

ANNEXURE A-3

Selection Criteria for Engagement of LADC

The selection shall be made on the basis of experience, practice, professional skills, knowledge, personality, IT knowledge and higher qualification. The criteria for the selection of LADCs is as under:

Selection Criteria for Chief LADC

Total 62 Marks

Practice in Criminal Law

(Maximum 15 marks)

The marks are awarded based on the candidate's years of experience:

- **Requirement is minimum 10 years of practice in Criminal Law at the bar or above**

Points Distribution:

- Minimum marks (10 years): 10 marks
- Additional marks: 1 mark for each additional year of experience beyond 10 years, up to a maximum of 15 marks (for 15 years or more of experience).

Example:

- | | |
|--|-----------------|
| • 10 years of experience → | 10 marks |
| • 11 years of experience → | 11 marks |
| • 15 or above years of experience → | 15 marks |

Conduct of Criminal Trials in Session Courts

(Maximum 30 marks)

- | | |
|-------------------------------------|-----------------|
| i. Vakalatnama | 10 marks |
| ii. Arguments on Charge | 05 marks |
| iii. Cross – Examination | 05 marks |
| iv. Decided Bail/other Applications | 05 marks |
| v. Judgements | 05 marks |

Higher Qualifications

(Maximum 5 Point)

- | | |
|---------------------------------------|-----------------|
| • LLM (Master of Laws) → | 02 marks |
| • PhD (Doctor of Philosophy in Law) → | 03 marks |

Interview

(Maximum 10 marks)

Additional marks for Previous Experience:

(Maximum 02 marks)

Note: If the candidate has previously worked as a Deputy LADC, Panel Lawyer, or Pro Bono Lawyer for Legal Services Institutions, they may be awarded maximum 2 additional marks in the interview depending upon the candidate's performance as Deputy LADC, Panel Lawyer, or Pro Bono Lawyer

Selection Criteria for Deputy LADC

Total 60 Marks

Practice in Criminal Law

(Maximum 13 Points)

The points are awarded based on the candidate's years of experience:

- **Minimum 07 years of practice at the bar or above**
- **Points Distribution:**
 - **Minimum Points (07 years):** 10 points
 - **Additional Points:** 01 point for each additional year of experience beyond 07 years, up to a maximum of **13 points** for 10 years or more of experience).

Example:

- **07 years** of experience → **10 points**
- **08 years** of experience → **11 points**
- **09 years** of experience → **12 points**
- **10 years above** experience → **13 points**

Conduct of Criminal Trials in Session Courts

(Maximum 30 Points)

- i.** Vakalatnama **10 points**
- ii.** Arguments on Charge **05 Points**
- iii.** Cross – Examination **05 Points**
- iv.** Decided Bail/other Applications **05 Points**
- v.** Judgements **05 Points**

Higher Qualifications

(Maximum 5 Points)

- LLM (Master of Laws) → **02 points**
- PhD (Doctor of Philosophy in Law) → **03 points**

Interview

(Maximum 10 Points)

Additional marks for Previous Experience:

(Maximum 02 marks)

Note : If the candidate has previously worked as a Assistant LADC, Panel Lawyer, or Pro Bono Lawyer for Legal Services Institutions, they may be awarded maximum 2 additional points in the interview depending upon the candidate's performance as Assistant LADC, Panel Lawyer, or Pro Bono Lawyer

Assistant LADC Selection Criteria

Total 62 Marks

Practice in Criminal Law

(Maximum 14 Points)

The points are awarded based on the candidate's years of experience:

- **Minimum 0 – 3 years of practice at the bar or above**
- **Points Distribution:**
 - **Minimum Points (0 - 3 years):** 10 points
 - **Additional Points:** 01 point for each additional year of experience beyond 03 years, up to a maximum of **14 points** for 07 years of experience.

Example:

- **0 -3 years** of experience → **10 points**
- **0 4 years** of experience → **11 points**
- **07 years** of experience → **14 points**

Conduct of Criminal Trials in Magistrate Courts

(Maximum 30 Points)

- i. Vakalatnama **10 points**
- ii. Arguments on Charge **05 Points**
- iii. Cross – Examination **05 Points**
- iv. Decided Bail/other Applications **05 Points**
- v. Judgements **05 Points**

Higher Qualifications

(Maximum 06 Points)

- IT Knowledge - **02 point**
- LLM (Master of Laws) → **02 points**
- PhD (Doctor of Philosophy in Law) → **02 points**

Interview

(Maximum 10 Points)

Additional Points for Previous Experience:

(Maximum 02 Points)

Note: If the candidate has previously worked as a Panel Lawyer, or Pro Bono Lawyer for Legal Services Institutions, they may be awarded maximum 2 additional points in the interview depending upon the candidate's performance as Panel Lawyer, or Pro Bono Lawyer.

Other Important Instructions:

1. The District Legal Services Authorities (DLSAs) are directed to publish the notification in local daily newspapers within their respective districts to ensure maximum visibility and participation of eligible Candidates in the selection process.
2. The Notification/Advertisement of LADCs should be prominently displayed on the notice boards at the District & Sessions Judge's office, Secretary's office (DLSA), and the Bar Rooms. Additionally, the notification must be shared on relevant WhatsApp groups and legal professional networks to further enhance the visibility and participation of qualified candidates.
3. Candidates with experience at the Bar must attach a certificate attested from the concerned District & Sessions Judge verifying their actual practice. This certificate is necessary to authenticate their experience and confirm their eligibility for the position.
4. The LADC guidelines, the Scheme of Engagement for LADCs, and the application form can be downloaded from the official website of the J&K Legal Services Authority at <http://jkslsa.gov.in> and will also be available at the notice boards of the District & Sessions Judge Office and Secretary, DLSA Office.
5. The important instructions regarding eligibility criteria, qualification, mode of selection and other necessary instructions are enclosed as **Annexure A-3** and can be downloaded from the official website of the J&K Legal Services Authority and will also be available at the notice boards of the District & Sessions Judge Office and Secretary, DLSA Office.
6. The Secretaries, DLSAs are requested to actively engage with Bar Associations at the District Headquarters to spread awareness about the selection process and to motivate qualified lawyers to apply and participate, ensuring a strong pool of candidates for the position.
7. The engagement of LADCs will be on a **monthly honorarium basis** for an initial period of **two years** extendable for period of **one year** based on Six monthly performance. However, the engagement will not confer any permanent rights or assurances beyond the scope of the contract, which remains strictly time-bound and performance-based.
8. The Lawyers engaged under this contract as LADCs are prohibited from undertaking any private cases or retainership during their tenure to ensure commitment to their duties in the legal aid system and do not have conflict of interest while representing legal aid beneficiaries.
9. Completed application forms, along with the required self-attested documents, must be submitted personally to the respective District Legal Services Authority (DLSA) office against a proper receipt in the office of the Secretary, DLSA concerned. Any application submitted after the specified date and time will not be entertained or considered.

