



IDEAL FOUNDATION'S

IDEAL COLLEGE OF LAW

AT POST- POSHERI, TALUKA- WADA, DISTRICT- PALGHAR, MAHARASHTRA 421303

Phone:02526-297267.

# **CRITERIA 6.3.1**

**THE INSTITUTION HAS EFFECTIVE WELFARE MEASURES FOR  
TEACHING AND NON-TEACHING STAFF**

**Dr. Ramesh Chandra Rai**  
**I/C Principal**



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DESCRIPTION OF THE INSTITUTION HAS EFFECTIVE WELFARE MEASURES FOR TEACHING AND  
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### **1. PUBLIC PROVIDENT FUND FOR STAFF – NON-TEACHING – [PPF FUND]**

Ideal College of Law considers the financial well-being of its staff a top priority. In order to provide them with the necessary support, the college offers various special savings schemes, including the Public Provident Fund (PPF) and the Provident Fund. These schemes, which are Government-supported, offer an attractive rate of interest and ensure a commendable return for the staff. The primary objective behind introducing such schemes is to offer financial stability to the staff members whenever in need. The PPF scheme, in particular, provides additional benefits such as the option to apply for a loan or fulfil other financial responsibilities effortlessly. By offering the PPF facility, the college ensures that its staff's financial security is secured, allowing them to focus on their professional endeavours without any worries.

### **2. UNIFORM FOR NON-TEACHING STAFF – PEONS**

Ideal College of Law, known for its commitment to professionalism, has recently put in place a progressive policy aimed at enhancing the sense of unity among its staff members. In keeping with this objective, the college now requires all non-teaching staff members to don uniforms while on college premises. By adopting this measure, the institution seeks to create an environment that fosters a strong work ethic and promotes teamwork. This policy serves as a gentle reminder to staff members of their shared professional goals and encourages them to form a cohesive team that is dedicated to fulfilling their commitments.

### **3. TRAVELLING ALLOWANCE GIVEN TO TEACHING/NON-TEACHING STAFFS FOR COLLEGE WORK – WITH DUTY – LEAVE WITH PAYMENT.**

The college believes in supporting its staff, whether they are in teaching or non-teaching roles, by providing them with travel allowances. These allowances are specifically allocated for academic and administrative work that contributes to the overall growth of the organization. Staff members are able to utilize these allowances for various travel-related expenses such as train and taxi fares, photocopying costs, as well as meals and food during their journeys. The main objective behind the provision of these allowances is to alleviate the financial burden on staff, ensuring that they do not have to rely solely on their basic salary to cover expenses related to work-related travel. This not only demonstrates the college's commitment to their staff's well-being, but also ensures that they can fully dedicate themselves to their duties without any financial constraints.

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#### **4. BEST TEACHER – BEST STUDENT AWARD**

Ideal College of Law takes great pride in conducting an annual award ceremony called the Best Teacher and Best Student Award ceremony. The purpose of this event is to acknowledge and commend the unwavering dedication and tireless efforts put forth by the teaching and non-teaching staff of the college. The responsibility of organizing and hosting this grand celebration lies solely on the capable shoulders of the students themselves, who deem it essential to create an atmosphere of appreciation and honor for the deserving recipients. It is during this significant occasion that the esteemed Principal, Dr. Ramesh Chandra Rai, takes center stage, fulfilling the honor of presenting the highly anticipated awards to the most outstanding teachers and students. This program serves as a platform to showcase the exceptional talents and skills of those individuals who have wholeheartedly contributed to the academic success of Ideal College of Law. CH MAN-MADE DISASTERS ARE CRIME, ARSON, CIVIL DISORDER, TERRORISM, WAR, BIOLOGICAL/CHEMICAL THREAT, CYBER-ATTACKS, ETC

#### **5. SALARY INCREMENT SCHEME**

Ideal College of Law, we have implemented a comprehensive "Salary Increment Scheme" that is aimed at recognizing and rewarding the hard work and dedication of our staff members. This scheme ensures that the salary and remuneration of our employees are regularly reviewed and increased, taking into account their performance and potential. By doing so, we create an environment that not only retains honest and talented individuals but also motivates them to continue delivering high-quality work.

One of the main advantages of this scheme is its ability to help staff members keep pace with the rising rate of inflation. With the cost of living constantly increasing, it is crucial for us to ensure that our employees are adequately compensated for their efforts and able to meet their financial needs. This not only provides them with a sense of security and stability but also fosters a positive work culture where they can focus on their roles and responsibilities without worrying about financial constraints.

#### **6. FREE MEDICAL CAMPS - BREAST CANCER SCREENING**

Ideal College of Law, a prestigious institution dedicated to serving the community, actively organizes highly impactful Free Medical Camps each year. These camps play a crucial role in raising social awareness and bridging the healthcare gap for economically disadvantaged or weaker sections of society. The primary

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objective of these camps centres around providing vital medical support to individuals who are unable to afford basic healthcare facilities. The comprehensive range of services offered during these camps is remarkable. Not only are free medicines disbursed to those in need, but professional and compassionate medical advice is also readily available. The dedicated team of doctors and healthcare practitioners aim to ensure that each attendee receives the necessary health check-ups and examinations. This proactive approach serves as a vital lifeline, enabling early detection and prevention of underlying health issues.

### **7. BIRTHDAY CELEBRATION**

Birthday celebration programs are a prominent feature at Ideal College of Law, as they serve to foster a strong sense of unity among the entire team. The management of the college always prioritizes the satisfaction of the faculty, which is why celebrating birthdays in the workplace has such a transformative effect on the overall work environment. These celebrations offer the faculty a valuable opportunity to take a much-needed break from the demanding pressures of their professional lives. In addition to providing the faculty with individual recognition, these celebrations also play a crucial role in promoting team building and job satisfaction among the faculty members. The key objective is to create a harmonious work atmosphere where everyone feels valued and supported.

### **8. MATERNITY LEAVE BENEFIT**

Ideal College of Law ensures the well-being of its teaching and non-teaching staff by offering paid maternity benefits. This policy allows female staff members to take time away from their work responsibilities to focus on self-care and the care of their new-born child. By providing both post and pre-maternity benefits, the college aims to reduce the rate of infant mortality by allowing new mothers to enjoy the precious initial days of motherhood. Additionally, this thoughtful benefit program also serves as a means for the college to retain more women faculty members, thereby strengthening the employer-staff relationship and creating a more supportive work environment for all.

### **9. SICK LEAVE POLICY**

Paid sick-leave is given by Ideal College of Law to its staff with the aim of providing them with timely access to medical facilities and ensuring a speedy recovery from their illnesses, thereby reducing the likelihood of developing more complicated health issues. This policy not only contributes to a healthier and more productive work environment, but also allows employees the necessary time off to heal and recuperate from many ailments.

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or injuries they may have, promoting their overall physical and mental well-being. Furthermore, this provision for sick-leave helps to foster a healthy work-life balance, which ultimately enhances employee satisfaction and boosts morale within the College. To ensure clarity and consistency, the specific terms and conditions for availing sick-leave are explicitly outlined in the College's Sick Leave Policy, which is thoroughly explained to all staff members to ensure a comprehensive understanding of the process.

### **10. ACADEMIC COUNSELLOR FOR STAFFS**

Preparing and maintaining Academic counsellor is also in the list of many other responsibilities of this Ideal College of Law. This calendar helps the faculties and students in many different ways such as

Streamlining all academic activities/event to be organized in a whole year in the college. Career advancement planning

It helps to demonstrate a commitment professional and personal growth.

Developing communication and other skills to get more expertise in the field of learning at institutional and academic level; etc

### **11. CANTEEN FACILITY**

The college provides a canteen facility for its staff to ensure their overall well-being and satisfaction. The canteen offers various delicious menus, and the college takes utmost care towards the health of its staff by providing fresh, healthy, and nutritious food at a cheap rate. The college understands that productivity cannot be achieved without an appropriate healthcare system and consuming healthy food. Therefore, the canteen facility inside the college is aimed at protecting the health of the staff from consuming outside adulterated food. The canteen is controlled by the Ideal Foundation to ensure proper food quality, safety, and standards. Fresh, healthy, and nutritious food is required not just for the staff but also for the students who travel from far-away places to the institution for their job.

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### **12. LIBRARY FACILITY**

In order to promote academic excellence, foster creativity, and nurture the students' potential, it is of utmost importance for educational institutions to establish and maintain a well-equipped and comprehensive college library. At Ideal College of Law, the library serves as a vital resource hub, housing an extensive collection of law books that have been meticulously updated with the latest amendments, offering students a comprehensive and up-to-date reference material. In addition to the vast array of law books, the library also boasts an impressive collection of Law Journals, allowing students to delve deeper into the intricacies of the legal field.

Furthermore, the college library prides itself on providing a peaceful and conducive learning environment. It is well-furnished with comfortable seating arrangements and state-of-the-art facilities, ensuring that students can focus and concentrate on their studies without any distractions. To maintain a sense of security and proper administration, the library is equipped with CCTV camera facilities, which are diligently monitored by the librarian. This not only provides a safe and controlled environment but also ensures that the library resources are efficiently managed and utilized by the students. Through the establishment and maintenance of an exceptional college library, Ideal College of Law, aims to empower its students with the resources and tools necessary to excel in their academic pursuits, foster their creativity, and unlock their full potential.

### **13. FLEXIBLE TIME SCHEDULE MANAGEMENT FOR EMERGENCIES**

The college goes above and beyond in demonstrating a sympathetic attitude towards its staff. It recognizes the importance of mental health and understands that unexpected emergencies can have a negative impact. To support its staff during such times, the college allows flexible work schedules, providing a level of understanding and support that is truly commendable. This shows just how much the college management values its staff, going so far as to consider them as part of the Ideal Foundation.

To further cater to the needs and well-being of its faculty members, the college offers additional alternatives. In situations where attending in-person lectures is not possible, the college affords faculty the option to conduct online lectures, granting them the flexibility and convenience required. This not only ensures that valuable educational content continues to be delivered but also demonstrates the college's commitment to supporting and accommodating the diverse needs of its faculty.

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### **14. MEDICAL FACILITY BY COLLEGE FOR STAFFS**

The Breast Cancer Screening & Awareness Drive Program, organized by Ideal Foundation's Ideal College of Law, took place from 21st to 26th August 2023 within the college campus. It was followed by a dental check-up and anaemia testing for the staff members. The provision of such facilities is crucial for promoting the well-being of all the staff members working in this organization. These events are organized on a regular basis to inspire and encourage a healthy lifestyle among the college community. By engaging in fitness activities, both the faculties and staff members can effectively manage and alleviate stress in the workplace. Recognizing the significance of mental health in contributing to overall productivity, the college has future plans to introduce counselling courses that address mental health issues at an early stage. This initiative is aimed at fostering a positive work environment and ensuring the overall well-being of the college community.

### **15. WOMEN FRIENDLY WORK PLACE WITH CCTV, GIRLS/ BOYS COMMON ROOM**

The college focuses on creating a woman-friendly environment that fosters the concept of equal employment opportunities for career advancement and promotion in a professional aspect. It prioritizes providing quality education to all students regardless of their gender, socio-economic status, religion, caste, creed, and other such factors. Ideal College of Law has MAJORITY OFF FEMALE FULL TIME FACULTIES working tirelessly for the college. The college believes in promoting diversity and establishing a healthy work-life balance by implementing strategies to create a "women-friendly" workplace based on feedback systems. In the future, the college plans to include a child-care system to further enhance the work environment. Embracing the importance of diversity, the college is committed to establishing a healthy work-life balance by implementing various strategies and systems aimed at creating a "women-friendly" workplace, all of which are greatly informed by feedback from both faculty and students. In line with this commitment, the college has exciting plans for the future, including the introduction of a comprehensive child-care system that will further enhance the overall work environment and support the needs of its faculty and staff.

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### **16. SEMINARS/WORKSHOPS CONDUCTED FOR STUDENTS FOR ACADEMIC**

Every year, the Ideal Foundation organizes various academic and value-added workshops for students to enhance their overall academic growth. These workshops include activities such as cancer awareness programs like the Tobacco Free-zone at Bandra [W] Railway Station, environmental day celebrations, legal awareness programs, and more. The trust ensures that these workshops are conducted by distinguished research scholars, senior advocates, and legal associates who are experts in their respective fields. The primary aim of these workshops is to improve the students' legal research and judicial interpretation skills, as they are the future lawyers of our society. Moreover, by inviting industry experts and external trainers, the trust strives to stimulate critical thinking and provide insights into potential career paths for the students. These workshops and seminars are held within the premises of the college, creating a conducive environment for learning and personal growth.

### **17. YOGA CENTRE FOR MENTAL HEALTH BENEFIT**

Recognizing the utmost significance of mental health, Ideal College of Law, with its forward-thinking approach, proactively took a significant step towards nurturing the overall wellbeing of its staff and students by establishing a dedicated yoga centre within the campus premises. This thoughtful and commendable initiative not only serves as a testament to the college's unwavering commitment to the physical and mental welfare of its community members but also accentuates its holistic approach towards education.

Moreover, alongside the establishment of the yoga centre, Ideal College of Law, actively goes the extra mile by organizing a plethora of events and engaging activities that aim at ameliorating mental health and fostering a healthy environment. These initiatives are meticulously designed to address and alleviate the various stressors and challenges that students and faculty members may encounter during their academic journey. By fostering an environment that promotes mental wellness, Ideal College of Law ensures that its community members have access to a wider range of resources and opportunities that foster personal growth and psychological wellbeing. These commendable efforts truly highlight the college's genuine dedication and unwavering commitment towards enhancing the psychological welfare of its diverse community.

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### **18. JOB SECURITY FOR THE STAFF**

The said college is tirelessly working towards faculty and other staff retention by creating job security for all employees working at Ideal College of Law. There are instances where staffs were working in this institution more than ten / twelve years continuously and no sudden decision of termination of those employees ever taken by the management. This organization wants permanency in workforce through retention of hardworking, honest and sincere employees. Without security in workplace the management cannot expect full devotion & commitment of workers in any organization.

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