

SHAHU SHIKSHAN SANSTHA'S (PANDHARPUR)  
**NALANDA LAW COLLEGE**

(Affiliated To University of Mumbai)  
(REGD. NO. BPT ACT F - 712 SOLAPUR)

Plot No. 2, RSC 34, Gorai-II, Borivali (West), Mumbai - 400 091.  
● Email : [nalandalawcollege172@gmail.com](mailto:nalandalawcollege172@gmail.com) ● Tel.: 022-2867 3210, 2868 8184  
● Website : [nalandalawcollege.in](http://nalandalawcollege.in) ● Mobile: 7304180489

## CRITERIA 6

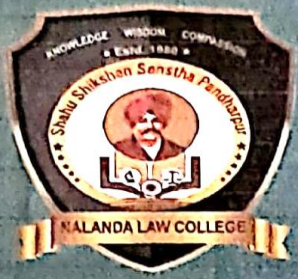
# GOVERNANCE, LEADERSHIP & MANAGEMENT

## 6.3

# FACULTY EMPOWERMENT STRATEGIES

## 6.3.1

The institution has effective welfare measures for teaching and non-teaching staff



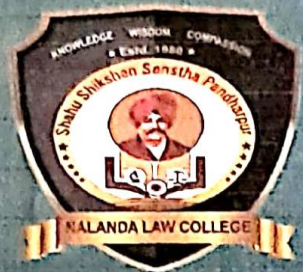
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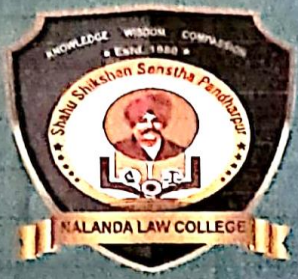
## 6.3.1

**The institution has effective welfare measures for teaching and non-teaching staff**

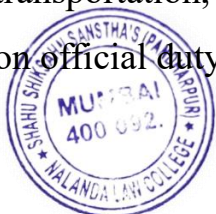


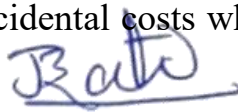
## INDEX

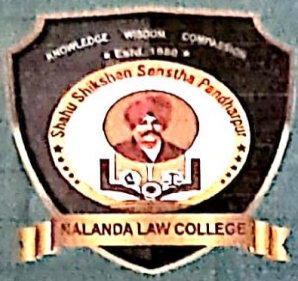
Sr. No.	EFFECTIVE WELFARE MEASURES FOR STAFF BY HEI
1	. BEST TEACHER – BEST STUDENT AWARD
2	Uniform to the non-teaching staff
3	Job securities/employment to employee
4	Code of conduct/Ethics
5	Travelling allowances with duty leaves
6	Flexible timings on emergencies
7	Health check-up camp
8	Workshop on food and healthcare
9	Library privileges to staff
10	Sanction of advance loan
11	Fees concession to staff wards in school
12	Workshop on eye check up
13	Description in 500 words
14	Supporting documents



- 1) **BEST TEACHER – BEST STUDENT AWARD**- The Best Teacher-Best Student Award celebrates the exceptional bond between educator and pupil. It honors the dedication of outstanding teachers who inspire and guide their students to reach their full potential, fostering a culture of excellence in education. This recognition highlights the symbiotic relationship between teacher and student, showcasing the profound impact of mentorship and learning in shaping future leaders and achievers.
- 2) **Uniform to the non-teaching staff** - The administration offers specialized governance to its supporting staff, ensuring their welfare in exchange for fulfilling their physical duties on the ground.
- 3) **Job securities/ Employment generation** - The management of the Higher Education Institution (HEI) is responsible for appointing both teaching and non-teaching staff. It creates a total of 23 positions, comprising 19 teaching roles and 4 non-teaching roles, and ensures job security by maintaining ongoing employment for faculty, clerical, technical, and support staff.
- 4) **The Code of conducts/ Ethics** - The management maintains a disciplined work culture within the Higher Education Institution (HEI). It establishes a framework of tasks through a code of conduct for all its constituents. This code outlines the duties, privileges, and rights for faculty members.
- 5) **Travelling allowances with duty leaves** - The management always prioritizes the well-being of its employees. Travel Allowance (TA) is provided to cover expenses that employees incur when traveling for college-related tasks, whether academic or administrative. It assists staff with expenses such as transportation, accommodation, meals, and other incidental costs while they are on official duty.



  
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**6) Flexible timings on Emergencies**- The management, led by the principal, prioritizes the well-being of its employees. In cases of family emergencies or health issues, staff members are granted flexible working hours or leave without delay. This proactive approach by the employer demonstrates a commitment to treating employees as part of the extended work family.

**7) Employer Health Check-up Camp** - The management arranges health checkup camps for all employees, free of charge. These camps are conducted annually and sometimes semester-wise, with all expenses covered by the management. This initiative ensures that faculty members maintain both physical and mental well-being, contributing to a healthy educational environment.

**8) Workshop on food, nutrition and health care** – The HEI management is organizing a workshop for faculty members focusing on topics such as balanced diet, hygienic food, nutrition, and providing insights on healthcare. This initiative aims to help employees maintain good health and well-being.

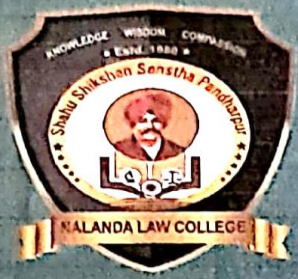
**9) Library privileges to staff** – The college library serves as a valuable repository of knowledge. Teachers act as mentors, tasked with imparting this knowledge to students through the teaching and learning process. Access to library resources is granted as a privilege to teachers, prioritizing their needs. This is considered a welfare measure aimed at fostering academic excellence.

**10) Sanction of Advanced loan** – The management offers advanced loans to faculty members for their medical or domestic emergencies. These loans are typically interest-free and are repaid in installments. Providing financial assistance in this way aims to alleviate the financial strain on employees, both teaching and non-teaching staff.

**11) Fees concession to faculties ward/in school administration** – The management operates an English-medium school in addition to the college,



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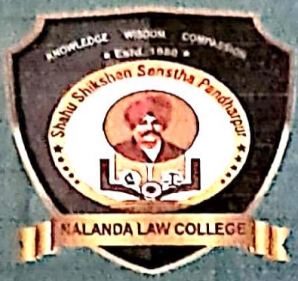
offering concessions for faculty members' children in school admissions. This can be considered an advantageous welfare measure provided by the management for its faculty.

**12) Workshop on eye check/camps**- The management arranges special eye check-up camps for faculty members because the majority of them work extensively with ICT (Information and Communication Technology).

**13) Faculty Empowerment Workshops**- To enhance and improve our knowledge resources, our governance body is initiating workshops on faculty empowerment, FDPS (Faculty Development Programs), and seminars led by experts.



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## Description in 500 words

### Uniform for Non-Teaching Staff:

Governance extends special provisions for supporting staff, recognizing their vital role in fulfilling physical ground duties. This welfare initiative ensures the well-being of supporting staff members.

### Job Security/Employment Generation:

The Higher Education Institution (HEI) management appoints both teaching and non-teaching staff, thereby creating a total of 23 teaching and 4 non-teaching employment opportunities. Job security is upheld by the continuation of employment for faculty, clerical, technical, and supporting staff.

### Code of Conduct/Ethics:

A disciplined work culture is fostered by the management through a comprehensive code of conduct, delineating duties, privileges, and rights for all constituents of the institution, particularly faculties.

### Travel Allowances with Duty Leaves:

Management prioritizes employee welfare by providing travel allowances to cover expenses incurred during college-related travel, facilitating academic and administrative tasks while ensuring staff members' financial comfort.

### Flexible Timings for Emergencies:

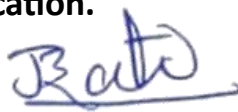
Principal Sir and the management demonstrate proactive care for employees by offering flexible work timings during emergencies related to family or health issues, fostering a supportive work environment akin to a familial bond.

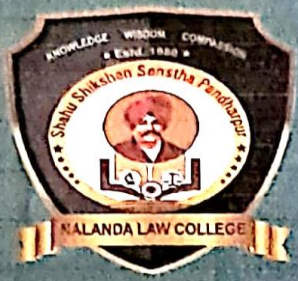
### Employer Health Check-up Camps:

The management organizes regular health check-up camps for faculty members, bearing the expenses to promote physical well-being, thereby fostering a conducive environment for quality education.

### Workshops on Food, Nutrition, and Health Care:



  
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HEI management conducts workshops to educate faculty members on balanced diets, hygienic food practices, and nutrition, enhancing their understanding of health care and promoting overall well-being.

**Library Privileges for Staff:**

Recognizing teachers as knowledge disseminators, the institution grants priority access to library resources, acknowledging their pivotal role in facilitating academic excellence through mentorship and knowledge transfer.

**Sanction of Advanced Loans:**

To alleviate financial burdens during medical or domestic emergencies, the management offers interest-free advanced loans to faculty members, which are repaid in installments.

**Fees Concession for Faculty Ward/In-School Administration:**

The institution, which includes an English-medium school, provides fee concessions for faculty members' wards, reflecting a welfare measure aimed at supporting the educational pursuits of staff members' families.

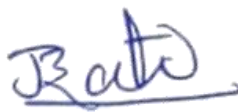
**Workshops on Eye Health:**

Special eye check-up camps are organized for faculty members, recognizing the significant use of ICT in their work, thus ensuring their visual health is prioritized and maintained.

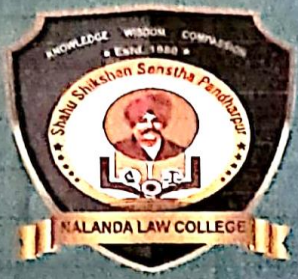
**Faculty Empowerment Workshops:**

To continuously enhance faculty knowledge and skills, the governance body initiates empowerment workshops, Faculty Development Programs (FDPs), and seminars conducted by experts, fostering professional growth and academic excellence within the institution.



  
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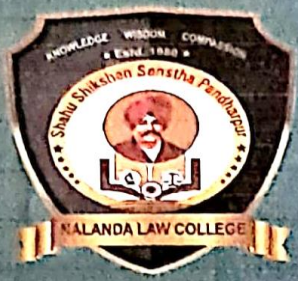
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SR. NO	SUPPORTING DOCUMENTS
1	<b>BEST TEACHER – BEST STUDENT AWARD</b>
	
	



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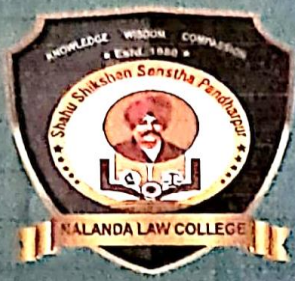
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## 2 UNIFORM TO THE NON- TEACHING STAFF



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### 3 JOB SECURITIES/ EMPLOYMENT TO EMPLOYEE

  
**University of Mumbai**  
Accounts Section  
Mahatma Jotirao Phule Bhavan, 2nd Floor, Room No. 45, Vidyanagar, Santacruz (E), Mumbai-400 098

No. 454217  
DATED: 15/03/2011

V. NO.-35844  
PROF. SINGH DEVENKRA BHAIIRAM  
PLOT NO-723-A/10, DUTT CHS,  
MR. GORAK CHARKOP TEL., EXCHANGE,  
KANDIVALI (W), MUMBAI-400 067

Sir/Madam,  
Attached here with a Cheque No. 454217, dated: 15/03/2011  
amounting to Rs. 2813.00 towards payments of your bills as under:

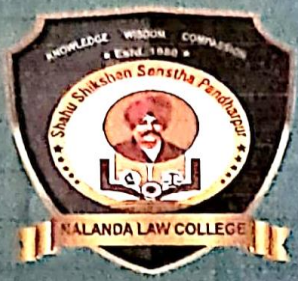
MONTH	YEAR	EXAMINATION	SUBJECT	AMOUNT	PAYMENT FOR
/	/	LLB	C.L.L.L., C.P.C. 2813.00		

Total Rs. \*\*\*\*2813.00

REMUNERATION BILL (JIND HALF 2010), ASS-393, MOD-65.



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## University of Mumbai

Accounts Section  
Mahatma Jotirao Phule Bhavan, 2nd Floor, Room No. 45, Vidyasagar, Santacruz (E), Mumbai-400 098

V. NO. 16934 No. 591876 DATED: 29/08/2011  
FRG. SINGH DEVENDRA BHAIKAM  
PLOT NO-723-A/10, MUTT CHS,  
MR. GORAI CHARKOP TEL. EXCHANGE,  
KANDIVALI (W), MUMBAI-400 067

Sir/Madam:

Attached here with a Cheque No. 591876, dated: 29/08/2011  
amounting to Rs. 3528.00 towards payments of your bills as under:

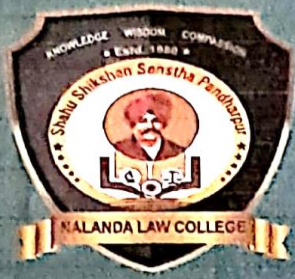
MONTH	YEAR	EXAMINATION	SUBJECT	AMOUNT	PAYMENT FOR
/	/	LLB	CPC, CD, IPC	₹3528.00	

Total Rs. ₹3528.00

REMUNERATION BILL (1ST HALF 2011), ASS-270, MOD-152.



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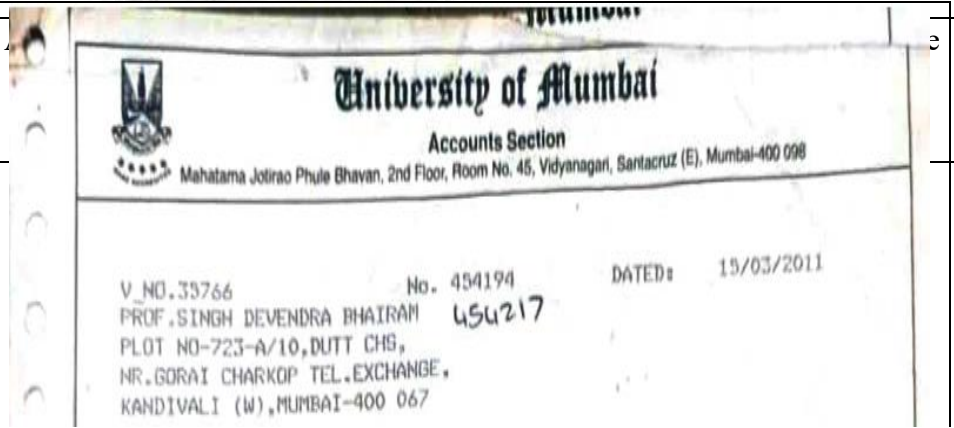
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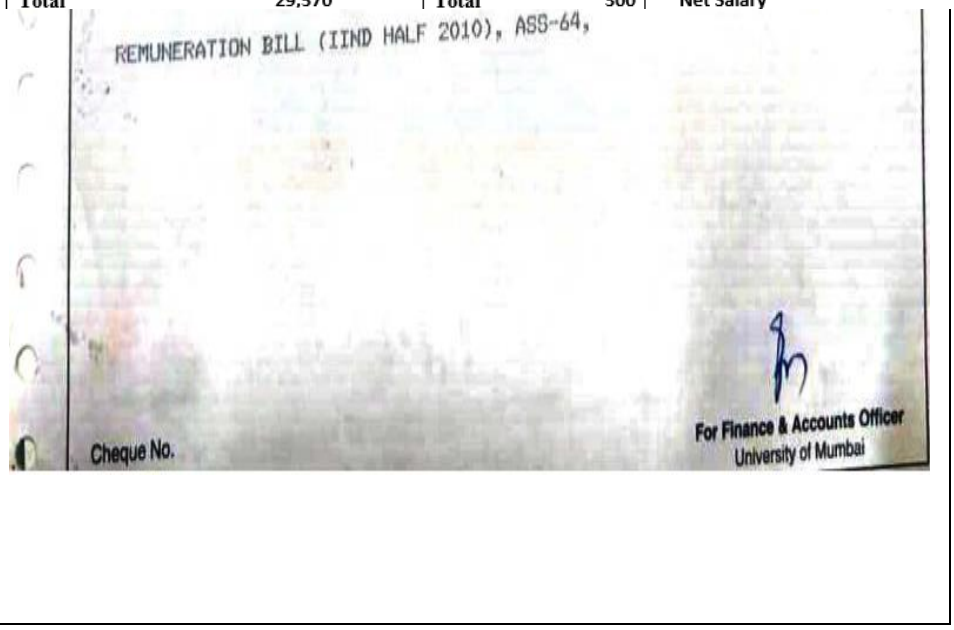
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4 CODE OF ETHICS/ CONDUCTS

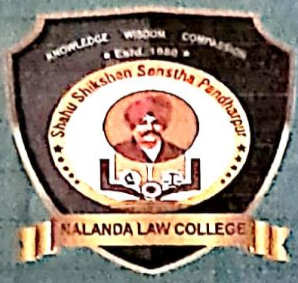
5 TRAVELLING ALLOWANCES WITH DUTY LEAVE



NALANDA LAW COLLEGE									
Name	Mr. DEVENDRA SINGH							Total Days	31
Designation	HOD							Paid Days	31
Department	TEACHING								
PAN No.	ARJPS3382F								
P F No.	NALANDA LAW COLLEGE								
ESIC No.									
UAN No.	1.00705E+13								
Aadhar No.									
Pay Mode	Cash Payment								
Description	Monthly	Earning	Arrear	Description	duction	Leave & Loan	Opp	Cr	
Basic	8,350	8,350		PF					
Grade Pay	2,200	2,200		PT	300				
DA		15,520							
HRA		3,200							
TA	300	300							
<b>Total</b>		<b>29,570</b>		<b>Total</b>	<b>300</b>	<b>Net Salary</b>			



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## 6 FLEXIBLE TIMINGS ON EMERGENCIES

Date :- 17<sup>th</sup> August 2023

To,  
The Principal, Dr. Rajesh Sakhre,  
Vashi, Agnel School of Law,  
17<sup>th</sup> August 2023.

Subject :- Leave for absence.

Respected Sir,

I Kannara Amrita Jolly, an Admin Staff from Agnel's School of Law, Vashi, Navi Mumbai. I am requesting the leave taken by me from 15<sup>th</sup> August 2023 - 16<sup>th</sup> August 2023. The reason was that I was suffering from viral fever, due to which Doctor had asked me to take rest for 4 days.

That is why, I have resumed my official duty from today.

Regards,

*Amrita Jolly*  
17/8/23

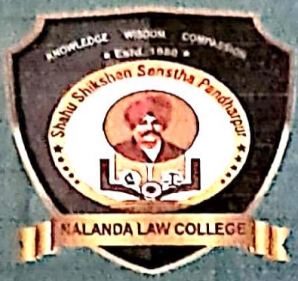
Kannara Amrita Jolly



Principal  
Agnel School of Law  
Agnel Technical Education Complex  
Sector 9A, Vashi, Navi Mumbai - 400703.



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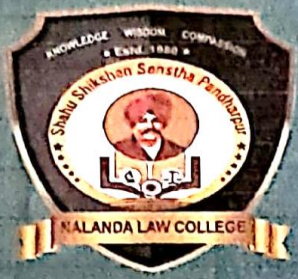
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## 7 HEALTH CHECK- UP CAMP



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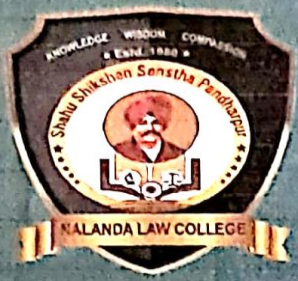
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## 8 WORKSHOP ON HEALTH CARE



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## 9 LIBRARY PRIVILEGES TO STAFF

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*Membership Card*



**T1**  
Patil J.B.  
PRINCIPAL  
TEACHING STAFF  
Ph.:  
Valid upto: December 31, 2030



(Borrower) (Signature)

SHAHU SHIKSHAN SANSTHA'S  
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*Membership Card*

**T5**  
Prof. Rameshwari Dubey  
LECTURER  
TEACHING STAFF  
Ph.:  
Valid upto: December 03, 2027



(Borrower) (Signature)

SHAHU SHIKSHAN SANSTHA'S  
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*Membership Card*

**T3**  
Prof. Devendra Singh  
LECTURER  
TEACHING STAFF  
Ph.:  
Valid upto: December 03, 2027



(Borrower) (Signature)

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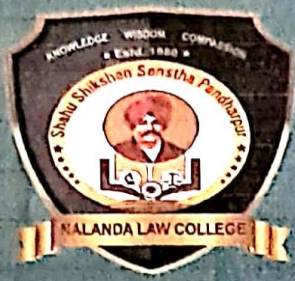
**T6**  
Prof. Swapna Shah  
LECTURER  
TEACHING STAFF  
Ph.:  
Valid upto: December 03, 2027



(Borrower) (Signature)



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SHAHU SHIKSHAN SANSTHA'S  
NALANDA LAW COLLEGE  
Plot No.2, R.S.C. 34,

Membership Card

**T4**

**Prof. Durga Naik**  
LECTURER  
TEACHING STAFF

Ph.:

**Valid upto:** December 03, 2027



(Borrower) (Signature)

SHAHU SHIKSHAN SANSTHA'S  
NALANDA LAW COLLEGE  
Plot No.2, R.S.C. 34,

Membership Card

**T7**

**Prof. Kisan Ingole**  
LECTURER  
TEACHING STAFF

Ph.:

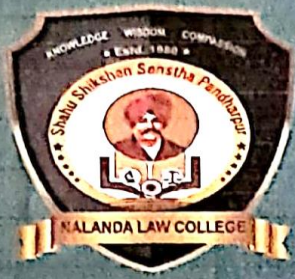
**Valid upto:** December 03, 2027



(Borrower) (Signature)



*Bato*  
I/C PRINCIPAL  
Nalanda Law College  
Borivali (west),  
Mumbai - 400 091



# SHAHU SHIKSHAN SANSTHA'S (PANDHARPUR) NALANDA LAW COLLEGE

(Affiliated To University of Mumbai)  
(REGD. NO. BPT ACT F - 712 SOLAPUR)

Plot No. 2, RSC 34, Gorai-II, Borivali (West), Mumbai - 400 091.  
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**10 FEES  
CONCESSION TO  
STAFF IN  
SCHOOL OF  
SAME  
MANAGEMENT**

To,  
Ms. Urja Thakur.

Subject: Approval of Discount for Staff Member Studying at Nalanda Law College, Borivali.

We are pleased to inform you that your application for a discount on tuition fees for studying at Nalanda Law college has been **approved** by the College Administration. We recognize and appreciate your dedication and service to our institution, and we are happy to offer you this benefit as a token of our gratitude.

The discount of 25% will be applied to your tuition fees for the upcoming academic year, and you will receive detailed information on the exact amount and terms of the discount shortly. We hope that this financial assistance will help alleviate some of the costs associated with furthering your education and professional development.

We look forward to supporting you in your academic journey and wish you all the best in your studies at our college. If you have any questions or need further assistance, please do not hesitate to contact the Student Services Office.

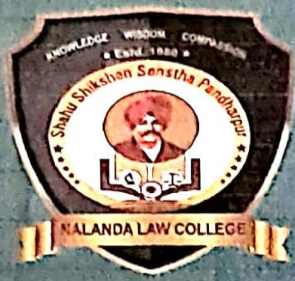
Sincerely,

  
I/C PRINCIPAL  
Nalanda Law College  
Borivali (West),  
Mumbai - 400 091

The principal,  
Nalanda Law College,  
Borivali West,  
Mumbai-400091



  
I/C PRINCIPAL  
Nalanda Law College  
Borivali (west),  
Mumbai - 400 091



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To,  
Ms. Sangeeta Dhane.


Subject: Approval of Discount for Staff Member Studying at Nalanda Law College, Borivali.

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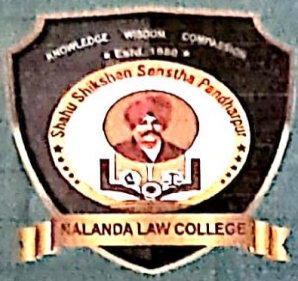
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Sincerely,

  
I/C PRINCIPAL  
Nalanda Law College  
Borivali (West),  
Mumbai 400 091  
The principal,  
Nalanda Law College,  
Borivali West,  
Mumbai-400091



  
I/C PRINCIPAL  
Nalanda Law College  
Borivali (west),  
Mumbai - 400 091



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11 WORKSHOP ON  
BLOOD  
DONATION



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Borivali (west),  
Mumbai - 400 091