

Practitioners amongst advocates and attorneys and the demographics of the country. In addition, regard may be had to the specialised fields of practice in the advocates' and attorneys' professions.

3.2 The criterion of the nature of practice

3.2.1 The practice of a candidate must be a large one comprising good quality work, having regard, in particular, to the complexity of the work. Although preference will be given to practices which embody the whole spectrum of senior work available to legal practitioners, due regard will be given to the experience, expertise and pre-eminence of a candidate in a specialised area of practice, which is not restricted to advocacy but may encompass expertise and pre-eminence in any generally recognised area of legal practice.

3.2.2 Consideration will be given to the reality of race-based and gender-based bias or skewing of patterns of instructions given to attorneys and briefing patterns of advocates, which may tend to result in the exclusion of an otherwise worthy black and women candidates from strong representation in certain areas of practice.

3.2.3 Despite what is said in paragraph 3.2.1, no particular area or type of practice (for example, a commercial practice) will be accorded any more or any less weight than any other area or type of practice.

3.2.4 Due weight will be given to the record of service of the candidate to the legal profession and to the community at large, including, without limitation, service to and leadership positions held in professional structures, commitment to pro bono work, and community service in any respects.

3.3 The criterion of integrity and honourable conduct

A candidate must have an established reputation for personal and professional integrity. He or she must honour professional codes of conduct, be honest and straightforward in professional dealings, including dealings with the court and all other parties, and must not mislead, create a false impression or indulge in underhand dealing. The candidate's disciplinary record with the Council, the former Law Societies or with any voluntary association of legal practitioners of which he or she is a member, will be relevant in relation to the issue of integrity and honourable conduct.

3.4 The criterion of seniority