, but I'm the odd one out in that I don't do any legislative drafting. I've been doing a lot of travel, so that's my main retirement activity, but unfortunately after years in my job I do have a "fear of relevance deprivation syndrome" – I need a job to do! – so I'm on a couple of boards of organisations and audit committees for Commonwealth agencies and I've also been doing some work with a government department to assist them with some instructions that they're providing to OPC on a large drafting project. I've also been providing some legislative drafting training for instructors and I've done that both directly with instructing agencies and also in assisting OPC to provide training to instructing agencies. So I'm still involved in the legislative area but I'm making sure I've got plenty of time and flexibility to do other things. I'm not very good at sitting around and doing nothing.

Thanks very much for your time, Peter.

In conversation with Dame Brenda King

Cardiff, Wales, 24 May 2023



Brenda King (left) and Annalee Murphy

in Public International Law and European Law at Cambridge University and international leadership programmes at Harvard and the US Federal Executive Institute.

After a period in private practice, then as a legal adviser with the Foreign and Commonwealth Office and then the Northern Ireland Office, she joined the Office of the Legislative Counsel, the office

Dame Brenda King has over 25 years' experience in drafting legislation for Northern Ireland and other jurisdictions as well as providing advice to Northern Ireland ministers and the political parties on complex constitutional law issues, particularly those relating to the Belfast/Good Friday Agreement and the devolution settlement.

Brenda first studied law at Queen's University Belfast. After qualifying as a solicitor, she undertook postgraduate studies in US constitutional law, public international law and international relations at the University of South Carolina. She has completed a Masters

responsible for drafting bills of the Northern Ireland Assembly. She was appointed to lead the office as First Legislative Counsel in 2012.

Brenda served as CALC President from 2017 to 2019, a term which culminated with the CALC Conference in Livingstone, Zambia.

In June 2020 Brenda was appointed as Attorney General for Northern Ireland by the First Minister and Deputy First Minister. She received a damehood in 2021 for her service to constitutional law and the political process in Northern Ireland.

Brenda sat down with CALC Treasurer, Annalee Murphy, during the recent CALC Europe Regional Conference to chat about her career, legislative drafting and CALC.

Dame Brenda King, welcome to the CALC Europe Conference in Cardiff.

Thank you very much. It is lovely to be here. I always feel that when I am amongst drafters I am amongst my tribe. It is great to be able to sit back and enjoy this wonderful conference without having to organise it, and I am very grateful to Andy, Dylan and their teams for bringing us all together. I know a lot of effort has gone into organising these few days and thank you for that.

To kick us off, how did your career in drafting begin?

Well, to be honest I was a slightly reluctant legislative drafter at first. When I was doing my masters, the careers service used a computer programme to assess my experience and aptitude to indicate the best career for me. I must admit that my heart sank a bit when it was suggested that legislative drafting would be a good fit. I had enjoyed creative writing at school and at university and I thought a career in legislative drafting might kill that, as the thought of every word I would write being freighted with important legal meaning would mean that my writing could never be spontaneous again. Although that turned out to be true, I later found that the creativity involved in drafting clear and accessible legislation more than made up for what I had lost.

I was fortunate that the then First Legislative Counsel for Northern Ireland, George Gray, came to Queen's University to talk about legislative drafting when I was a student there so I had a good idea of what legislative drafting might be like. When I began my drafting career, I was very fortunate to be trained and mentored by George. This was rather daunting. I am sure George was often driven to the edge of insanity by my early efforts in drafting, but he showed great patience in analysing and correcting my drafts. This is a vital, but sometimes painful, part of the training process. It is difficult when you have been practising successfully as a lawyer for a number of years to have to start at the bottom again and begin to learn a completely new discipline and way of working. You need to be able to adapt to that. I didn't fully appreciate the effort that George put into my training until I became a fully fledged and experienced drafter myself. I really owe everything I have achieved since joining OLC to George's generosity in sharing his skills, immense wisdom and experience. He is still the most brilliant lawyer I have ever met.

My main academic interest when I was at university was public international law, something I couldn't be sure of using in a future career. George generously involved me in his work on the implementation of the Good Friday/Belfast Agreement, which he had an enormous influence on. To be involved in the drafting of treaties between the UK Government and the Irish Government was one of the most intense and enjoyable jobs I was ever involved in. I subsequently enjoyed working with the Irish drafters in Dublin for many years on legislation dealing with cross border bodies and boundaries. One of the most enjoyable periods of my life was spent in Gibraltar, implementing EU directives at great speed, when I was seconded to the Foreign and Commonwealth Office before

having to return to Northern Ireland to help prepare for devolution after the peace settlement. I would have had none of these wonderful opportunities if I had not chosen a career in drafting.

What have you gained from being a member of CALC?

Where to start? Of course, the sharing of expertise and ideas is really vital, particularly since the legislative drafting community is so small globally as well as nationally, but what has been most important to me is the lasting friendships I have established through CALC and the camaraderie I have enjoyed at CALC events. Drafting can be a relatively solitary job and I really felt that I had found my tribe when I attended my first CALC conference. I didn't really know what to expect from a CALC conference, but decided to take in the CALC conference in Kuala Lumpur on a stopover to visit my parents who were living in Sydney in 1999. There were only about 20 drafters at the conference, and I was the most junior, but I was made to feel really welcome, as all of these very learned and experienced lawyers took me under their wings. It was a wonderful experience and I often visit the local drafting office when I am on holiday. In every Commonwealth country you travel to, you will always meet someone you know!

What is your most memorable experience from a past CALC Conference? Keep it clean, Brenda.

One I remember well that still cracks me up with laughter when I think about it took place in South Africa but that is not for sharing now! When I was President of CALC, organising the Zambia conference was in itself certainly a memorable experience. I had spent six months planning the conference with the CALC Council but had an instinctive feeling that something was not quite right. Eventually, the hotel group contact in South Africa admitted to me, at a very late stage in the day, that even though I had secured our CALC dates first, we had been "gazumped" by the much larger and better resourced Commonwealth Lawyers conference. I then had to fly out to Zambia at short notice to deal with everything myself directly with the help of a wonderful lady, Ethel Mwape, who was based at the hotel. With some considerable frustration, I managed to get everything sorted out at the last minute and negotiated a substantial number of extra benefits for the conference attendees to enjoy to compensate for our displacement. Everything turned out well in the end and the conference went smoothly but I breathed a huge sigh of relief when it was over.

Another unforgettable incident I remember happened at the very successful conference Lucy Marsh-Smith organised in Jersey after Brexit. When I went down to the Conference hotel to check out the facilities, when I heard a Jersey taxi driver shouting "Are you Brenda? This man needs a hand". I turned to see a very familiar conference goer waving out of the taxi. The traveller's bag with his clothes for the conference had not arrived with his plane and he needed emergency supplies, including underpants and shirts, but was not able to walk to the shops. I knew that in Jersey everything closes at about six o'clock and it was already a quarter to six. I had to run into Marks and Spencer shouting loudly "I've only got 5 minutes - where are your men's underpants?". I managed to get in and out in time though the recipient later had the gall to criticise my choice of colourful shirts!

CALC Conferences always leave you with lifelong memories as well as providing learning and connections you can bring home with you to share. Our politicians in Northern Ireland find it useful that I can quickly check the position on issues in different countries with colleagues around the Commonwealth and provide insight into how matters are being dealt with elsewhere.

What do you think are the most significant changes in legislative drafting that you have seen over your career?

When I began my drafting career, it seemed that much of what we were doing focused on preserving the status quo in terms of drafting practice. Of course, there was much less connectivity and communication between drafters and drafting offices than there is now. We now have so much

change and so many ideas coming through from so many that it makes the world of drafting much more exciting than it was. What is to be welcomed is the high priority now given to the ability of readers to access up to date legislation and the technology which has enabled this, which was not available at the very start of my drafting career.

If I could go really far back, though we take it for granted now that we have up to date legislation available online, in my very early days there was a team of elderly ladies in the Statutory Publications Office who used to manually write up the amendments to the statutes on the volumes we had in our offices. All that changed soon after I arrived and indeed Northern Ireland was one of the first jurisdictions to have the statutes up-to-date and online, something which has almost been forgotten now.

The thought of applying AI to drafting would probably have made drafters nervous in the past, because drafting and communicating the law is a nuanced skill with less capacity for standardisation than might be thought and there are potentially huge implications if we (or machines) make mistakes in laws which affect the entire population. But our reaction now is very far from that, with drafters seeing the application of AI as a largely positive influence. What has made the difference, I think, is that drafters themselves have taken the lead and immersed themselves in the development and application of technology relevant to drafting. People like Matthew Waddington, Luke Norbury and Diggory Bailey, to name but a few, have been able to explain to drafters how new technology might be usefully applied to the drafting process and the benefits of that in a very clear way. We, as drafters, can see the benefits AI potentially offers, one of which may be to deliver more consistency and accessibility while allowing drafters to focus on the most creative parts of the drafting process. Drafters have also now taken the lead in developing bill drafting software, rather than leaving it solely to software engineers to lead on this. A more collaborative approach from the beginning makes for more user friendly and effective drafting programmes.

To what extent do you think that legislative drafting is an innate skill or a learned skill?

As most drafters would probably say, it is a combination of the two. You have to have the right aptitude as well as the right attitude to be a good legislative drafter even before your training as a drafter begins. Those qualities can be very hard to test when recruiting drafters. Successful drafters balance attention to legal detail with the capacity to see the big picture. There are brilliant lawyers who can deal with the minutiae of the law but can't step back to assess and advise on the practicality and workability of what they are doing. Or it can be the other way round, when lawyers can see the bigger picture but can't do (or perhaps bear to do) the simple but essential things like checking their work repeatedly so that you don't find typos, wrong cross-references or minor errors in legislation that can affect its meaning.

Drafters need to have a huge amount of common sense to assess whether a proposed law will actually work in practice and the confidence to diplomatically advise ministers when you think it won't. Advising on workability and coming up with potential solutions to problems is an essential part of the drafter's role. Part of this will be innate but much of this will be learnt from working with and learning from more experienced colleagues. I certainly appreciated all that I learnt from Alan Esdale and Ken Jones of OLC during my career in that office.

Are there any particular trends in drafting style or technique that you particularly like or dislike?

I have already mentioned developments in the application of AI to drafting and I think that there are interesting days ahead for drafters on that front which will influence the drafting style of the future. We have, of course, been using plain language for a long time but I like the greater tendency now to use words that the reader understands more easily throughout a statute, with the technical legal definitions of those terms being included separately to ensure legal certainty as well as accessibility.

This and other navigation aids such as signposts to other relevant provisions and purpose clauses to explain what the Act or a part of it does makes legislation more accessible to the reader. The use of user groups has also been enlightening for those of us who have been drafting for a long time, making us rethink what we do!

Drafters are always innovating, despite their reputation for caution. Drafters do, however, like to describe in detail what those innovations are, setting out the considerations for their adoption (or not). Only drafters could spend an entire afternoon discussing and producing papers on whether commencement orders should instead be regulations. But spending a lot of time discussing and collaborating makes for better and more consistent law.

The things I don't like are nothing to do with drafters or their style or techniques. I have noted a tendency recently for the press to refer to mistakes in legislation, rather coyly, as legislative errors when these rarely occur. The impression may be given that these are drafting errors rather than policy errors. But blaming the drafter is not new!

How do you think your career as a drafter has prepared you for your role as Attorney General for Northern Ireland?

It must have prepared me well because I settled into my new role relatively quickly. Although it is a great privilege and responsibility to be the Attorney General for Northern Ireland, I had initial concerns about moving away from the role of First Legislative Counsel as it was one that I thoroughly enjoyed. I remember discussing these with Dame Elizabeth Gardiner of OPC before I accepted the role. I had built the drafting office in Northern Ireland up from the very small office it was when I took up my role as First Legislative Counsel and I had further plans for the office as it had stabilised. Ministers agreed that I could move back to that role at the end of my five year tenure as Attorney if I wished, so that made the move much easier and I was fortunate to have Alex Gordon to step in to act as First Legislative Counsel for the period when I am Attorney General. In fact, I have not moved far from the world of legislation as much of the role of Attorney relates to legislation and statutory interpretation. As Attorney, I have a statutory role in examining all Northern Ireland Assembly Bills to ensure that they are within the legislative competence of the Assembly under the devolution settlement. Where devolution issues, which include human rights and European issues, arise in the courts, I am served with notice and may intervene in the proceedings. Many of these issues involve statutory interpretation. Quite apart from devolution issues, the Northern Ireland Court of Appeal has asked me on a number of occasions to make submissions to the court on complex issues of statutory interpretation and this is one of the areas of work I most enjoy. When advising the Executive, many of the legal issues which arise at the Executive meetings which I attend involve statute law and statutory roles and functions, along with the complex interaction of UK, EU and Northern Ireland law arising from the UK's exit from the EU, so my experience in dealing with statute law has been invaluable to me in my new role.

I had been used to dealing with the political parties in Northern Ireland as well as Ministers as many of the problems experienced in implementing devolution in Northern Ireland required legislative, as well as political, solutions, particularly during the periods when we had no Executive in place. When I was President of CALC, I had been struck by the numbers of Attorneys General of various countries who had previously been the head of that country's drafting office, so my move to the role of Attorney General was not unprecedented.

A key role for any Attorney General is that of protecting the rule of law. The ability of citizens to access legislation is an important part of this so I am pleased that I can continue to progress and promote ideas for improving access to, and the quality of, legislation.

What advice would you give an early career legislative drafter?

Join CALC, which is a pretty obvious piece of advice, given the audience and what I have already said!

That apart, I think you have to be humble and really want to learn and be open to new thinking. You have to trust those who are training you to draft. It can be a painful experience your drafting is criticised without an explanation of why something is wrong or how it could be improved. I don't think we appreciate the effort that others have put into our training until much later in our careers. Experienced drafters put effort into training because they really believe in you and your potential.

I remember when First Legislative Counsel gave me a huge project to complete before the Northern Ireland Assembly mandate ended. That date was only a number of months away and the bill was to be the largest ever passed by the Assembly. It was also quite controversial and I had a number of other bills to complete at the same time. It seemed like an impossible task and I felt a bit hard done by before I began to enjoy it. It was only when the bill was introduced in the Assembly on time that I realised that First legislative Counsel had given me the task because he felt I could actually do it. It was only when I became First Legislative Counsel myself that I really appreciated that.

Another thing to think of when starting out on your drafting career is that legislative drafting is a role where you really leave a legacy. That is something you can't say of all legal roles. Your work may be around for the next hundred years or more. It may well out live you, which is probably a good note on which to end!

Thank you. That was a really, really fascinating insight into how your role has evolved over the years and what you've seen and experienced by way of changes in drafting offices and in drafting. We have time for some questions.

Timothy Ojaro, Uganda

Thank you very much, Brenda. If I may to ask you three questions

First, during your time as a legislative drafter and in your career, have you seen or experienced a more difficult time than during the emergency period that we had with Covid?

Two, I would like to know with Brexit coming in, do you envisage a situation where the role of the drafter will probably change?

And finally, what do you think AI means for this noble trade of drafting? Do you think there is a threat, what is the future for drafting?

Speaking for Northern Ireland, we were luckily ahead of the pandemic in terms of what that required of drafters who had to work from home. When I took over as First Legislative Counsel we did not have a sufficient number of fully experienced drafters so had to look outside Northern Ireland to recruit experienced drafters. Most of these did not live in Northern Ireland all the time which meant that they were used to working remotely. So we had some experience of that and when the pandemic hit it was basically straightforward for us to instruct people to work from home. It was probably more difficult for lawyers in other offices but remote working (or partially remote working) now gives more opportunity for drafters to work for a range of jurisdictions. That is a positive thing as some drafting can be done online and there are benefits of working with peers and mentors elsewhere. Remote or partially remote drafting does, however, take careful management and does not replace the learning that takes place in person when working with other drafters.

On your second question. I don't think that Brexit will make a difference to the style of drafting beyond what we have seen already during our membership of the EU. It will, however, create additional complexity in drafting certain laws, mainly secondary legislation, for Northern Ireland and many of the out-workings of the settlement are as yet unknown

Thirdly, in relation to AI, we have always had to balance between precedent and creativity. It was only when I did a bit of basic coding at an AI workshop that I could really see that what you do when coding is what we already do as drafters logically in our heads. So I don't see it as a threat except, as I mentioned before, if it makes the skill involved in drafting less understood, encouraging others without the appropriate skills to just “have a go” at drafting laws. This could have unknown consequences. We are going to have to be able to explain better what our role is, particularly in this context, which is quite difficult to do.

Thank you, Dame Brenda.

Singapore visitors

From Jeanne Lee, Chief Legislative Counsel, Legislation Division, Attorney-General's Chambers (and Anthea Quay and Phebe Shin)

Talk on Computer-Readable Legislation by Mr Matthew Waddington

Mr Matthew Waddington, Lead Legislative Drafter for Computer-Readable Legislation Project in the Legislative Drafting Office, States of Jersey, gave an interesting and forward-looking presentation to the Singapore drafting office, on 11 July 2023.



He spoke about the progression and transformative potential of making legislative documents machine-readable (i.e., “Rules as Code”). He also gave demonstrations on a few applications that support it. It was very interesting to hear about Matthew’s work in this area.

Visit by Ms Jessica de Mounteney

Director-General of the United Kingdom Office of the Parliamentary Counsel, Ms Jessica de Mounteney, stopped by on 7 August 2023 to share about her experiences to the drafters of the Singapore drafting office.

She imparted valuable insights which she gained from leading a team responsible for drafting legislation for the Cabinet Office, Home Office, Ministry of Justice, Ministry of Defence, Scotland Office, Northern Ireland Office and Wales Office.

There was a palpable feeling of solidarity, whether it comes to Singapore or the United Kingdom, that drafters all over the world face similar issues and think almost in the same way.

In exchange, while a couple of Singapore drafters were in London, they visited the United Kingdom Office of the Parliamentary Counsel to meet with First Parliamentary Counsel Ms Elizabeth Gardiner and drafters from her office.



Tea with Ms Theresa Johnson

Ms Theresa Johnson, the former Law Draftsman/Head of the drafting office in the Hong Kong Department of Justice and prior to that, Queensland Parliamentary Counsel, rekindled connections with the Singapore drafting office on 31 August 2023.

Over a cup of Earl Grey tea, she chatted with Singapore drafters about life as a drafter and shared war stories.



Sharing Session by Mr Charlie Feldman

On 20 September 2023, Head of Canadian Study of Parliament Group and Legislative Counsel at the Department of Justice in Ottawa, Canada, Mr Charlie Feldman visited the Singapore drafting office.

He shared about how the Canadian federal drafting offices are organised, and the challenges and



quirks faced when drafting legislation in two official languages: English and French. Aside from drafting in a way that reflects Canada’s civil law and common law legal traditions — legislative drafters in the country must navigate the differences in terminologies and ambiguities to ensure consistency and

precision in both languages. It was a fascinating eye-opener for the drafters and editors who attended.

Machine learning for data cleaning

Kate Hannah, Legislative Drafting Office (LDO), Jersey and Continuum

Exactly why it is the case it is hard to say, except that the view of subordinate instruments was different at the time, and what was important was considered differently. But the result was that on the Jersey legislation website (jerseylaw.je) the ‘dates’ recorded for when legislation was ‘made’ followed different rules:

- Laws (primary legislation) had a date recorded that was the date they were **registered** in the Royal Court. This is the official end of the process for the making of Jersey Laws and occurs after Royal Assent.
- Regulations and Orders (secondary legislation, often abbreviated to R&Os) had the **date of commencement** recorded or, if that was not known or was split, some text such as ‘in accordance with Article 4’.

This information was included in the data for the website in the SAME field, nominally referred to as a date, but actually containing ordinary strings because of the mixed content.

This mixed content in the files means it cannot not be used to meaningfully list or search for instruments by date. And even if we could isolate just the dates, they would not even represent the same thing, but a mixture of made and commencement dates.

Despite the date problem, the site did (and currently still does) offer ‘chronological’ listing of enacted legislation, but this is based on the filenames of the instruments, not their dates. In former times, if it became clear that secondary legislation was made or signed in a different order to how the files had been numbered, the files would be renumbered to maintain the artificial chronological filename sequence, with all the problems of replacement versions, synchronising everyone’s copies, updating of references in amended legislation etc that this entailed. This renumbering stopped several years ago, but the problem of how to date instruments remained. And when you view the collection of Laws and R&Os together rather than separately (a new and very useful feature), their

filenames, which are based on the letters L and R&O, mean that they do not sort by the order in which they were made either, but a mixture of alphabetical and number allocation.

So, a project was started to try and capture true making/enactment dates across the whole collection so that functions available on the website could be improved and new functions built (eg searching between two dates).

Rather than manually view all the files and type the dates into file properties or a database, a local Jersey company, Continuum, was engaged¹ to use machine learning to capture the information. This is how they described the process:

The Jersey Law website holds over 10,700 enacted laws and orders. Up until 2003 the vast majority of these laws and orders were never tagged with the date they were registered², making it difficult to sort and search 7000+ untagged documents on the website.

....

The real complexity of the challenge lay in the diversity of the documents and how they had been written and presented over the years. For example

- Dates differed in leading text – some said ‘registered by the Royal Court’, ‘registered on’, ‘made by’, some had no text at all and only a date.
- Dates differed in position. They were at the top, middle and bottom of the document.
- Sometimes the dates were part of a signature block, but the name and the title would change and there were typos to contend with too.
- Some even had two registered dates.
- Many of the Jersey Laws are in French, which meant we had to do all the above learning to parse French days, months and years, as well as the terms we were looking for. Often we were looking for ‘Enregistré’, which means registered, but sometimes the law was approved, which translates to ‘Entériné’.
- As the dates were manually typed into the original Word documents, there were other human factors that we encountered, like missing a number out of the year, adding in commas or extra spaces. This meant that the dates weren’t always uniform.

How Alteryx dealt with the issue

... Alteryx is a no/low code tool that can ingest data from almost any source then clean, prepare and transform the data in a no code, drag and drop interface to create data automation workflows.

Alteryx’s ability to ingest, read and parse a variety of data sources, join datasets and reconcile meant it was the perfect tool [to] help categorise these documents.

¹ by the Jersey Legal Information Board, which runs the jerseylaw.je website.

² The information was only in the source Word files used to build the website after 2003, when it was added and verified as part of the legislation making process. Before then the dates were captured, manually, into the SharePoint properties as part of the initial setup of the website. So the content of the field is inconsistent, and where and how it was captured was also variable. - Kate

We were able to download the 10,700+ of PDFs straight from the Jersey Law website in minutes with the Alteryx API Then it was able to read the PDF data into Alteryx as text. Once we had the data in Alteryx we could apply the appropriate rules to find the necessary dates.

By using Alteryx we were able to reconcile every law that had been processed. For any PDFs where there was no appropriate date, we produced an exceptions list for manual intervention. (Approx. 1%!)

The process

This was done as an iterative process ... The first time we were able to pull out 80% of the dates. We looked at the ones we missed and through speaking with the [LDO] team we were able to understand why some of them failed. Once we knew the reason for not picking up these dates we added the new ... rules in and were able to find 80% of the dates we missed

The beginning of the project looked like this:

Iteration 1 - rules

- We were given a rule: If the file is a law, then take the “Registered By The Court” or “Registered on the...”, at the top of the document.
- If the file is an R&O, then take the “Made” date.

....

This extracted 80% of the records and we looked at the failures to see why the logic failed.

Iteration 2 – rules in French

- Take the failed files and use iteration 1 rules but in French.

Once again a fraction of the files would pass but we still had failures.

Iteration 3 – Greffier signature block

- Find where the Greffier signed³ and take the date from the line beneath.

99% success!

We continued to tweak the algorithm for some of the human errors and mistakes that we had spotted and eventually got it down to 1%, which required [...] manual classification.

....

³ The Greffier (of the States) previously signed legislation when Jersey had a system of committee government, which came to an end in 2005 when it was replaced by the current ministerial system. - Kate



All this produced a spreadsheet where the titles (and reference numbers) extracted from the website were matched with a date the instrument was made.

For the results, where there were existing known correct dates (recent Laws only), LDO cross checked to make sure the process was working with high accuracy. Other dates were spot checked against the text of the files. Along the way we found dates that had been left out or typed incorrectly, so those have been added and later on we will do some editing of the source files to restore the text.

We have also taken the opportunity of this mass data update to fix the titles of the instruments used on the jerseylaw.je website. Previously in full caps (or a mixture) and, as it turns out, full of typos, extra punctuation, missing punctuation and other vagaries that were the result of manual data errors building over time, they will be updated to title case and with all errors we know of resolved. An improvement to the readability and searchability of the site.

PUBLIC HOLIDAYS AND BANK HOLIDAYS (AMENDMENT NO. 2) (JERSEY0 LAW 2003)

Collective Investment Funds (AMENDMENT No. 2) (JERSEY) LAW 2000

What happens now:

- The improved data gets added to the Live website. It currently only sits on a test system. We are in the middle of an infrastructure upgrade that means some changes have to wait.
- Code to make use of the improved date data is developed and added to the site as well – for example, to enable correct and meaningful date sorting and searching.

- We (programmatically) add the data back into our source Word files to support future file modifications, data gathering and processes.

There is a lot of discussion about automated or supported text analysis (or AI), but this is an example of the less headline grabbing but useful way to deploy these kinds of technologies to improve access to and use of documents at the core of a legal system.

Recent publications and postings

PCC/CALC conferences, Sydney, 2-4 August 2023 – presentations now [available online](#) (requires Member login). Relive the moment or find out more detail following the [report in this Newsletter](#).

Drafting, Interpreting, and Applying Legislation, by John Mark Keyes and Wendy Gordon. [Irwin Law Inc](#), September 2023. Watch for a full review in a future [Loophole](#)!

“...legislation is a social and societal art of the highest order.”

“...legislative decision making that takes into account gender concerns is the only way to produce gender-sensitive legislation that positively promotes gender equality...”

Gender Sensitive Lawmaking in Theory and Practice, edited by Maria Mousmouti. [Routledge](#), August 2023. The chapters were originally published in an issue of *The Theory and Practice of Legislation* (volume 10, issue 3, 2022). Another one to watch for a full review in a future [Loophole](#).

Also by Maria Mousmouti, a paper for the Westminster Foundation for Democracy, [Evaluation framework on the results of PLS activities by parliaments](#). This is part of a series (by various authors) on legislative processes and post-legislative scrutiny.

“It provides an objective and holistic view of how laws operate in real life, offering insights into their strengths, weaknesses, and potential areas for improvement.”

“...reform can be implemented without grandiloquent legislative or structural changes...[via] a simple technocratic modernisation of the legislative drafting style...”

[The 'one in, one out' principle: A real better lawmaking tool?](#) by Helen Xanthaki. A study commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs.

For something a bit different, consider [CatLLI](#), from Lexum (the company behind [CanLLI](#)). AI (in cat form?) summarising judgments in Canada.

“...[merging] the power of artificial intelligence with the grace and curiosity of a cat.”



Coming up...events in person and online

CALC in the Caribbean!

The international **CALC conference (and General Meeting)** is coming soon.

More detail will be published soon. Watch the [CALC website](#) (and your inbox) for details.

CALC Africa conference

23-25 October 2023

“The Future of Legislative Drafting in Africa – What lies ahead?”

Registration has now closed for this conference, but keep an eye out for news from it in the next Newsletter.



The conference is being held at the [Sarova Whitesands Hotel](#), Mombasa, Kenya, and is hosted by the Parliament of Kenya and the Office of the Attorney General for Kenya.



Law via the Internet 2023

When: 6-8 November 2023

Where: University of Vienna, Austria

This is the annual conference of the [Free Access to Law Movement](#), in its first return since Covid. The main topic is “Challenges and opportunities for free access to law, including those posed by generative AI/large language models”.

See the [conference website](#) for more details (note – the registration fees can be seen on the [registration page found on the link in the top banner](#)).

CRCL23: Computational 'law' on edge

When: 20-21 November 2023

Where:

- In person: Vrije Universiteit Brussel, Boulevard Général Jacques 271, Brussels 1050, or

- Online (free)

See the [conference website](#) for the draft program and how to register.

New CALC members

Below are the new members who have joined CALC since 18 July (when the last update was published). Welcome to all!

Want to join these members? Use the [online registration form](#).

Name	Country/Area
Hooi Suan Huam	Malaysia
Shukriah Hamidah Mohamad	Malaysia
Onalenna Galekhutle	Botswana
Jasmine Polaine Faleafaga-Vaiaso	Samoa
Praveen Chacko Ninan	
Robert Nestor Xamseb	Namibia
Maria Nghiishililwa	Namibia
Ernestine Jansen	Namibia
Kelvin Ovir	Nigeria
George B. Masero	United Republic of Tanzania
Tricia Vincent	
Makubela Mokulubete	South Africa
Sangwani Nyimbiri	Zambia
Man Wan Lam	Hong Kong
Kiu Sum Cheng	Hong Kong
Feyi Calliste-Lemessy	Trinidad and Tobago
Grace Ikenyiri	Nigeria
Reward Mriya	United Republic of Tanzania
Farhan Hoque	Bangladesh
Eleazar Williams	Barbados
Emily Wambui Kimani	Kenya
Vyonna Achieng Bondi	Kenya
Irene Mukumu	United States
Helen Munyiri	Kenya
Makeda Thom	Trinidad and Tobago
Amanda Van Reenen	South Africa
Vincent Michael Masalu	United Republic of Tanzania
Philemon Mrosso	United Republic of Tanzania
Amir Rahim Aftab	Bangladesh
Algitha Richelieu	Saint Lucia
Iona Jones	New Zealand
Kennedy Mwaniki	Kenya
David Milroy	United Kingdom
Gavern Mitchell	Trinidad and Tobago

Name	Country/Area
Lucas Charles Malunde	United Republic of Tanzania
Kamogediso Mokongwa	Botswana
Zeina Baz	Australia
James Lekey	United Republic of Tanzania
Angela Margaret Duncan	New Zealand
Naa Sankah-Odumang	Ghana
Barabara Sekyi Yorke	Ghana
Ian Brooks	Isle of Man
Mahlatsi Ramashala	South Africa
John Uche Amadi	Nigeria
Itiekemieba Fyeface	Nigeria
Liddell Williams-Rowland	Australia
Jeremy Heenan	Australia
Stefania Arlotto	Canada
Vivian Njoroge	Kenya

Newsletter information

The Newsletter is published on an ad hoc basis by the CALC Council. It contains articles, news and other updates on anything of interest to drafters of legislation and the staff and agencies that support them. The items are written by members and friends of CALC from around the Commonwealth.

Great thank yous and endless appreciation to everyone who contributed to this Newsletter – articles, pictures, news, suggestions, reassurance, proofreading – everything.

Do you have an item you would like included in the next edition of the Newsletter? Contact CALC's Secretary (and Newsletter editor), Kate Hannah: k.hannah@gov.ie.

You can also ask about membership, or any other CALC matter.