

कार्यालय— जिला विधिक सेवा प्राधिकरण, शहडोल (म.प्र.)
जिला एवं सत्र न्यायालय, शहडोल

क्र.फा.नं. क्यू/LADCS/जिविसेप्रा 883/2025

शहडोल, दिनांक: 4/09/2025

// भर्ती विज्ञप्ति //

माननीय म.प्र. राज्य विधिक सेवा प्राधिकरण जबलपुर, से ई-मेल के माध्यम से प्राप्त पत्र क्र.फा.नं. 97/एलएडीसीएस/राविसेप्रा/4420, जबलपुर, दिनांक 12.11.2024 पत्र के पालन में, जिला विधिक सेवा प्राधिकरण, शहडोल अंतर्गत कार्यालय लीगल एड डिफेंस काउंसिल हेतु कार्यालय सहायक, रिसेप्शनिस्ट डाटा एंट्री ऑपरेटर तथा भृत्य पद के लिए संविदा आधार पर 01 वर्ष हेतु इच्छुक उम्मीदवारों से ऑफलाइन आवेदन पत्र आमंत्रित किए जा रहे हैं :-

1. आवेदन करने की प्रारंभ तिथि - दिनांक 08.09.2025 से प्रारंभ
2. आवेदन करने की अंतिम तिथि - दिनांक 19.09.2025 को शाम 05.00 बजे तक
3. पद का नाम एवं संख्या :-
 1. कार्यालय सहायक - 01 पद
 2. रिसेप्शनिस्ट डाटा एंट्री ऑपरेटर - 01 पद
 3. कार्यालय भृत्य - 01 पद
4. साक्षात्कार तथा आवश्यक पद अनुसार टाईपिंग टेस्ट हेतु दिनांक, प्राप्त आवेदनों की स्कूटनी के उपरांत जिला न्यायालय शहडोल की आधिकारित वेबसाईट shahdol.dcourts.gov.in एवं district.mphc.gov.in तथा कार्यालय जिला विधिक सेवा प्राधिकरण, शहडोल के सूचना पटल पर यथा संभव दिनांक 04.09.2025 को चस्पा व प्रसारित की जाएगी।
5. आवेदन पत्र विज्ञापन के संबंध में योग्य आवेदक अपना आवेदन निर्धारित प्रारूप एवं समस्त दस्तावेजों सहित दिनांक 08.09.2025 के कार्यालय समय से दिनांक 19.09.2025 को शाम 5:00 बजे तक स्वयं उपस्थित होकर या डाक के माध्यम से भरे जा सकते हैं। आवेदन पत्र का प्रारूप कार्यालय जिला विधिक सेवा प्राधिकरण शहडोल तथा म0प्र0 राज्य विधिक सेवा प्राधिकरण जबलपुर की अधिकारिक वेबसाईट mpslsa.gov.in से प्राप्त कर सकते हैं।

6. वेतनमान:-

1	कार्यालय सहायक	₹12,500/- to 15,000/-
2	रिसेप्शनिस्ट डाटा एंट्री ऑपरेटर	₹12,000/- to 15,000/-
3	कार्यालय भृत्य	₹10,000/- to 12,000/-

7. शैक्षणिक एवं अन्य योग्यताएँ :-
कार्यालय सहायक/क्लर्क के लिए योग्यता :-

- शैक्षणिक न्यूनतम योग्यता :- स्नातक उत्तीर्ण,
- बुनियादी वर्ड प्रोसेसिंग, कौशल और डेटा फीड करने के लिए कम्प्यूटर संचालन कौशल की क्षमता,
- अच्छी टाईपिंग गति की प्रवीणता के साथ याचिका की उचित सेटिंग का ज्ञान,
- डिक्टेशन, प्राप्त करने तथा न्यायालयों में सही ढंग से फाईल प्रस्तुत करने की क्षमता,
- कार्यालय की फाईल्स एवं अन्य दस्तावेजों का जिम्मेदारी पूर्वक सही ढंग से रख-रखाव तथा प्रसंस्करण ज्ञान।
- एवं नालसा संशोधित लीगल एड डिफेंस काउंसिल स्कीम 2022 की मंशा अनुसार अन्य योग्यताएं

रिसेप्शनिस्ट सह डेटा एन्ट्री ऑपरेटर की योग्यताएं :-

- शैक्षणिक न्यूनतम योग्यता :- स्नातक उत्तीर्ण,
- उत्कृष्ट, मौखिक तथा लिखित संचार कौशल,
- वर्ड तथा डेटा प्रोसेसिंग क्षमता,
- दूर संचार प्रणालियों (टेलीफोन, फैक्स, स्वीच बोर्ड आदि) पर कार्य करने की क्षमता
- अच्छी टाईपिंग गति के साथ प्रवीणता
- एवं नालसा, संशोधित लीगल एड डिफेंस काउंसिल स्कीम 2022 की मंशा अनुसार अन्य योग्यताएं।

कार्यालय भृत्य हेतु योग्यताएं :-

- कार्यालय भृत्य हेतु, नालसा संशोधित लीगल एड डिफेंस काउंसिल स्कीम 2022 की मंशा एवं जिला न्यायालय में चतुर्थ श्रेणी कर्मचारियों की भर्ती हेतु निर्धारित योग्यता के समतुल्य न्यूनतम कक्षा 8वीं उत्तीर्ण होना आवश्यक होगा।
- हिन्दी भाषा को पढ़ने और लिखने की क्षमता।
- नालसा, संशोधित लीगल एड डिफेंस काउंसिल स्कीम 2022 की मंशा अनुसार अन्य योग्यताएं एवं सौंपे गये दायित्वों का निर्वाहन करने की क्षमता।

टीप:- आवेदन पत्र प्रस्तुत करते समय आवेदक को उपरोक्त अनुसार दर्शित न्यूनतम शैक्षणिक अहर्ताएं आवेदन की अंतिम तिथि तक उत्तीर्ण होना अनिवार्य है।

8. आवेदन पत्र एवं स्वप्रमाणित आवश्यक दस्तावेज :-

आवेदक, माननीय राष्ट्रीय विधिक सेवा प्राधिकरण, नई दिल्ली की संशोधित, लीगल एड डिफेंस काउंसिल स्कीम 2022 के अंतर्गत उल्लेखित आवश्यक शैक्षणिक योग्यता अथवा इस विज्ञापन में उल्लेखित अनुसार अपने आवेदन पत्र को पूर्ण रूप से भरें तथा अपने आवेदन पत्र के साथ आवश्यक समस्त दस्तावेज/प्रमाण पत्र की स्वप्रमाणित छायाप्रति आवेदन पत्र के साथ संलग्न करें। आवेदन पत्र के साथ शैक्षणिक अर्हता से संबंधित दस्तावेज प्रेषित किया जाना अति आवश्यक है, यदि किसी अभ्यर्थी के पास समस्त दस्तावेज उपलब्ध है एवं वह अपने आवेदन पत्र के साथ वांछित दस्तावेज संलग्न नहीं करता है, तो उसे अपात्र घोषित कर दिया जावेगा, ऐसे अभ्यर्थी को पात्र किये जाने के संबंध में किसी भी प्रकार का अभ्यावेदन स्वीकार्य नहीं होगा तथा नस्तीबद्ध कर दिया जावेगा।

9. आवेदन पत्र का प्रेषण :-

आवेदक अपना आवेदन पत्र एवं समस्त दस्तावेज/प्रमाण पत्र की स्वप्रमाणित छायाप्रतियों एवं दो नवीन रंगीन छायाचित्रों (पासपोर्ट साईज फोटो) के साथ लिफाफे के ऊपर स्पष्ट रूप से जिस पद हेतु आवेदन पत्र भेजा जा रहा है, उस पद का नाम अंकित करते हुए प्रेषित किया जाना आवश्यक होगा। आवेदन पत्र, सचिव जिला विधिक सेवा प्राधिकरण शहडोल के नाम से संबोधित करते हुए, कार्यालय जिला विधिक सेवा प्राधिकरण शहडोल में स्वयं उपस्थित होकर अथवा रजिस्टर्ड डाक के माध्यम से दिनांक 19.09.2025 को शाम 5.00 बजे तक आवश्यक रूप से प्रस्तुत करना होगा। निर्धारित तिथि व समय के पश्चात् प्राप्त आवेदन पत्रों पर कोई विचार नहीं किया जावेगा एवं कोई पत्राचार भी मान्य नहीं होगा। निर्धारित तिथि के पश्चात् प्राप्त आवेदनों को निरस्त माना जाएगा, भले ही विलंब डाक विभाग द्वारा किया गया हो। साथ ही आवेदन पत्र व आवश्यक दस्तावेज/प्रमाण पत्र की स्व-प्रमाणित प्रतिलिपि प्राप्त न होने की दशा में संबंधित आवेदक की अभ्यार्थिता स्वतः ही निरस्त मानी जाएगी और उन्हें नस्तीबद्ध कर दिया जाएगा।

8. प्राप्त आवेदनों की स्कूटनी :-

दिनांक 19.09.2025 शाम 05.00 बजे तक प्राप्त आवेदन पत्रों की नियमानुसार स्कूटनी कार्य किया जाएगा। स्कूटनी कार्य में पात्र पाए गए आवेदकों की अंतिम सूची जिला विधिक सेवा प्राधिकरण शहडोल के सूचना पटल तथा जिला न्यायालय शहडोल की आधिकारिक वेबसाईट shahdol.dcourts.gov.in पर एवं जिला विधिक सेवा प्राधिकरण के सूचना पटल पर चस्पा कर यथा संभव दिनांक 27.05.2025 को प्रदर्शित की जाएगी।

9. पात्र आवेदकों की परीक्षा/साक्षात्कार :-

पात्र आवेदकों को चयन समिति/बोर्ड के समक्ष व्यक्तिगत साक्षात्कार के लिए नियत की जाने वाली तिथि पर आमंत्रित किया जाएगा। आवेदक को साक्षात्कार दिनांक के दिन अपने आवेदन पत्र में संलग्न स्वप्रमाणित छायाप्रतियों के मूल दस्तावेज/प्रमाण पत्र लाना अनिवार्य होगा। जिसका सत्यापन, साक्षात्कार दिनांक पर किया जाएगा। पद की पात्रता अनुसार टाईपिंग परीक्षा एवं साक्षात्कार लिया जा सकेगा। साक्षात्कार तथा पात्रता अनुसार टाईपिंग परीक्षा दिनांक पर अनुपस्थित आवेदक को साक्षात्कार तथा टाईपिंग परीक्षा हेतु दोबारा मौका नहीं दिया जाएगा तथा उसका आवेदन अनुपस्थिति की दशा में स्वतः निरस्त माना जाएगा।

10. चयन परिणाम :-

चयन समिति/बोर्ड द्वारा अंतिम रूप से चयनित आवेदकों की चयन सूची एवं प्रतीक्षा सूची जिला विधिक सेवा प्राधिकरण शहडोल के सूचना पटल पर प्रकाशित की जाएगी। एक से अधिक अभ्यर्थियों के समान अंक होने की दशा में अधिक आयु वाले अभ्यर्थी को वरीयता देते हुए सूची तैयार की जाएगी। आवेदक अधिक जानकारी के लिए कार्यालय जिला विधिक सेवा प्राधिकरण शहडोल में संपर्क कर सकते हैं।

नोट :-

अंतिम परिणाम सूची में अभ्यर्थी का नाम सम्मिलित किए जाने से ही उसे नियुक्ति का कोई अधिकार तब तक प्राप्त नहीं होगा, जब तक कि नियुक्ति प्राधिकारी का ऐसी जांच करने के पश्चात् जैसे की आवश्यक समझा जाए, यह समाधान नहीं हो जाता कि अभ्यर्थी सेवा में नियुक्ति के लिए सभी प्रकार से उपयुक्त है।

चयन परिणाम प्रकाशित होने के बाद भी यदि कोई कम्प्यूटर त्रुटि/लिपिकीय त्रुटि या अन्य कोई सारवान त्रुटि ध्यान में आती है, तो जिला विधिक सेवा प्राधिकरण शहडोल का परिणामिक परिवर्तनों के साथ चयन परिणाम को सुधारने का अधिकार सुरक्षित है।

11. नियुक्ति के संबंध में :-

चयनित आवेदकों की नियुक्ति माननीय म.प्र. राज्य विधिक सेवा प्राधिकरण जबलपुर के पत्र क.फा.नं. 97/एलएडीसीएस/राविसेप्रा/4420, जबलपुर, दिनांक 12.11.2024 के अनुसार एक वर्ष के लिए संविदा आधार पर की जाएगी।

चयनित आवेदक को पुलिस वैरीफिकेशन प्रमाण पत्र, पहचान पत्र, तथा जिला मेडिकल बोर्ड से स्वयं के व्यय पर निर्धारित शुल्क, यदि कोई हो, अदा कर मेडिकल जांच करवाकर फिटनेस सर्टीफिकेट, प्रस्तुत करना होगा।

12. आवेदनों का विनष्टीकरण:-

आवेदन पत्रों का अंतिम रूप से चयनित अभ्यर्थियों के आवेदन को छोड़कर व अन्य सामग्री का चयन सूची अंतिम परीक्षा परिणाम घोषित होने के एक वर्ष बाद नष्ट कर दिया जाएगा।

// चयन एवं अभ्यर्थित के संबंध में अन्य आवश्यक जानकारी //

1. कार्यालय जिला विधिक सेवा प्राधिकरण शहडोल अंतर्गत लीगल एड डिफेंस काउंसिल सिस्टम हेतु स्टॉफ(कार्यालय सहायक, रिसेप्सनिष्ट सह डाटा एन्ट्री ऑपरेटर एवं कार्यालय भृत्य) की भर्ती पूर्ण रूप से संविदा आधार पर एक वर्ष हेतु होगी।
2. अभ्यर्थी तीनों पद/वर्ग हेतु आवेदन प्रस्तुत कर सकेगा किन्तु अन्य पद पर आवेदनक करने की दशा में पृथक से आवेदन मय समस्त दस्तावेज प्रस्तुत करना होगा। आवेदक की न्यूनतम आयु 18 वर्ष होना आवश्यक है।
3. अभ्यर्थियों के मूल प्रमाण पत्रों के निरीक्षण व सत्यापन की कार्यवाही साक्षात्कार दिनांक को ही होगी और उन्हें साक्षात्कार में मूल दस्तावेज एवं पहचान पत्र के साथ उपस्थित होना होगा।
4. यदि कोई अभ्यर्थी विज्ञापन की शर्तें पूरी न करते हुए भी आवेदन प्रेषित करता है या उसका आवेदन पत्र त्रुटिपूर्ण पाया जाता है अथवा उसमें असत्य जानकारी दी जाती है अथवा कोई जानकारी नहीं दी गई है अथवा किसी जानकारी को छुपाया है तो ऐसी स्थिति में किसी भी स्तर/प्रकम पर चयन/अभ्यर्थिता निरस्त की जा सकेगी तथा इस संबंध में कोई पत्र व्यवहार स्वीकार नहीं होगा।
5. साक्षात्कार तथा आवश्यक पद हेतु टाइपिंग टेस्ट, दिनांक की सूचना जिला विधिक सेवा प्राधिकरण शहडोल के सूचना पटल पर पृथक से प्रदर्शित की जाएगी।
6. यदि किसी अभ्यर्थी के विरुद्ध कोई दंडिक प्रकरण किसी पुलिस थाने न्यायालय में विचाराधीन हो अथवा किसी न्यायालय से निराकृत हो चुका हो अथवा उसे दोषसिद्ध कर दंडित किया गया हो तो निर्णय संबंधित अधिनियम एवं धारा सहित प्रकरण क्रमांक आदि की जानकारी अनिवार्य रूप से प्रदान करें।
7. पुनः मूल्यांकन/पुनः साक्षात्कार हेतु आवेदन करने का कोई प्रावधान नहीं है। अतः इस विषय में प्राप्त आवेदनों पर कोई कार्यवाही नहीं की जाएगी तथा इस संबंध में प्राप्त आवेदन अभ्यावेदन संक्षिप्त निरस्त कर दिए जाएंगे।
8. आवेदक को साक्षात्कार की सूचना उनके मोबाइल नंबर पर **SMS/Whatsapp** के माध्यम से तथा जिला न्यायालय शहडोल की आधिकारिक वेबसाइट shahdol.dcourts.gov.in एवं district.mphc.gov.in साथ ही कार्यालय के सूचना पटल पर दी जाएगी, जिसमें आवेदक समय-समय पर वेबसाइट एवं अपने मोबाइल की जांच करते रहें। सूचना न मिलने पर जिला विधिक सेवा प्राधिकरण, शहडोल तथा जिला न्यायालय, शहडोल की कोई जवाबदारी नहीं होगी।
9. उपरोक्तानुसार भर्ती प्रक्रिया पूर्ण रूप से लीगल एड डिफेंस काउंसिल माडीफाईड स्कीम 2022 तथा माननीय मध्यप्रदेश राज्य विधिक सेवा प्राधिकरण जबलपुर के मार्गदर्शन अनुसार की जाएगी। किसी भी प्रकार का कोई संशोधन अथवा निरस्तीकरण का अधिकार माननीय अध्यक्ष महोदय, जिला विधिक सेवा प्राधिकरण शहडोल को होगा।
10. इसके अतिरिक्त अभ्यर्थी अन्य जानकारी हेतु माँडीफाईड स्कीम 2022 का उल्लेखित अधिकृत वेबसाईड एवं कार्यालय के सूचना पटल पर अवलोकन कर सकेंगे।
उक्त विज्ञापन अनुमोदनार्थ माननीय के समक्ष सादर प्रस्तुत।

मान० प्रधान जिला न्यायाधीश/अध्यक्ष मंडल के अनुमोदन उपरान्त

जिला विधिक सेवा प्राधिकरण
जिला न्यायालय शहडोल (M0PRO)

नालसा, लीगल एड डिफेंस काउंसिल मॉडिफाईड स्कीम, 2022 अंतर्गत
लीगल एड डिफेंस काउंसिल सिस्टम कार्यालय हेतु कार्यालय सहायक, रिसेप्शनिस्ट सह डाटा
एंट्री ऑपरेटर एवं कार्यालय भृत्य की संविदा आधार पर 01 वर्ष हेतु भर्ती

// आवेदन पत्र //

आवेदन पत्र क्रमांक(कार्यालयीन उपयोग हेतु)

आवेदित पद - (कार्यालय सहायक/रिसेप्शनिस्ट कम डेटा ऑपरेटर/कार्यालय भृत्य)

स्वप्रमाणित नवीनतम
पासपोर्ट साईज
फोटोग्राफ चस्पा करें।

1. आवेदक का नाम -
2. पिता/पति का नाम -
3. जन्म तिथि: -आयु- 01.12.2024 कोवर्ष..... माह..... दिन..

(जन्म तिथि के संबंध में आवश्यक स्वप्रमाणित छायाप्रति संलग्न करें)

4. लिंग -पुरुष/महिला

5. वर्तमानपूर्ण पता -

6. स्थायी पूर्ण पता -

7. मोबाईल नंबर,लैंडलाइन नंबर-
(व्हाट्सएप नंबर सहित)

8. ईमेल आई-डी -

9. पेन कार्ड नंबर -
(स्वप्रमाणित छायाप्रति संलग्न करें)

10. आधार कार्ड नंबर -
(स्वप्रमाणित छायाप्रति संलग्न करें)

11. ड्राइविंग लाइसेंस यदि हो तो -
(स्वप्रमाणित छायाप्रति संलग्न करें)

12. शैक्षणिक योग्यताएँ -केन्द्र अथवा राज्य शासन से मान्यता प्राप्त
विद्यालय/महाविद्यालय/विश्वविद्यालय से उत्तीर्ण शैक्षणिक योग्यता प्रमाण पत्र।

क्र.	कक्षा	बोर्ड/विश्वविद्यालय	उत्तीर्ण/वर्ष	प्राप्त प्रतिशत
1	8वीं			
2	10वीं			
3	12वीं			
4	स्नातक/स्नात्कोत्तर			
5	कम्प्यूटर योग्यता			
6	अन्य शैक्षणिक योग्यता			

नोट :-आवेदक द्वारा अपने आवेदन पत्र में उल्लेखित शैक्षणिक योग्यता अनुसार अंकसूची / डिग्री / डिप्लोमा की स्वप्रमाणित प्रतिलिपि संलग्न किया जाना अनिवार्य है।

13. कार्य अनुभव :-

आवेदक के पास कोई कार्य अनुभव हो, तो कार्य अनुभव प्रमाण पत्र की स्व-प्रमाणित छायाप्रति संलग्न करें।

दिनांक :-

हस्ताक्षर / -

स्थान :-

स्व घोषणा पत्र

मैं पद के लिए आवेदन करना चाहता / चाहती हूँ।
मैं पुत्र / पुत्री श्री उम्र
वर्ष निवासी जिला राज्य
.... एतद द्वारा घोषणा करता / करती हूँ, कि मेरे द्वारा दी गई उपरोक्त जानकारी मेरे ज्ञान और विश्वास के अनुसार सत्य है। मैंने इसमें कुछ भी छिपाया नहीं है, मुझे यह संज्ञान है कि मेरे द्वारा असत्य या भ्रामक जानकारी देने पर मेरे विरुद्ध आपराधिक / दण्डात्मक कार्यवाही की जा सकती है। साथ ही मुझे प्राप्त समस्त लाभों को भी वापस किया जाएगा। मेरे विरुद्ध किसी भी पुलिस थाने, न्यायालय तथा अन्य किसी विभाग में कोई आपराधिक दण्डात्मक कार्यवाही लंबित नहीं है।

दिनांक :-

हस्ताक्षर / -

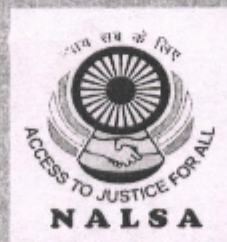
स्थान :-

नोट:- यदि कोई आपराधिक प्रकरण / कार्यवाही संस्थित अथवा निराकृत हुई हो तो विवरण एवं दस्तावेज पृथक से प्रस्तुत करें ।

Modified Scheme 2022

Legal Aid Defense Counsel Scheme 2022

FOR PROVIDING LEGAL AID, ASSISTANCE & REPRESENTATION IN
CRIMINAL MATTERS IN LINE WITH "PUBLIC DEFENDER SYSTEM"



National Legal Services Authority

B BLOCK, ADDITIONAL BUILDING, SUPREME COURT OF INDIA, NEW DELHI |

Email: nalsa-dla@nic.in, ms.nalsa@gov.in Website: www.nalsa.gov.in

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1. Introduction

Legal Services Authorities provide legal services to accused/convicts, who are in custody or otherwise coming within the eligibility criteria spelt out in Section 12 of the Legal Services Authorities Act, 1987. Legal Services are being provided at pre-arrest, remand, trial and appellate stages in criminal matters. Legal representation is being provided by the Legal Services Authorities in approximately 2 lac criminal cases (trials) at the district level.

During Consideration of the Demands for Grants (2022-23) of the Department of Justice by the Department Related Parliamentary Standing Committee (DPRSC) on Personal, Public Grievances, Law and Justice observed in its 116th report that:

“NALSA has recently completed 25 years of its establishment; accordingly, it is also the right time to ponder over reforms which are required in NALSA and legal aid movement in India. Majority of Indians are eligible to receive legal aid, but the number of people actually receiving legal aid is a miniscule percentage of those entitled. In the previous chapter, the Committee has already recommended a significant increase in NALSA's budget and expects NALSA to make best use of it in performing its assigned mandate.”

At present, Assigned Counsel System of dispensation of Legal Aid is being followed in India. Under the said system, cases are assigned to panel lawyers by Legal Services Institutions. Such Panel lawyers to whom cases are assigned, also have private practices, and hence, they do not exclusively devote their time to the legal aid matters. Many times, their accessibility and availability remain an issue for timely client consultation and updating the legal aid seekers about the progress of their cases. There are few instances, wherein the lawyers were found harassing beneficiaries or demanding fee from them.

The system of Court based legal services needs to be strengthened for providing effective and efficient legal services to weaker and marginalised sections of the society. To achieve the same, several steps have been taken such as capacity building of lawyers, enhancing the structure and effective functioning of monitoring & mentoring committees, upgradation of Front Offices etc.

In the said process of strengthening and making legal services more professional, NALSA thought of adopting another legal aid delivery-based model i.e. '*Legal aid Defense Counsel System*' for providing legal aid in criminal matters on the lines of public defender system on pilot basis for a period of two years in some districts to see how effective and successful such changes in approach will be.

It is pertinent to mention that in most countries, Legal Aid Delivery Models are combination of the Public Defender System, Assigned Counsel System and Contract Services System. Examples of diverse legal aid delivery systems can be found, among other countries, in Israel, the Republic of Moldova, Sierra Leone, South Africa and the United States of America. A number of jurisdictions have adopted a public defender scheme with offices throughout the country, including Argentina, Chile, Georgia, Mexico, Paraguay, Peru, the Philippines, the Republic of Moldova and South Africa¹.

NALSA, decided to implement LADCS as pilot project in 17 states/UTs but the same was made functional in 13 states namely Andhra Pradesh, Chhattisgarh, Delhi, Gujarat, Jharkhand, Karnataka, Kerala, Maharashtra, Odisha, Rajasthan, Tamil Nadu, Uttarakhand, Uttar Pradesh.

As envisaged, Legal Aid Defense Counsel System involve full time engagement of lawyers with support system. The said unit deals exclusively with legal aid work in criminal matters at the district HQ, where it is established.

¹ *Model Law on Legal Aid in Criminal Justice Systems with Commentaries*(www.unodc.org)

Subject to feasibility, the services may be extended to Talukas or outline Courts. Initially, it was confined to cases before the Sessions, and now it will be expanded to all type of criminal courts with Lawyers engaged therein not allowed to take any private cases or any other retainership. This will create institutional capacity to effectively provide legal aid to poor and needy in criminal justice system. Some of the perceived advantages of the Legal aid Defense Counsel System vis-à-vis assigned counsel system may be mentioned as follows:

- Increase in Availability and accessibility of Legal Aid Defense counsels,
- Effective and efficient representation by experienced lawyers,
- Timely and lively Client Consultations,
- Effective monitoring and mentoring of legal aided cases,
- Professional management of legal aid work in criminal matters,
- Enhanced responsiveness leading to updating of legal aid seekers about the progress of their cases,
- Ensuring accountability on the part of the legal aid providers.

At the first instance, the Legal Aid Defense Counsel System was conceived to be implemented on a pilot project basis for providing legal aid in criminal matters in Sessions Courts in a few districts. After its success as a pilot project, it is being extended to other districts and to all criminal courts including Courts of executive Magistrates.

Objectives:

- To provide qualitative and competent legal services in criminal matters to all eligible persons.
- To manage and implement legal aid system in professional manner in criminal matters.

2. Scope of Work:

Legal Aid Defense Counsel Office shall be dealing exclusively with legal aided matters in criminal matters of the District or HQ, wherein it is established. It shall be providing legal services from the early stages of

criminal justice till appellate stage, and the same shall include visits to jails from catering to the legal needs of unrepresented inmates. Initially it shall not be dealing with all type of civil matters and cases of complainant, matters pending before Juvenile Justice Boards/CWCs, wherein present counsel assignment system (Panel Lawyers) will continue to be operational for the purpose but panels shall be resized according to work based model. The following end to end legal services shall be provided through the Legal Aid Defense Counsel Office:

- Legal Advice and Assistance to all individuals visiting the office,
- Representation/Conducting trials and appeals including all miscellaneous work in all criminal courts such as Sessions, Special and Magistrate Courts including executive courts,
- Handling Remand and Bail work,
- Providing legal assistance at pre-arrest stage as per need and also in accordance with NALSA's scheme for providing such assistance,
- Any other legal aid work related to District Courts or as assigned by the Secretary, DLSA,
- Periodic visit of Prisons of the district under the guidance of the Secretary, DLSA.

3. Infrastructure and Human Resource required in each Project district

• Infrastructure:

- Well-appointed office for Legal Aid Defense Counsels with separate cabin for Chief Legal Aid Defense Counsel and space for consultation.
- Space for ministerial staff, reception with waiting area.
- Total space requirement (suggestive):
 - Class A Cities 800 to 1000 sq. ft.
 - Class B Cities 700 to 800 sq. ft.
 - Class C Cities 500 to 600 sq. ft.
- Computers and printers with scanner, internet connection, telephone.

- Furniture consisting of tables, chairs, bookshelf and almirahs etc.

- **Human Resource:**

Human Resources for a Legal Aid Defense Counsel Office		
S. No.		No. required
1.	Chief Legal Aid Defense Counsel	01
2.	Deputy Chief Legal Aid Defense Counsel	01-03
3.	Assistant Legal Aid Defense Counsel	02-10
4.	Office Assistants/ Clerks	01-03
5.	Receptionist-cum-Data Entry Operator (Typist)	01 (optional)
6.	Office peon (Munshi/Attendant)	01 (optional)

Note: Number of Deputy and Assistant Legal aid Defense Counsel may be increased or decreased as per the requirement in individual districts, subject to prior approval of Hon'ble Executive Chairman, SLSA. Number of Legal Aid Defense Counsels shall be proportionate to the actual work and also requirement.

4. Selection Procedure:

After due publicity including public notice, applications will be invited and a fair, transparent and competitive selection process shall be adopted by DLSA under guidance of SLSA. Legal Aid Defence Counsels shall be engaged on contract basis in each place/district initially for a period of two years with a stipulation of extension on yearly basis subject to satisfactory performance. The performance of every human resource shall be assessed every six months by SLSA in consultation with DLSA concerned. The selection of Chief Legal Aid Defense Counsel, Deputy Chief Legal Aid Defense Counsels, Assistant Legal Aid Defense Counsels will be purely based on merit, taking into account the knowledge, skills, practice and experience of candidates. The selection shall be carried out by Selection committee under the Chairmanship of the Principal District & Sessions Judge (Chairman, DLSA) as envisaged in NALSA (Free and Competent Legal Services) Regulations 2010, subject to final approval by the Executive

Chairman, SLSA. In the selection committee at least three senior most judicial officers posted at HQ, dealing mainly with criminal cases preferably sessions cases shall be included. No person with conflict of interest shall be part of selection process. After approval by the Executive Chairman, SLSA, engagement contract shall be executed between the Secretary DLSA and the person so engaged.

The format of contract for engagement, as provided by NALSA to be used with required modifications.

The suggested eligibility criterions are as follows: -

a) Qualifications for Chief Legal Aid Defense Counsel:

- Practice in Criminal law for at least 10 years,
- Excellent oral and written communication skills,
- Excellent understanding of criminal law,
- Thorough understanding of ethical duties of a defense counsel,
- Ability to work effectively and efficiently with others with capability to lead,
- Must have handled at least 30 criminal trials in Sessions Courts, aforesaid condition of handling 30 criminal cases can be relaxed in appropriate circumstances,
- Knowledge of computer system is preferable.
- Quality to lead the team with capacity to manage the office.

b) Qualifications for Deputy Chief Legal Aid Defense Counsel:

- Practice in Criminal law for at least 7 years,
- Excellent understanding of criminal law,
- Excellent oral and written communication skills,
- Skill in legal research,
- Thorough understanding of ethical duties of defense counsel,

- Ability to work effectively and efficiently with others,
- Must have handled at least 20 criminal trials in Sessions Courts, may be relaxed in exceptional circumstances, by Hon'ble executive Chairman, SLSA,
- IT Knowledge with proficiency in work.

c) Qualification for Assistant Legal Aid Defense Counsel:

- Practice in criminal law from 0 to 3 years.
- Good oral and written communication skills.
- Thorough understanding of ethical duties of defense counsel.
- Ability to work effectively and efficiently with others.
- Excellent writing and research skills.
- IT Knowledge with high proficiency in work.

d) Qualification for Office Assistant/ Clerks:

- Educational Qualification: Graduation,
- Basic word processing skills and the ability to operate computer and skills to feed data,
- Good Typing speed with proper setting of petition,
- Ability to take dictation and prepare files for presentation in the Courts,
- File maintenance and processing knowledge.

e) Qualification for Receptionist-cum-Data Entry Operator

- Educational Qualification: Graduation,
- Excellent verbal and written communication skills,
- Word and data processing abilities,
- The ability to work telecommunication systems (telephones, fax machines, switchboards etc),
- Proficiency with good typing speed.

Note: Qualifications may be reasonably relaxed in case of exceptional candidate or circumstances after the approval of the Executive Chairman, SLSA.

5. Work Profiles:

a) Chief Legal Aid Defense Counsel

- Conducting trials and appeals and bail matters in courts along with deputy chief & assistant legal Aid Defense Counsels,
- Assigning duties to deputy legal Aid Defense Counsels in the office,
- Assigning duties of Assistant legal Aid Defence Counsel for assisting him and Deputy Chief legal Aid Defense Counsel and for other work including legal research,
- Ensure proper legal research, planning effective defence strategy and thorough preparation in each and every legal aided case,
- Ensure maintenance of complete files of legal aid seekers,
- Ensure proper documentation with regard to legal aid assistance provided, ensure maintenance of up-to-date record of legal aided cases,
- Will be overall in charge of administration of the office of Legal Aid Defense Counsel Office.
- Ensure quality legal aid,
- Consultation and ensuring updation of the case progress to the client and his/her relative(s),
- Any work/duty assigned by Legal Services Authority.

b) Deputy Chief Legal Aid Defense Counsel.

- Conducting trials/ appeals/ Remand work /Bail applications/visits to prisons etc., as assigned by Chief Legal Aid Defense Counsel.
- Filing and arguing appeals and bail applications in Courts.
- Maintaining complete case files.
- Doing legal research in legal aided cases and guiding assistant legal Aid Defense Counsel and law students attached with the office in legal research.
- Proper client interviews at various stages for quality research work and representation at remand, trial and appellate stage.

- All or any of the work of the Chief defence Counsel as per assignment,
- Any work/duty assigned by Legal Services Authority.

c) Assistant Legal Aid Defense Counsel.

- Filing of cases, conducting trials in Magistrate trial cases,
- Remand/bail and other miscellaneous work,
- legal research in legal aided cases,
- Visits to Prison and Legal aid Clinics as per directions,
- Providing assistance at pre-arrest stage to suspects,
- Assisting Chief Legal Aid Defense Counsel and Deputy Legal Aid Defense Counsel(s) in conduct of legal aid cases,
- Assisting in developing a defence strategy after sifting through all of the evidence collected by the prosecution and after hearing the accused's version of what happened during the alleged crime in question,
- Visiting location/area of alleged crime, having discussions with family members etc, for effective and meaningful input of defense strategy,
- Handling queries of legal aid seekers,
- Updating legal aid seekers about the progress of their cases,
- Assisting in maintaining complete files of legal aided cases,
- Handling legal queries relating to criminal matters on telephone,
- Any other work related to legal aid assigned by Chief Legal Aid Defense Counsel,
- Any work/duty assigned by Legal Services Authority,

d) Office Assistant

- Keeping updated record of legal aided cases,
- Uploading the updated record/progress of the legal aided cases on NALSA portal and digital platforms as per directions,
- Maintaining complete files of legal aided cases and keeping files with proper index in a systematic manner,
- Typing applications, petitions, appeals etc.,

- Doing ministerial work related to cases such as filing applications for copies of orders, judgement etc.,
- Any other task assigned by the Chief Legal Aid Defense Counsel,
- Any work/duty assigned by Legal Services Authority,
- All duties assigned to Receptionist cum data entry operator.

e) Receptionist-cum-Data Entry Operator

- Greeting clients and visitors and answering visitor inquiries,
- Answering and routing incoming calls on a multi-line telephone system,
- Scheduling and routing legal aid seekers,
- Maintaining the waiting area, lobby or other office areas,
- Scanning, photocopying, faxing,
- Collecting and routing mail and hand-delivered packages,
- Answering face-to-face enquiries and providing information when required,
- Uploading, at the initial point, legal aided cases on NALSA portal & other platforms and updating the information from time to time,
- Any work/duty assigned by Legal Services Authority.

f) Office peon (Munshi/Attendant)

- General work of MTS, Munshi or Peon,
- Cleaning the office before the commencement of office hours,
- Ensuring that all places in the office are kept clean,
- Bringing and serving water, beverages to the visitors in the office,
- Carrying dak, misc. work etc.
- Any other work assigned by Legal Services Authority.

6. Termination of Services:

Services of any human resource including legal aid defense counsel engaged in the office of Legal Aid Defense Counsel can be terminated at any time without any prior notice in the following cases by the Chairman, DLSA on recommendation of the Secretary DLSA or on the directions by SLISA in writing:

- i. He/she substantially breaches any duty or service required in the office, or
- ii. Seeks or accepts any pecuniary gains or gratification in cash or kind from the legal aid seekers or beneficiary or his friend or relative, or
- iii. Charged or Convicted for any offence by any court of law, or
- iv. Indulges in any type of political activities, or
- v. Found incapable of rendering professional services of the required standards, or
- vi. Failure to attend training programmes without any sufficient cause, or
- vii. Indulges in activities prejudicial to the working of legal aid defense counsel office, or
- viii. Uses his/her position in legal aid defense counsel office to secure unwarranted privileges or advantages for him/herself or others, or
- ix. Acts in breach of code of ethics, or
- x. Remains absent without leave for more than two weeks, or
- xi. If services are found unsatisfactory during the six-monthly performance review by the SLSA or DLSA.

7. Code of Ethics:

Personnel engaged in the office of Legal Aid Defense Counsel shall observe the following code of ethics:

- No personnel shall act in any matter in which he/she has a direct or indirect personal or financial interest.
- No personnel shall wilfully disclose or use, whether or not for the purpose of pecuniary gain, any information that he/she obtained, received or acquired during the fulfilment of his/her official duties and which is not available to members of the general public.
- No personnel within the office of Legal Aid Defense Counsel shall make use of his/her office or employment for the purpose of promoting or advertising any outside activity.
- No personnel within the office of Legal Aid Defense Counsel shall engage in any outside activity or act as an independent practitioner.

- No personnel within the office of Legal Aid Defense Counsel shall solicit, agree to accept or accept, whether directly or indirectly, any gift, favour, service, or other thing of value under circumstances from which it might be reasonably inferred that such gift, service, or other thing of value was given or offered for the purpose of influencing him/her in, or rewarding him/her for, the discharge of his/her official duties.
- Legal Aid Defense Counsel shall devote his/her full time to his/her duties for the office of Legal Aid Defense Counsel and shall not engage in private practice of law during the term of employment.
- Every Personnel of the office of Legal Aid Defense Counsel shall strive to preserve the public's confidence in the office's fair and impartial execution of its duties and responsibilities.
- Legal Aid Defense Counsel shall also follow the code of ethics prescribed by Bar Council of India for lawyers.

8. Entitlement to Leave:

- Chief Legal Aid Defense Counsel and Deputy Legal Aid Defense shall be eligible for 15 days' leave in a calendar year on pro-rata basis.
- Assistant Counsel Legal Aid Defense Counsel and other staff persons shall be eligible for 12 days' leave in a calendar year on pro-rata basis.
- No remuneration for the period of absence in excess of the admissible leave will be paid to the human resource of Legal Aid Defense Counsel Office. Un-availed leave shall neither be carried forward to next year nor encashed.

9. Role of State Legal Services Authority and District Legal Services Authority

- Office space planning, and providing infrastructure for office preferably inside or in proximity to court complex.
- Providing Office furniture, Office equipment including computers, printer, internet connectivity and other equipment.
- Purchasing office supplies on need basis.
- Engaging human resource requirement for Legal aid Counsel System Office.
- Ensuring proper functioning of Legal aid Counsel System Office.

- Ensuring effective monitoring and mentoring.
- Periodical evaluation of legal services delivered through Legal aid Counsel System Office.
- Regular trainings and refresher courses for legal aid counsel engaged in Legal aid Counsel System Office.
- Renovation of office space when necessary.
- Providing Books such as Bare Acts and Commentaries for Legal Aid Defense Counsel Office
- Providing Legal Research Software.
- Timely payment of monthly honorarium to legal aid counsel and all staff engaged for Legal aid defense counsel office.
- Payment with regard to expert witnesses, if their services are taken.
- Payment for incidental expenses such as travelling expenses etc.
- Information/promotional campaigns/programmes with regard to Legal aid Defense counsel office.

10. Engagement with law schools

Law schools often send their students to legal Services Institutions for internship. Moreover, Clinics of Law Colleges also collaborate with Legal Services Institutions. Law students can be engaged with the Legal Aid Defense Counsel office as to give them meaningful exposure to practical aspects of criminal law including preparing a defense strategy and doing legal research in various factual scenarios. Law students may be so engaged in the following areas in Legal aid defense counsel office:

- Legal research in criminal cases,
- Visiting scenes of crimes,
- Interviewing accused and their family members and other relevant persons,
- Visits of Prisons and Legal Aid clinics,
- Associating in campaign undertaken,

- Assist in sifting through all of the evidence collected by the prosecution and providing effective input for preparing defense strategy.

The internship to law students can be offered for a period upto 3 months. The law students so engaged shall not be paid any stipend by the Legal Services Authorities but the certificate of work and period of work will be issued by the Chief Defense Counsel & Secretary, DLSA.

11. Monitoring and Evaluation

- The work and performance shall be closely monitored by the Secretary DLSA and a monthly review meeting will be organised under the chairmanship of the Chairman, DLSA. The Minutes of the meeting shall be sent to SLSA. A quarterly review meeting with every LADCS office and the Secretary, DLSA will also be organised by the Member Secretary, SLSA and minutes shall be sent to NALSA. On half yearly basis, review meeting shall be organised by NALSA. The formats for such data sharing will be shared at the time of launch. Monitoring shall be continuous process and at the end of six months the performance of every human resource shall be evaluated by the SLSA under the guidance of Hon'ble Executive Chairman, SLSA.
- Monitoring and Mentoring Committee shall monitor legal aid work of Legal Aid Defense Counsel Office.
- The Chief Legal Aid Defense Counsel shall be involved in monitoring & mentoring Legal Aid cases.

12. Financial Outlay

Primarily, finances are required for engaging Legal aid defense counsels, purchase of office furniture and equipment, monthly salaries, expenses incidental to litigation and other administrative expenses such as postal, stationary etc. Estimated outlay is given below:

A. Honorarium (Retainership fee) and salaries:

For Class-A towns (Population more than 10 lacs)

1.	Chief Legal Aid Defense Counsel	₹ 70,000 to 1,00,000/-
2.	Deputy Chief Legal Aid Defense Counsel	₹ 50,000 to 75,000/- each
3.	Assistant Legal Aid Defense Counsel	₹ 25,000 to 45,000/- each
4.	Monthly salary of Office Assistants	₹ 18,000 to 25,000/- each
5.	Monthly salary of Receptionist-cum-Data Entry Operator (Optional)	₹ 18,000 to 20,000/-
6.	Monthly salary of Office peon	₹ 12,500 to 15,000/-

For Class-B towns (Population more than 2 lacs but below 10 lacs)

1	Chief Legal Aid Defense Counsel	₹ 65,000 to 80,000/-
2	Deputy Chief Legal Aid Defense Counsel	₹ 40,000 to 60,000/- each
3	Assistant Legal Aid Defense Counsel	₹ 20,000 to 35,000/- each
4	Monthly salary of Office Assistants	₹ 15,000 to 20,000/- each
5	Monthly salary of Receptionist-cum-Data Entry Operator (Optional)	₹ 15,000 to 17,000/-
6	Monthly salary of Office peon	₹ 10,000 to 12,000/-

For class-C (Population below 2 lacs) or Remaining places

1	Chief Legal Aid Defense Counsel	₹ 60,000 to 70,000/-
2	Deputy Chief Legal Aid Defense Counsel	₹ 30,000 to 50,000/- each
3	Assistant Legal Aid Defense Counsel	₹ 20,000 to 30,000/- each
4	Monthly salary of Office Assistants	₹ 12,500 to 15,000/- each

5	Monthly salary of Receptionist-cum-Data Entry Operator (Optional)	₹ 12,000 to 15,000/-
6	Monthly salary of Office peon	₹ 10,000 to 12,000/-

Note: Provisions of the Minimum wages Act and orders issued therein by the State/UT Government will be complied and monthly salary of Office Assistant, Receptionist-cum-Data Entry Operator and Office peon shall not be less than minimum wages payable to such category at the place of LADCS. Retired Court or DLSA employees including experienced outsourced/ contractual personnel, if otherwise suitable may be preferred for the posts of Office Assistant, Receptionist-cum-Data Entry Operator and Office peon.

B. Infrastructure expenditure (If already not available)

1.	Four to six Computers (50% all in one system)	2,50,000/-
2.	Three Printers (one of them would be photocopier & scanner)	1,00,000/-
3.	Furniture (as per need)	Upto 2,00,000/-
4.	Books	Upto 50,000/-
5.	Law software	Provided by NALSA
6.	Facilities/utility items	25,000/-

Note: Online and offline law software will be provided under directions of NALSA.

C. Miscellaneous expenses per month as per the requirement subject to the following cap

1.	Office supplies/stationery	10,000/-
2.	Postal, internet, phone and other misc. expenses	5,000/-