



IBSAR[®] **School of Law**

Criteria 6

6.3: Faculty Empowerment Strategies

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



IBSAR School of law has Effective welfare measures for teaching and non-teaching staff in a law institution which is crucial for ensuring the well-being, job satisfaction, and overall productivity of the workforce. These measures demonstrate an institution's commitment to its employees and contribute to a positive work environment. Here are some key welfare measures often implemented in law institutions:

Competitive Compensation:

Institute provides competitive salaries and benefits to attract and retain qualified teaching and non-teaching staff. Institute reviews Regular salary and adjustments is a part of the compensation package.

Healthcare Benefits:

Institute offer comprehensive health coverage for employees by giving them free treatment by Medical/paramedical faculties of other department of institution who are well qualified doctors. Our MPT doctors give physiotherapeutic treatment, providing exercise therapy, Electrotherapy where BAMS doctor treat the staff by consultation. Institute has first-aid treatment facility as well.

Leave Policies:

College ensure that staff have access to generous leave policies, including vacation days, sick leave, and personal leave, Maternity leave, Paternity leave, Menstruation leave. This helps them maintain work-life balance and deal with personal matters.

Professional Development:

College support continuous learning and development by providing opportunities for staff to attend conferences, workshops, and further their education. College encourages participation in legal training programs.

Flexible Work Arrangements:

College implements flexible work arrangements, such as remote work options or flexible hours, to accommodate individual needs and circumstances.

Childcare and Family Support:

Institute allows to faculty to bring their child into institution if they have any problem taking care and maintaining office-family balance. Institute has child care facility and toys for children's.

Mental Health Support:

College Promote mental health support and well-being by providing access to counseling by doctors who is in other department in college who conduct stress management programs, and resources for managing workplace stress.

Legal Assistance:

Institute provides legal assistance or consultations to staff members when they face legal issues or need legal advice by legal advisor of institute.

Transportation Services:

College provide free transportation services for staff who commute long distances to the institution like from station to college or college to station

Safety and Security Measures:

Implement measures to ensure the safety and security of staff, including on-campus security, safety training, and emergency response protocols.

Recognition and Awards:

Recognize and reward outstanding performance and contributions through awards, bonuses, and appreciation events.



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Holidays and Celebrations:

College celebrates holidays and special occasions with staff through cultural events and gatherings.

Employee Feedback and Surveys:

College conduct regular employee satisfaction surveys to gauge the effectiveness of welfare measures and gather suggestions for improvement.

Conflict Resolution Mechanisms:

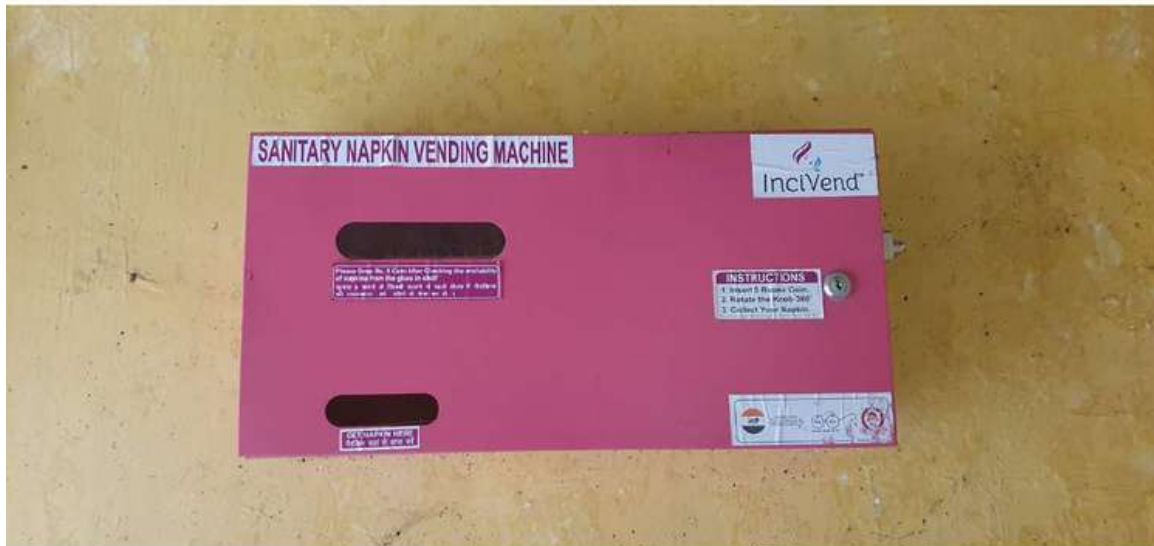
College establishes a fair and transparent mechanism for addressing conflicts and grievances within the institution. Effective welfare measures demonstrate an institution's commitment to the well-being of its employees, which, in turn, can lead to increased job satisfaction, productivity, and loyalty among staff members. These measures also contribute to the institution's positive reputation and can help attract and retain top talent in the field of law.



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Sanitary napkin vending machine



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Transportation van for faculty



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 GPS Map Camera



Google

Karjat, Maharashtra, भारत

IBSAR College Road, W85Q+VV3, Murbad Rd, opp. HP Petrol Pump, Sanjay

Nagar, Dahivali, Karjat, Dhakatevangaon, Maharashtra 410201, भारत

Lat 18.909323°

Long 73.33933°

17/10/23 05:33 PM GMT +05:30



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Transportation van for faculty



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2. CULTURE EVENT.



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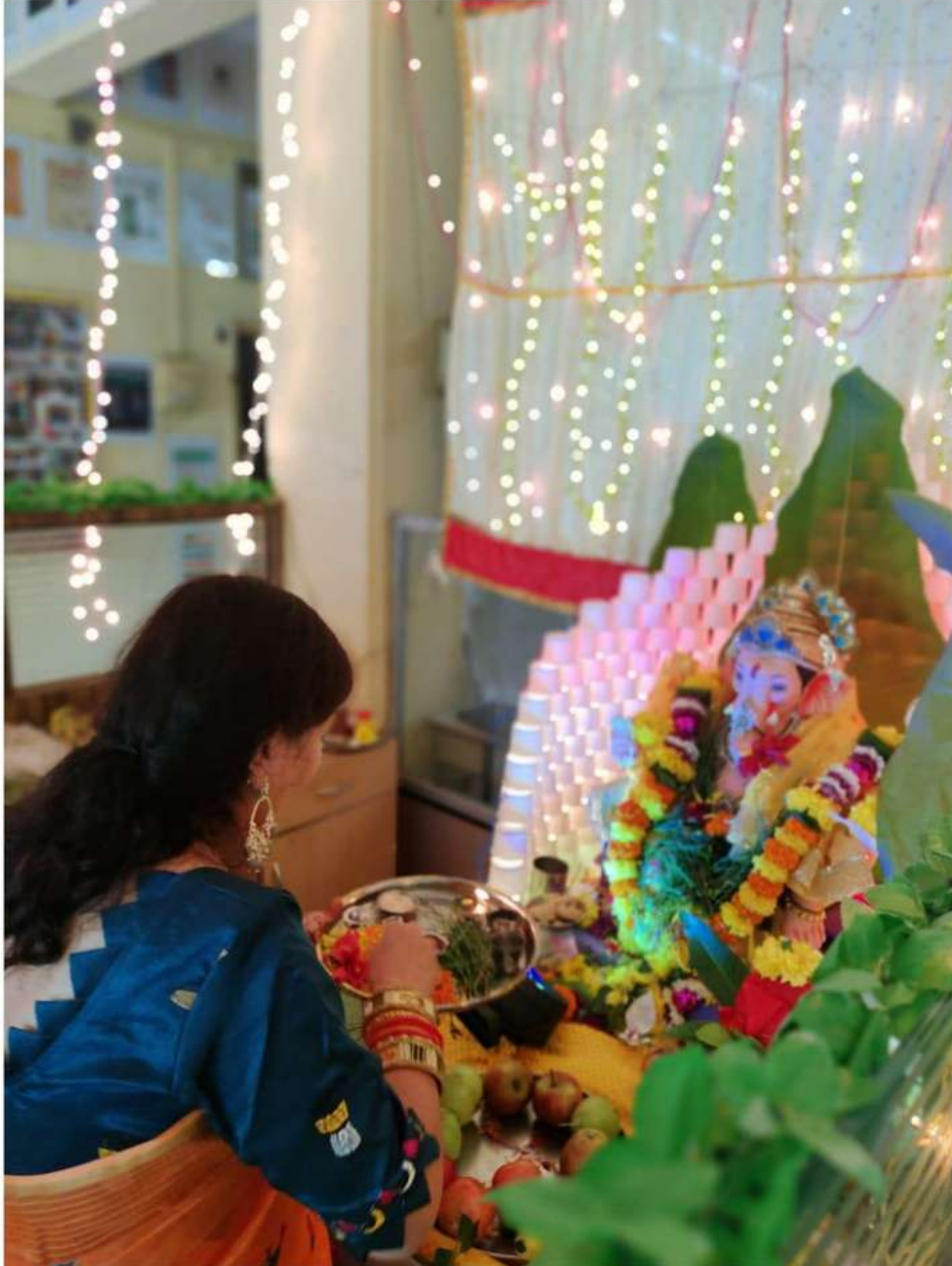
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4. GANESH CHATURTHI.



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5. INDEPENDENCE DAY.



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8. Krishna Janmashtami



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9.HOLI.



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IBSAR[®]
School of Law
ISO 9001 : 2008 Certified


Approved by Bar Council of India, New Delhi

Ref.No.: IBSAR/ISL/INSURANCE/2018-19/32
November 15, 2018

To:
The Divisional Manager
Oriental Insurance Co.Ltd.
"Saraswati Mandir", 3rd Floor
Marathi Granth Sangrahalaya
Near Z.P. Office, Subhash Nagar
Thane (West), Pin: 400 601

Sub : Payment towards Premium for Students' Insurance

Dear Sir,

With reference to the above, enclosed please our cheque No.057007 dated_15/11/2018 drawn on Bank of India, Karjat Branch towards insurance payment of our 81 Students.

Please note that the cheque enclosed is for two Academic Years, i.e, 2017-18 and 2018-19.

Kindly acknowledge with your stamped receipt.


Thanking you,
Yours faithfully,
For IBSAR School of Law

Jayant
DR. JAYANT BHAVE
Principal

दि. ०६ नोव्हेंबर २०१८		
THE ORIENTAL INSURANCE CO. LTD.		
Thane (Oriental)		
०६ NOV २०१८		
मं.पं.	स.पं.	व.पं.
D.M.	A.M.	N.A.

End: a/a

R-19/2310
6750/-
19/9701



Karjat Campus, Dahivali Village, Tarfe, Karjat, Dist. Raigad, Maharashtra - 410 201.
Phone : (02146) 220030 / 220472, Fax : (02148) 220029,
Website : www.ibsar.ac.in, E-mail : infokarjat@gmail.com



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Free Health checkup



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Employee Provident fund



EMPLOYEES' PROVIDENT FUND ORGANISATION, INDIA
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA

UAN : 1010 2479 6477 / JMWASG1 PANDHARINATH NIKOLKAR

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Service Details
[Tabular View](#) [Download PDF](#)

1. Member Id : THVSHD116835000010258

Establishment Name	INSTITUTE OF BUSINESS STUDIES - RESEARCH		Establishment ID	THVSHD116835000		
PF Exemption	UNKNOWN					
EDU Exemption	UNKNOWN		Pension Exemption	UNKNOWN		
Reason for Leaving	NOT APPLICABLE					
Date of Joining	EPF	01/11/2018	EPS	01/11/2018	FPS	NOT AVAILABLE
Date of Exit	EPF	NOT AVAILABLE	EPS	NOT AVAILABLE	FPS	NOT AVAILABLE

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Policy

THE ORIENTAL INSURANCE COMPANY LIMITED
(A Government of India Undertaking)

STUDENTS SAFETY POLICY SCHEDULE
IRDA/NL-HLT/OIC/P-HV.1/22/14-15

Policy No. : 131400/48/2019/9701
Cover Note No. : -
Insured's Code : 91161626
Insured's Name : IBSAR COLLEGE OF LAW (GSTIN: 0)

Prev. Policy No. : -
Cover Note Dt : -
Issue Office Code : 131400
Issue Office Name : DO THANE (GSTIN: 27AAACT0627R4ZW)

Address : KARJAT CAMPUS, DAHIVALI VILLAGE TARFE, KARJAT DIST- RAIGAD 410201
Address : 3RD FLOOR, SARASWATI MANDIR MARATHI GRANTH SANGRAHALAYA BUILDING
NEAR ZILLA PARISHAD OFFICE PIN 400601
THANE MAHARASHTRA 400601

Tel /Fax /Email : 02148-220030 220472 220029 / / 9921946266 / infokarjat@gmail.com
Tel /Fax /Email : 022- 25401172 / 25402721 / 9322931868 / 022-25378618 / archanank@orientalinsurance.co.in

Agent/Broker Details
Dev.Off.Code : NA0000000896
Agent/Broker : BA0000112100 MRS. HARSHADA HADKAR
Address : C/22, ATITHI CHS, PLOT NO.199, GORAI SECTOR 2, GORAI, BORIVALI(W) MUMBAI 400092, MUMBAI, MAHARASHTRA, 400092
Tel /Fax /Email : 9820934701 / 9029410866/rghodgekar04@gmail.com

Period of Insurance : FROM 16:21 ON 16/11/2018 TO MIDNIGHT OF 15/11/2019
Collection No & Dt : CHQ 9242011582 - 16/11/2018 GST INVOICE NO :271711061694 UIN :0
Premium : 5,720 GST : 1,030 Stamp Duty : 50 Total : 6,750
Coinsurance Details : NIL

Details of Insured Persons

Sr. No.	Any One person Limit	No. of Students	No. of Staffs	No. of Non-Staffs	Capital Sum Insured	AOY
1	200000	81	0	0	16200000	

Place : THANE
Date : 17/11/2018

For and on behalf of
The Oriental Insurance Company Limited
Atul Sahai
General Manager
Authorised Signatory

This is an electronically generated document (Policy Schedule). The Policy document duly stamped will be sent by post.
In case of any query regarding the Policy please call Toll Free No. 1800 11 8485 and 011-26008485
Regd. Office : ORIENTAL HOUSE, P.B. No. 7037, A-25/27, Asaf Ali Road, New Delhi - 110 002.
CIN: U66010DL1947GOI007158 All the Amounts mentioned in this policy are in Indian Rupee

Page 1 of 2
J. UN00118485 - Toll Free Number
1800 11 8485 - Toll Free Number

Now you can buy and renew selected policies online at www.orientalinsurance.org.in



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Hand sanitizer machine



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Travel allowance

TRAVELLING ALLOWANCE

Date: 13/10/2022

Name: Ranjit S. Mohite Designation: Jr. Executive

Date:	Travelling Details	Mode	Amount
11-10-2022	Ulhasnagar to CST	Train	40/-
	Kurla to Kolina Campus	Auto	30/-
	Kolina to Kurla Station	Auto	30/-
Other Expenditure II			
Details	Amount	In Figure: 200/-	
Lunch	100/-	In Word: Two hundred only	
		Total amount claimed	
Went for: Submission for BLS Enrollment Forms Purpose		Total amount 200/-	
		In Word: Two Hundred Only	

Signature of Claimant: ABE Approved By: Vinod V. Pundir Amount: 200/-
 Rs. 200/- Received:
 Account Officer: _____ Signature of Claimant: ABE

TRAVELLING ALLOWANCE

Date: 21/10/2022

Name: Ranjit S. Mohite Designation: Jr. Executive

Date:	Travelling Details	Mode	Amount
18-10-22	Ulhasnagar to CST	Train	40/-
	Kurla to Kolina campus	Auto	30/-
	Kolina to Kurla station	Auto	30/-
Other Expenditure II			
Details	Amount	In Figure: 200/-	
Lunch	100/-	In Word: Two hundred only	
		Total amount claimed	
Went for: to meet Mr. Banne Sir examination center for IBSAR School of Law, Karjat		Total amount 200/-	
		In Word: Two Hundred Only	

Signature of Claimant: ABE Approved By: Vinod V. Pundir Amount: 200/-
 Rs. 200/- Received:
 Account Officer: _____ Signature of Claimant: ABE



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Travel allowance

TRAVELLING ALLOWANCE

Date: April-21-2022

Name: Ranjit S. Mohite Designation: Jr. Executive

Date:	Travelling Details	Mode	Amount
<u>19-04-22</u>	<u>Ulhasnagar to C.S.T</u>	<u>Train</u>	<u>40/-</u>
	<u>Kurla to Kolimacampus</u>	<u>Auto</u>	<u>30/-</u>
	<u>Kolima to Kurla station</u>	<u>Auto</u>	<u>30/-</u>
Other Expenditure II			
Details	Amount	In Figure: <u>200/-</u>	
<u>Lunch</u>	<u>100/-</u>	In Word: <u>Two hundred only</u>	
		Total amount claimed	
Went for: <u>collect the convocation forms of BLS (LB Sem 9 & 10)</u>		Total amount <u>200/-</u>	
		In Word II	

Signature of Claimant: [Signature] Approved By: Vinod Pundir Amount 200
 Rs 200 Received: _____
 Account Officer: _____ Signature of Claimant: [Signature]

TRAVELLING ALLOWANCE

Date: 29-04-2022

Name: Ranjit S. Mohite Designation: Jr. Executive

Date:	Travelling Details	Mode	Amount
<u>26-04-22</u>	<u>Ulhasnagar to C.S.T</u>	<u>Train</u>	<u>40/-</u>
	<u>Kurla to Kolimacampus</u>	<u>Auto</u>	<u>30/-</u>
	<u>Kolima to Kurla station</u>	<u>Auto</u>	<u>30/-</u>
Other Expenditure II			
Details	Amount	In Figure: <u>200/-</u>	
<u>Lunch</u>	<u>100/-</u>	In Word: <u>Two hundred only</u>	
		Total amount claimed	
Went for: <u>collect law Sem 9 ART & and sem 10 regular student exam form report</u>		Total amount <u>200/-</u>	
		In Word II	

Signature of Claimant: [Signature] Approved By: Vinod Pundir Amount 200
 Rs 200 Received: _____
 Account Officer: _____ Signature of Claimant: [Signature]



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