



## DISTRICT LEGAL SERVICES AUTHORITY, DINDIGUL

DLSA.D.No.1347/2024

Dated: 21-08-2024

Ref: TNSLSA No.3910/S3/2022. Dated: 20-08-2024

### NOTIFICATION NO.02/2024

Applications are invited from eligible persons to work full time on contract basis for a period of Two Years in “**LEGAL AID DEFENSE COUNSEL SYSTEM**” dealing exclusively with Legal Aided matter in Criminal Cases, proposed to be established in the District Legal Services Authority, Dindigul. Details of the name of the Post and number of requirements are given below;

S.No	NAME OF THE POST	No. of Post
1.	Deputy Chief Legal Aid Defense Counsel	02
2.	Assistant Legal Aid Defense Counsel	04
3.	Office Assistant / Clerks	01
4.	Office Peon / (Munshi / Attendant)	02
	<b>Total</b>	<b>09</b>

#### Important Dates:

Date of Notification	21-08-2024
Last date for submission of Application	06-09-2024

The District Legal Services Authority, established under the Legal Services Authority Act, 1987 with mandate to provide free and competent legal services to the underprivileged and disadvantaged section of the society to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities and to secure that the operation of the legal system promotes justice on a basis of equal opportunity to all. Please visit website <https://www.tnlegalservices.tn.gov.in> for full details.

Realizing the need to ponder over the reforms required in the Legal Aid Movement of India a new model of Legal Services Delivery, the ‘Legal Aid Defense Counsel System’ (LADCS), in line with public defender system, is introduced by NALSA. As envisaged, LADCS involve full time engagement of lawyers with support system, dealing exclusively with legal aid work in criminal matters at every stage starting from the pre-arrest, arrest & remand stage to the conclusion of trials and appeals etc. It will enhance the availability and accessibility of Legal Aid in a timely manner and help in creating a mechanism

to provide qualitative and competent legal services in a professional manner to underprivileged and disadvantaged section of the society.

This system will have the effect of enhancing the responsiveness of the Legal Aid Mechanism in country and will ensure accountability on the part of the Legal Aid providers. The Legal Aid Defense Counsel System will also provide a unique opportunity for Law Students to learn from the best.

Applications are invited from eligible lawyers having requisite qualifications for Contractual fulltime engagement for the posts of Deputy Chief Legal Aid Defense Counsel, Assistant Legal Aid Defense Counsels, Office Assistant / Clerk and Office Peon / (Munshi / Attendant) as per scheme in each district proposed herein. The number of engagement positions may vary from district to district, depending upon actual need as projected by the DLSA concerned. **The Lawyers so engaged therein will not be allowed to take any other private cases or any other retainership.**

The Scheme of engagement along with application form may be downloaded from the official website <https://dindigul.dcourts.gov.in/> and also from Notice board of DLSA, Dindigul. The duly filled application form along with self-attested copies of documents / certificates and all other supportive documents should be submitted to DLSA, Dindigul wherein the candidate desires to apply through speed post or in an envelope personally in the office of the Secretary, District Legal Services Authority, ADR Building, Dindigul 624 004 **on or before 06<sup>th</sup> September 2024 by 17.45 Hrs.** Any application received after due date shall not be considered.

Note: Applying for engagement does not create any right/ assurance whatsoever.

Super scribe the envelope as "**Application for the post of .....**  
in Legal Aid Defense Counsel System (LADCS) in DLSA, Dindigul.

The date of Interview / Viva-voice will be intimated through <https://districts.ecourts.gov.in/dindigul> website.

**Note:**

- ✓ The Applicant must read the Legal Aid Defense Counsel (Modified) Scheme – 2022.
- ✓ Incomplete application will be rejected without assigning any reasons. No application will be entertained after the last date fixed.
- ✓ The applicant shall submit separate application for each post if he/she willing to apply for more than on post.

- ✓ The application without supporting certificates for minimum qualification will be rejected summarily.
- ✓ Candidature of a applicant will be rejected if it is found that the information furnished by him/ her are false.
- ✓ The Selection is subject to approval of Hon'ble Executive Chairman, TNSLSA
- ✓ The applicants should submit the mobile / Contact Number in their application for further required communication, if any.

Chairman / Principal District Judge,  
District Legal Services Authority,  
Dindigul.

Date: 21-08-2024

Place: Dindigul.

Encl :

1. Legal Aid Defense Counsel Scheme (Modified Scheme - 2022)
2. Legal Aid Defense Counsel Application Form
3. Supporting Staff Application Form. i.e Office Assistant & Office Peon

To :

1. All the Bar Associations & Advocate Association in Dindigul District.
2. Public Relation Officer, Dindigul.
3. Notice Board of Court Buildings in Dindigul District.
4. Notice board of District Legal Services Authority & Taluk Legal Services Committee in Dindigul District.
5. File.

## LEGAL AID DEFENSE COUNSEL SCHEME (MODIFIED SCHEME - 2022)

### Guidelines for engagement as Full Time Legal Aid Lawyer in LEGAL AID DEFENSE COUNSEL IN DLSA, DINDIGUL.

#### 1. 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, matter pending before Juvenile Justice Boards / CWCs, wherein present counsel assignment system (Panel Lawyers) will continue to be operational for the purpose but panel 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 trial 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 aided 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.

#### 2. 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 SLISA. Legal Aid Defense 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 on satisfactory performance. The performance of each human resource shall be assessed in every six months by SLISA in consultation with DLSA concerned. Selection of Deputy Chief Legal Aid Defense Counsel and 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, SLISA. In the selection committee at least three senior most judicial officers posted at HQ, dealing mainly criminal cases, preferably sessions cases, will also be included. No person with conflict of interest shall be part of selection process. After approval by the Executive Chairman, SLISA, engagement contract will be executed between the Secretary DLSA and the person so engaged. The eligibility criterions are as follows:-

**a. Qualification for Deputy Chief Legal Aid Defense Counsel:**

He / She must have;

- 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 handle at least 20 criminal trials in Sessions Court**, may be relaxed in exceptional circumstances, by Hon'ble Executive Chairman, SLSA,
- IT Knowledge with proficiency in work.

**b. 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.

**c. 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.

**d. Qualification for Office Peon / (Munshi / Attendant) :**

- Pass 10th Standard,
- Ability to do work in office

**3.WORK PROFILES:****a) Deputy Chief Legal Aid Defence Counsel**

- Conducting trials/ appeals/ Remand work/ Bail applications/visits to prisons etc., as assigned by Chief Legal Aid Defence 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 Defence 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.

**b) Assistant Legal Aid Defence Counsel**

- Filing of cases, conducting trials in Magistrate trial cases,
- Remand / bail and other miscellaneous work,
- Legal research in Legal aided cases,
- Visit to Prison and Legal Aid Clinics as per directions,
- Providing assistance at Pre-Arrest stage to suspects,
- Assisting Chief Legal Aid Defense Counsel and Duputy Legal Aid Defense Counsel(s) in conduct of legal aid cases,
- Assisting in developing a defense 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,
- Handing 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.

**c) Office Assistant / Clerks**

- 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, judgment 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.

**d) 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 the Legal Services Authority.

#### **4. TERMINATION OF SERVICES**

Services of any Legal aid defence counsel engaged in the office of Legal Aid Defence Counsel System 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 direction by the SLSA 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.
- VI. Failure to attend training programmes without any sufficient cause, or
- VII. Indulges in activities prejudicial to the working of legal aid defence counsel office,  
or
- VIII. Using his/her position in legal aid defence 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.

#### **5. CODE OF ETHICS:**

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

- i. No personnel shall act in any matter in which he/she has a direct or indirect personal or financial interest.
- ii. 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.
- iii. 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.
- iv. No personnel within the office of Legal Aid Defense Counsel shall engage in any outside activity or act as an independent practitioner.
- v. 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.
- vi. 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.
- vii. 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.
- viii. Legal Aid Defense Counsel shall also follow the code of ethics prescribed by Bar Council of India for lawyers.

## **6. ENTITLEMENT TO LEAVE:**

- a. Deputy Legal Aid Defense Counsel shall be eligible for 15 days' leave in a calendar year on pro-rata basis.
- b. 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.
- c. 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.
- d. Un-availed leave shall neither be carried forward to next year nor encashed.

## **7. 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 jointly by the Chief Defense Counsel & Secretary, DLSA.

## **8. 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 send 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 send 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 of Legal Aid cases of the district.



**10. HONORARIUM (Retainership fee) :****For Class – B Towns (Population more than 2 lacs but below 10 lacs)**

1	Deputy Chief Legal Aid Defense Counsel	Rs 40,000 to 60,000/- each
2	Assistant Legal Aid Defense Counsel	Rs.20,000 to 35,000/- each
3.	Office Assistant / Clerks	Rs.15,000 to 20,000/- each
4.	Office Peon	Rs.10,000 to 12,000/- each

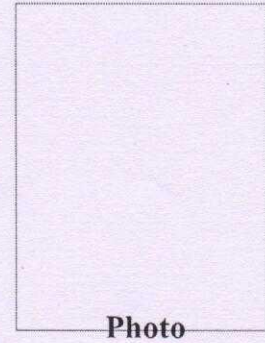
**Note :** In case of any discrepancy, please refer to approved scheme by NALSA.

**APPLICATION FOR ENGAGEMENT AS FULL TIME LEGAL AID LAWYER IN LEGAL  
AID DEFENSE COUNSEL SYSTEM**

STATE \_\_\_\_\_

DISTRICT \_\_\_\_\_

Application No. \_\_\_\_\_  
(For Office use)



**APPLICATION FOR CHIEF/DEPUTY/ASSISTANT LEGAL AID DEFENSE COUNSEL**

1. Applicant's Name :
2. Father/Husband's Name :
3. Date of Birth :
4. Age (as on 01-03-2023) :
5. Gender :
6. Residential Address :
  
7. Office Address :
  
8. Chamber Address (if any) :
  
9. Telephone no. (O) :
10. Telephone No. (R) :
11. Mobile No. :
12. Fax No. :
13. E-mail ID :
14. PAN No. :
15. AADHAR No. :
16. Educational Qualification (Please enclose self-attested copies of documents):

Course	Name of Board/ University	Year of Passing	Obtained Percentage (aggregate)
Graduation			
Professional Degree LLB			
LLM			
Any other (if any)			

17. Date of Enrollment as Lawyer:
18. Enrollment No. :  
(Attach self-attested copy of enrollment certificate issued by Bar Council)
19. Experience in Bar :

(Duration of actual practice)

**(Attach an experience certificate issued by the Bar Association/Council)**

(a) Total no. of cases handled:

(b) Nature of cases handled :

(Attach extra sheet, if required)

(c) Specialization, if any :

(The details of a few important cases, the Applicants have dealt with/handled and reported judgement if any.)

20. Whether empanelled as Central/State Government or :  
Government undertaking counsel/pleader  
(Indicate period & attach documents)

21. The Courts where the Applicant is  
regularly practising :  
(Enclose Bar Association Membership Certificate)

22. Specify whether earlier remained on the  
panel of HCLSC/DLSA or TLSC :  
(Indicate period, number of legal aid cases handled & result)  
(attach documents)

23. Whether any disciplinary case/Complaint is/was  
against the Applicant with any Bar Council : YES NO  
(If yes, specify details of both disposed & pending with documents)

24. List of the documents to be attached.

1. Self-Attested copy of Certificates in support of educational qualifications.
2. Self-Attested copy of Certificate in Enrollment issued by the Bar Council under the Advocates Act, 1961.
3. Self-Attested copy of Photo Identity Card, Address Proof.
4. Self-Attested copy of ITR for last 3 years (if available).
5. Photo copies of judgments in 5 Sessions cases, represented as Defense lawyer, (for the post of Chief/Deputy Legal Aid Defense Counsel).
6. Photocopies of at least 5 cross examinations in Sessions cases (for Chief/Deputy Legal Aid Defense Counsel).

(Signature)

FOR FURTHER ENGAGEMENT AS FULL TIME LEGAL AID LAWYER OR LEGAL  
AID DEFENSE COUNSEL SYSTEM

### DECLARATION

I hereby declare that all the statements made in this application are true, complete and correct to the best of my knowledge and belief. In the event of any information being found false/incorrect at any stage, my candidature is liable to be cancelled. I have read and understood the instructions and terms of the engagement and agrees to abide by those. I declare that I fulfil the eligibility conditions for the category to which I am seeking engagement. I declare that I have never been penalised by any Bar Council in any Disciplinary Proceedings. I also undertake to maintain absolute integrity and discipline as required thereunder. I agree with the remuneration structure and all the terms and conditions notified by SLSA/DLSA concerned.

(Signature)

Place: \_\_\_\_\_

Date: \_\_\_\_\_

**DISTRICT LEGAL SERVICES AUTHORITY, DINDIGUL**

**APPLICATION FORM**

**(Use separate application for each post)**

Self Attested
Passport Size
Photo of the
Applicant

1	Name of the post applied for (✓)	:	Office Assistant		Office Peon			
		:						
2	Name of the applicant (in English) as per the certificate. (In Capital Letters)	:						
3	Name of the Father/Husband	:						
4	Date of Birth / Age	:	DD	MM	YYYY	Age (as on 01.08.2024)		
		:						
5	Gender	:						
6	1. Educational Qualification (Copy of self attested certificates to be enclosed)	:						
	2. Additional Qualifications, if any (Copy of self attested certificates to be enclosed)	:						
	3. Typing (if any)	:						
	4. Computer Knowledge (if any)	:						
7	Nationality	:						
8	Religion	:						
9	Community (tick relevant column) (copy of certificate to be enclosed)	:	OC	BC	MBC	SC	ST	others

10	Caste (with sub caste)	:	
11	Marital Status	:	
12	Permanent Address	:	
13	Present Address with Contact Number and Email Id.	:	
14	Do you claim any priority on the following grounds? If yes, tick the relevant column and certificates to be attached.	:	
15	Is the applicant punished in any criminal case? If so, give details.	:	
16	Is any civil/criminal case pending against the applicant? If so, give details	:	
17	Is any spouse / relative working in this Judicial Department, Legal Services Authority? If so, furnish the details.	:	
18	Experience (Starting from the latest work experience)	:	
<b>Sl.No.</b>	<b>Name of the Organization</b>	<b>Designation</b>	<b>Period</b>
			<b>Nature of Work</b>
19	No. of enclosures	:	

I declare that all the details furnished above are true to the best of my Knowledge.

Place:

Date:

Signature of the applicant

### **General Instructions**

1. Only short listed candidates will be called for interview after scrutinizing the applications
2. The actual date and time of interview will be intimated in e-Court website Dindigul.
3. Candidates should attend the interview at their own expenses.
4. The posts are purely contract basis and the duration is only for 2 years which may be extended based on the performance with periodical breaks as per the guideline of NALSA Legal Aid Defense Counsel System. The selected candidates cannot claim for permanency of the job.
5. The selection criteria will be as per the guidelines of NALSA Legal Aid Defense Counsel System
6. The applicant will be responsible for the authenticity of information and other documents by submitted her / him.

## மாவட்ட சட்டப் பணிகள் ஆணைக்குழு, திண்டுக்கல்.

### செய்திக்குறிப்பு

மாண்புமிகு தமிழ்நாடு சட்டப்பணிகள் ஆணைக்குழு, சென்னை அவர்களின் TNSLSA No. 3910/S3/2022 dt. 20.08.2024 உத்தரவு படி திண்டுக்கல் மாவட்ட சட்டப் பணிகள் ஆணைக்குழுவின் கீழ் இயங்க உள்ள Legal Aid Defense Counsel System அலுவலகத்திற்கு Deputy Chief Legal Aid Defense Counsel, Assistant Legal Aid Defense Counsel, Office Assistant / Clerk and Office Peon (Munshi / Attendant) தேர்வு செய்ய உத்தரவிடப்பட்டுள்ளது. எனவே கீழ்க்கண்ட பணியிடங்களுக்கு புதிதாக விண்ணப்பிக்க இதன் மூலம் அறிவுறுத்தப்படுகிறது. அவை பின்வருமாறு,

S.No	NAME OF THE POST	No. of Post
1.	Deputy Chief Legal Aid Defense Counsel	02
2.	Assistant Legal Aid Defense Counsel	04
3.	Office Assistant / Clerk	01
4.	Office Peon (Munshi / Attendant)	02
	<b>Total</b>	<b>09</b>

இந்த காலி பணியிடங்கள் குறித்த அனைத்து விரிவான விபரங்கள், விண்ணப்பங்கள் மற்றும் இதர தகவல்களை <https://dindigul.dcourts.gov.in/> என்ற இணையதளத்திற்கு சென்று பதிவிறக்கம் செய்து இப்பதவிகளுக்கான பூர்த்தி செய்யப்பட்ட விண்ணப்பங்களை 06.09.2024 தேதி அன்று மாலை 05.45 மணிக்குள் செயலாளர், மாவட்ட சட்டப் பணிகள் ஆணைக்குழு, மாற்று சமரச தீர்வு மைய கட்டிடம், திண்டுக்கல் - 624004 என்ற முகவரிக்கு அஞ்சல் மூலமாகவோ அல்லது நேரடியாகவோ அனுப்பி வைக்க வேண்டும் எனவும், அதன் பின்னர் வரும் விண்ணப்பங்கள் எக்காரணத்தை கொண்டும் ஏற்றுக் கொள்ளப்பட மாட்டாது.

தலைவர் / முதன்மை மாவட்ட நீதிபதி,  
மாவட்ட சட்டப் பணிகள் ஆணைக்குழு,  
திண்டுக்கல்.

PR