Assessment Period 2016-2021

B.M.S. COLLEGE OF LAW, BENGALURU
Bull Temple Road, Basavanagudi, Bengaluru-560019



CRITERION 6 – Governance, Leadership and Management
Key Indicator – 6.3Faculty Empowerment Strategies

Metric No- 6.3.1The Institution has effective welfare measures for teaching and non-teaching staff.

THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

B.M.S. COLLEGE OF LAW
(Estd.: 1963)
Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Metric No- 6.3.1 The Institution has effective welfare measures for teaching and non-teaching staff.

INDEX

SL. NO.	PARTICULARS	PAGE. NO.
1.	Constitution of Staff Welfare Committee	2
2.	Faculty Empowerment Strategies	3
3.	Medical Insurance for Employees of B.M.S College of Law	4-13
4.	Maternity Benefit	14-15
5.	Paternity Benefit	16-21
6.	Fees Concession for Employees B.M.S Educational Trust	22
7.	List of Employees Children Aid	23
8.	Increments for Non Teaching Staff – 2021	24
9.	Increments' for Teaching Staff 2021	25-7
10.	EL Encashment -20-21	28
11.	Promotion	29
12.	Festival Advance	30

2020-21

B.M.S. COLLEGE OF LAW
(Estd.: 1963)
Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Ref.: BMSCL / 1402A/ 2020-2021 Date: 28/07/2020

CIRCULAR

This is to inform that the **Staff Welfare Committee** is constituted with effect from 03/08/2020 for the academic year, 2020-2021. The following shall be the composition of the Staff Welfare Committee:

Chairperson	Principal
Member	Director Admin
Member	Superintendent
Faculty Coordinator	Dr. Nalini R

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

Principal

B.M.S EDUCATIONAL TRUST

B.M.S COLLEGE OF LAW

Bull Temple Road, Basavanagudi, Bangalore - 560019
Affiliated to Karnataka State Law University,
Approved by the Bar Council of India

FACULTY EMPOWERMENT STRATEGIES

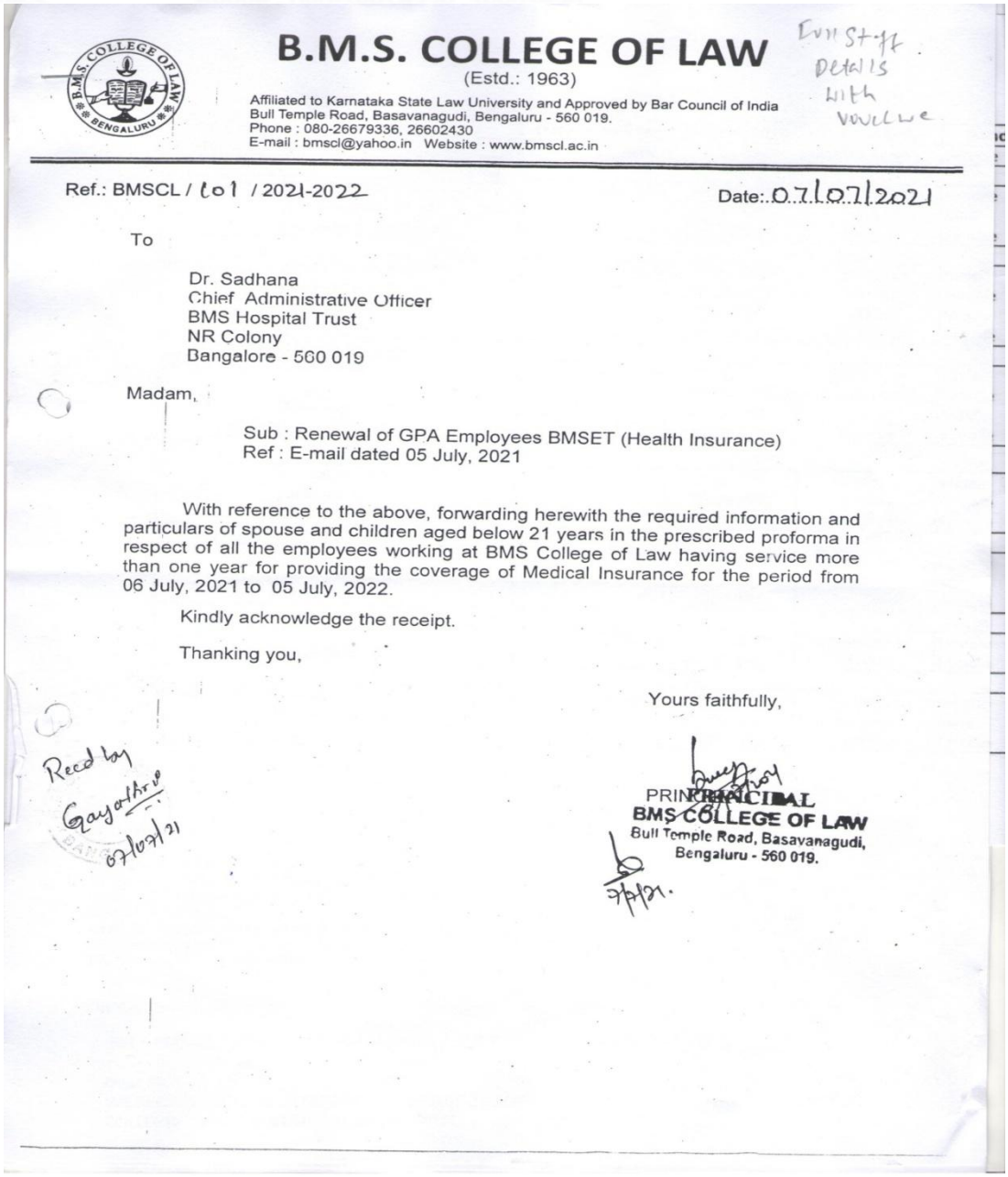
The college has several welfare measures for the well-being of teaching and non-teaching staff. List of welfare measures by the management are as follows:

1. Maternity leave
2. Paternity leave
3. EPF scheme for both teaching and non-teaching staff
4. On duty leave to attend Seminars, workshops and conferences
5. Reimbursement of registration fee for having attended FDPs, Seminars, workshops and conferences
6. Promotion and increments
7. Interest fee loan for purchase of laptops
8. Festival advance for non-teaching staff
9. Earned leave encashment
10. Loan facility from B.M.S Employees credit cooperative societies
11. Medical insurance of Rs. 2 Lakhs for self and family (Premium Paid by management)
12. Medical facility for self and family at concessional rate
13. Concessional college fee for children of BMSCL Employees to study at any institution of BMSET
14. Distributing sweets to all Employees of BMSCL during festivals
15. Financial support to the Employees in special cases of medical emergency and critical illness
16. Conducting Staff welfare activities on the first Saturday of every month.

Faculty Coordinator

Principal

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.



B.M.S. COLLEGE OF LAW
(Estd.: 1963)
Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Evn St-ff Details with voucher

Ref.: BMSCL / 101 / 2021-2022 Date: 07/07/2021

To

Dr. Sadhana
Chief Administrative Officer
BMS Hospital Trust
NR Colony
Bangalore - 560 019

Madam,

Sub : Renewal of GPA Employees BMSET (Health Insurance)
Ref : E-mail dated 05 July, 2021

With reference to the above, forwarding herewith the required information and particulars of spouse and children aged below 21 years in the prescribed proforma in respect of all the employees working at BMS College of Law having service more than one year for providing the coverage of Medical Insurance for the period from 06 July, 2021 to 05 July, 2022.

Kindly acknowledge the receipt.

Thanking you,

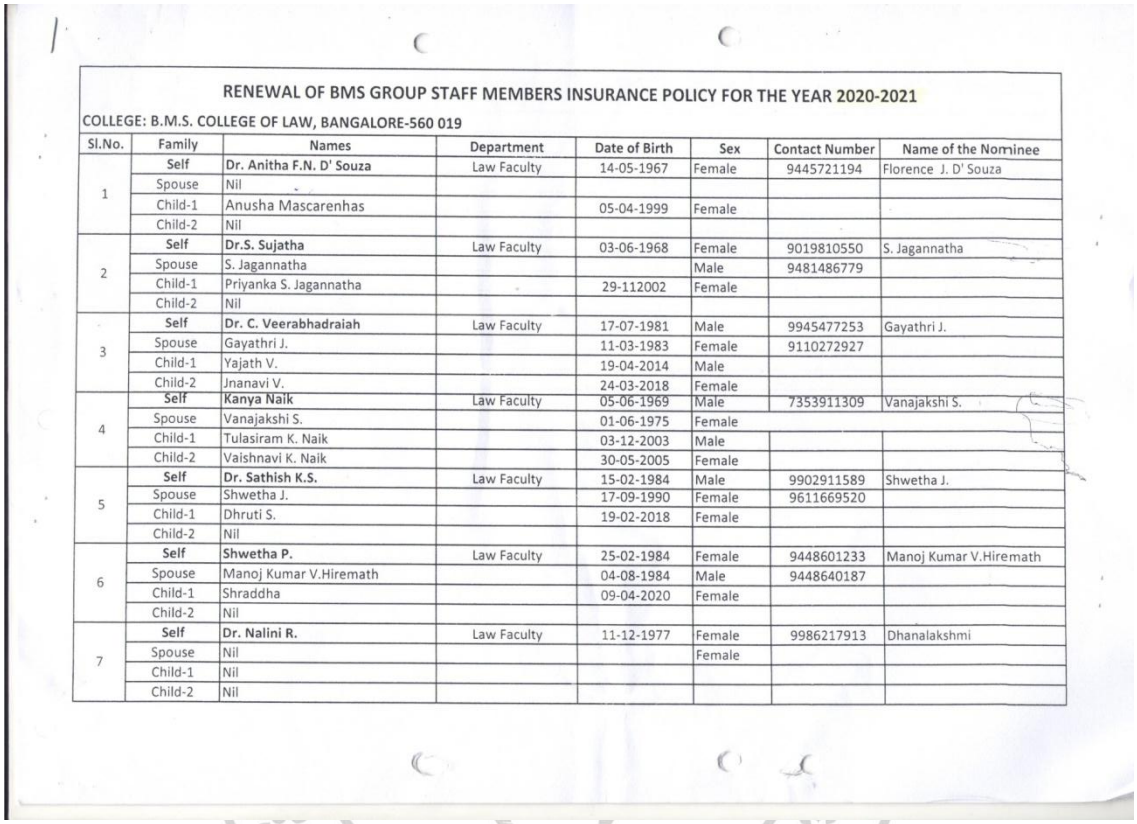
Yours faithfully,

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

Recd by Gayathri 07/07/21

7/7/21.

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in



RENEWAL OF BMS GROUP STAFF MEMBERS INSURANCE POLICY FOR THE YEAR 2020-2021

COLLEGE: B.M.S. COLLEGE OF LAW, BANGALORE-560 019

Sl.No.	Family	Names	Department	Date of Birth	Sex	Contact Number	Name of the Nominee
1	**Self**	**Dr. Anitha F.N. D' Souza**	Law Faculty	14-05-1967	Female	9445721194	Florence J. D' Souza
	Spouse	Nil					
	Child-1	Anusha Mascarenhas		05-04-1999	Female		
	Child-2	Nil					
2	**Self**	**Dr.S. Sujatha**	Law Faculty	03-06-1968	Female	9019810550	S. Jagannatha
	Spouse	S. Jagannatha			Male	9481486779	
	Child-1	Priyanka S. Jagannatha		29-112002	Female		
	Child-2	Nil					
3	**Self**	**Dr. C. Veerabhadraiah**	Law Faculty	17-07-1981	Male	9945477253	Gayathri J.
	Spouse	Gayathri J.		11-03-1983	Female	9110272927	
	Child-1	Yajath V.		19-04-2014	Male		
	Child-2	Jnanavi V.		24-03-2018	Female		
4	**Self**	**Kanya Naik**	Law Faculty	05-06-1969	Male	7353911309	Vanajakshi S.
	Spouse	Vanajakshi S.		01-06-1975	Female		
	Child-1	Tulasiram K. Naik		03-12-2003	Male		
	Child-2	Vaishnavi K. Naik		30-05-2005	Female		
5	**Self**	**Dr. Sathish K.S.**	Law Faculty	15-02-1984	Male	9902911589	Shwetha J.
	Spouse	Shwetha J.		17-09-1990	Female	9611669520	
	Child-1	Dhruti S.		19-02-2018	Female		
	Child-2	Nil					
6	**Self**	**Shwetha P.**	Law Faculty	25-02-1984	Female	9448601233	Manoj Kumar V.Hiremath
	Spouse	Manoj Kumar V.Hiremath		04-08-1984	Male	9448640187	
	Child-1	Shraddha		09-04-2020	Female		
	Child-2	Nil					
7	**Self**	**Dr. Nalini R.**	Law Faculty	11-12-1977	Female	9986217913	Dhanalakshmi
	Spouse	Nil			Female		
	Child-1	Nil					
	Child-2	Nil					

B.M.S. COLLEGE OF LAW
(Estd.: 1963)
Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

8	**Self**	**Shruthi T.**	Pre-Law	10-09-1991	Female	8277276467	Pratap Krishnamurthy
	Spouse	Pratap Krishnamurthy	Faculty	23-02-1989	Male		
	Child-1	Nil					
	Child-2	Nil					
9	**Self**	**Harish Lambani**	Law Faculty	05-08-1987	Male	9538166946	Ashwini
	Spouse	Ashwini		24-08-1988	Female		
	Child-1	Manveer Lakhisha		06-10-2018			
	Child-2	**Nil**					
10	**Self**	**Roshni Sharma**	Pre-Law	02-11-1986	Female	8296689855	Rohit Kumar
	Spouse	Rohit Kumar	Faculty	03-11-1985			
	Child-1	**Nil**					
	Child-2	**Nil**					
11	**Self**	**Malvika Singh**	Pre-Law	23-12-1993	Female	7204545312	Prabhat Kumar Singh
	Spouse	Nil	Faculty				
	Child-1	Nil					
	Child-2	Nil					
12	**Self**	**Prathibha Singh**	Law Faculty	03-08-1981		8123621804	Rajesh Kumar
	Spouse	Rajesh Kumar		17-11-1984			
	Child-1	Varnika Pratiraj		02-06-2012			
	Child-2	Prakhar Prathiraj		08-11-2016			
13	**Self**	**Shilpa Shenoy**	Law Faculty	14-12-1991	Female	7875944189	Sathyajith Prabhu
	Spouse	Sathyajith Prabhu		19-09-1986		9845208557	
	Child-1	Nil					
	Child-2	Nil					
14	**Self**	**Anubhav Raj Shekhar**	Law Faculty	07-10-1992	Male	8948874508	Rupali Motihar
	Spouse	Nil					
	Child-1	Nil					
	Child-2	Nil					
15	**Self**	**Manohar L. Bhat**	Law Faculty	08-08-1994	Male	7676101608	Laxmi Bhat
	Spouse	Nil					
	Child-1	Nil					
	Child-2	Nil					

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

16	**Self**	**Raghuveer R. Sattigeri**	Law Faculty	22-02-1994	Male	8970913885	Aishwarya Sattigeri
	Spouse	Nil					
	Child-1	Nil					
	Child-2	Nil					
17	**Self**	**Dr.Gayathri Bai S.**	Law Faculty	02-07-1980	Female	9535155616	Sakku Bai
	Spouse	Nil					
	Child-1	Nil					
	Child-2	Nil					
18	**Self**	**Dr. Roopa S.**	Law Faculty	26-03-1982	Female	9900910019	Dr. Kiran Kumar M.
	Spouse	Dr. Kiran Kumar M.		19-12-1972			
	Child-1	Nibha Rokiran		25-01-2006			
	Child-2	Neel Rokiran		01-04-2007			
19	**Self**	**R. Krishna Murthi**	Admin/Office	16-06-1965	Male	9174610430	Meena Kumari
	Spouse	Meena Kukmari		02-04-1971	Female	8989485792	
	Child-1	Nil					
	Child-2	Nil					
20	**Self**	**Mala D.,**	Library	10-01-1987	Female	8095219464	Shivanna S.
	Spouse	Shivanna S.		03-06-1982	Male	9902824255	
	Child-1	Adithya Veer S.		26-01-2018	Male		
	Child-2	Nil					
21	**Self**	**Nagarathnamma M.R.**	Library	16-03-1971	Female	9986709450	Shivanna S.
	Spouse	Shivanna S.		10-08-1964	Male	9886610225	
	Child-1	Nil					
	Child-2	Nil					
22	**Self**	**Radha P.**	Admin/Office	10-08-1965	Female	7899275844	Venkatachalam
	Spouse	Venkatachalam		18-07-1960	Male		
	Child-1	Nil					
	Child-2	Nil					
23	**Self**	**G. Appayanna**	Admin/Office	01-06-1967	Male	9845884898	G. Chandrappa (Brother)
	Spouse	Nil		14-07-1964	Male	9972752087	
	Child-1	Nil					
	Child-2	Nil					

B.M.S. COLLEGE OF LAW
(Estd.: 1963)
Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

24	**Self**	**Vidhyavathi S.**	Accounts Incharge	12-06-1961	Female	9945704110	Y.K. Nagesh
	Spouse	Y.K. Nagesh		03-06-1950	Male	9448519100	
	Child-1	Nil					
	Child-2	Nil					
25	**Self**	**Sharada K.**	Accountant	24-08-1973	Female	9535091575	Dayanand S.K.
	Spouse	Dayanand S.K.		02-02-1968	Male	9880153970	
	Child-1	Hima S.Dayanand		02-12-1997	Female		
	Child-2	Hithaish S. Dayanand		03-04-2001	Male		
26	**Self**	**Muthuraj K.S.,**	System Admin	10-07-1994	Male	9986882158	Kalamma S.
	Spouse	Nil					
	Child-1	Nil					
	Child-2	Nil					
27	**Self**	**S. Prakash**	Library	04-06-1973	Male	9972400674	Siddarajamma
	Spouse	Siddarajamma		01-05-1983	Female		
	Child-1			03-06-2003	Female		
	Child-2	Likhit		02-11-2009	Male		
28	**Self**	**Venkatalakshmi**	Office	31-12-1976	Female	9902841984	Ramanjaneya
	Spouse	Ramanjaneya		25-04-1968	Male	8152005458	
	Child-1	Govardhan		03-10-1999	Male		
	Child-2	Nil					

(Sd/-)
PRINCIPAL

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Emp Code	Name	Date of Joining	Date of Birth	Relationship	Gender
BMSCLT- 01	**Dr. Anitha F.N. D' Souza**	28-06-2003	14-05-1967	Employee	Female
BMSCLT- 02	**Dr.S. Sujatha.**	02-08-1999	03-06-1968	**Employee**	Female
	S. Jagannatha		12-12-1965	Spouse	Male
	Priyanka S. Jagannath		29-11-2002	Daugter	Female
BMSCLT- 03	**Dr. C. Veerabhadraiah**	21-10-2009	17-07-1981	**Employee**	Male
	Gayathri J.		11-03-1983	Spouse	Female
	Yajath V.		19-04-2014	Son	Male
	Jnanavi V.		24-03-2018	Daughter	Female
BMSCLT- 04	**Kanya Naik**	18-05-2013	05-06-1969	**Employee**	Male
	Vanajakshi S.		01-06-1975	Spouse	Female
	Tulasiram K. Naik		03-12-2003	Son	Male
	Vaishnavi K. Naik		30-05-2005	Daugter	Female
BMSCLT- 05	**Dr. Sathish K.S.**	28.07.2014	15-02-1984	**Employee**	Male
	Shwetha J.		17-09-1990	Spouse	Female
	Dhruti S.		19-02-2018	Daughter	Female
BMSCLT- 06	**Shwetha P.**	02.02.2015	25-02-1984	**Employee**	Female
	Manoj Kumar V.Hiremath		04-08-1984	Spouse	Male
	Shraddha		09-04-2020	Daughter	Female
BMSCLT- 07	**Dr. Nalini R.**	02.02.2015	11-12-1977	**Employee**	Female
	Dhanalakshmi R		22-11-1951	Mother	Female
BMSCLT- 08	**Shruthi T.**	01.08.2017	10-09-1991	**Employee**	Female
	Pratap Krishnamurthy		23-02-1989	Spouse	Male
	Tanya Pratap		04-06-2020	Daughter	Female

Thanking you Sir,

BMSCLT-24	**K Ramya**	03-02-2020	21-09-1990	**Employee**	Female
	Chetan R.		11-11-1980	Spouse	Male
	Dhathri C.		27-09-2015	Daughter	Female
BMSCLT- 26	**Abhishek Sharma P**	03-02-2020	12-12-1994	**Employee**	Male
	Padmanabhan S		04-07-1960	Father	Male
	Rajani S		06-07-1967	Mother	Female
BMSCLNT- 02	**R. Krishna Murthi**	01-11-2017	16-06-1965	**Employee**	Male
	Meena Kumari		02-04-1971	Spouse	Female
BMSCLNT- 03	**Mala D.,**	16-12-2010	10-01-1987	**Employee**	Female
	Shivanna S.		03-06-1982	Spouse	Male
	Adithya Veer S.		26-01-2018	Son	Male
BMSCLNT- 04	**Radha P.**	08-09-1988	10-08-1965	**Employee**	Female
	Venkatachalam		18-07-1960	Spouse	Male
BMSCLNT- 06	**Nagarathnamma M.R.**	16-05-1996	16-03-1971	**Employee**	Female
	Shivanna S.		10-08-1964	Spouse	Male
BMSCLNT- 07	**G. Appayanna**	17-09-1999	01-06-1967	**Employee**	Male
BMSCLNT- 10	**Sreelatha B**	01-03-2018	29-12-1982	**Employee**	Female
	Rajashekar N		12-06-1975	Spouse	Male
	Yuktha R		01-04-2005	Daughter	Female
	Upeksha R		07-09-2012	Daughter	Female
BMSCLNT-11	**Sharada K.**	17-05-2016	24-08-1973	**Employee**	Female
	Dayanand S.K.		02-02-1968	Spouse	Male
	Hithaish S. Dayanand		03-04-2001	Son	Male
BMSCLNT- 13	**Naveen**	05-02-2018	08-01-1994	**Employee**	Male
	Deepika S		11-05-1994	Spouse	Female

Thanking you Sir,

Gmail

Principal BMSCL <principal@bmscl.ac.in>

Fwd: RENEWAL OF GPA EMPLOYEES BMSET (Health Insurance)

1 message

Dr Sadhana <cao@bmshospital.com> Mon, Jul 5, 2021 at 12:54 PM
To: "Dr. B V Ravishankar - Principal - BMSCE" <principal@bmsce.ac.in>, "Dr. Mohan Babu - Principal - BMSIT" <principal@bmsit.in>, "Mr. Bheemsha Arya" <arya.mech@bmsce.ac.in>, "Dr. Jagadeesh - Principal - BMSECE" <bmsevng09@gmail.com>, Principal - BMSCW - Pers <principal_bmscw@yahoo.com>, "Dr. Shyla - Pers - Dir BMSSA" <bmssa.office@gmail.com>, Principal - BMSCA - Pers <director.bmsarch@gmail.com>, "Dr. Mamatha Raj" <director@bmsca.org>, "Mr. Pankaj - Principal - BMSCCM" <principal.bmsccm@gmail.com>, "Dr. Nanda - Principal - BMSCW" <principal@bmscw.edu.in>, "Ms. Padma - Principal - BMSPU College" <principalbmspucollege@gmail.com>, icd office <icdoffice79@gmail.com>, "Dr. Anitha - Principal - BMSCL" <principal@bmscl.ac.in>, admin.bmset@bmsce.ac.in
Cc: "Mr. Aviram Sharma" <aviram_2003@yahoo.co.in>, Director Admin <director.admin@bmsce.ac.in>, bmshospital insurance <insurance@bmshospital.com>

Dear Sir/Madam,
Please expedite the process of sending the details of all staff members in the excel format given in the trail mail. This is to include on group medical insurance. It expires on 7th July for this year.
Note: Some have sent hard copies, pls send soft copies.

Thanking you,
With best regards,
Dr Sadhana.S.M. MBBS, PGDHM, MBA
Chief Administrative Officer (CAO)
BMS Hospital Trust,
#618, Opposite BMS Engineering College,
Bull Temple Road, Bangalore - 560 019
Ph: 9448474377, 8884849508

---------- Forwarded message ---------
From: **Dr Sadhana** <cao@bmshospital.com>
Date: Wed, Jun 23, 2021 at 1:23 PM
Subject: Re: RENEWAL OF GPA EMPLOYEES BMSET (Health Insurance)
To: Director Admin <director.admin@bmsce.ac.in>
Cc: Mr. Aviram Sharma <aviram_2003@yahoo.co.in>

Dear Sir,
This is further to the request mail i had sent regarding renewal of Group insurance of Staff, herewith attaching the excel sheet.
Kindly furnish the data of details as per excel sheet for active lists of staff of various colleges.

Thanking you Sir,

With best regards,
Dr Sadhana.S.M. MBBS, PGDHM, MBA
Chief Administrative Officer (CAO)
BMS Hospital Trust,
#618, Opposite BMS Engineering College,
Bull Temple Road, Bangalore - 560 019
Ph: 9448474377, 8884849508

Sent for action
05/07/2021

On Tue, Jun 22, 2021 at 2:40 PM Dr Sadhana <cao@bmshospital.com> wrote:

> Ref : BMS GROUP EMPLOYEES GMC/GPA POLICY IS DUE FOR RENEWAL ON 7.07.2021
>
> Dear Sir,
> WE REQUEST YOU TO SEND THE ACTIVE LIST OF STAFF/EMPLOYEES OF THE TRUST & VARIOUS COLLEGES TO GET BEST QUOTE FROM DIFFERENT INSURANCE COs

Thanking you sir.

With best regards,
Dr Sadhana.S.M. MBBS, PGDHM, MBA
Chief Administrative Officer (CAO)
BMS Hospital Trust,
#618, Opposite BMS Engineering College,
Bull Temple Road, Bangalore - 560 019
Ph: 9448474377, 8884849508

BMS excel for active staff list.xlsx
11K

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Emp Code	Name	DOJ	Date of Birth	Relationship	Gender
E0949	Darshan R	4/1/2021	5/13/1993	Employee	Male
	Ramakrishnappa		7/6/1969	Father	Male
	Parvathamma		8/1/1972	Mother	Female

Maternity Benefit

Gmail Principal BMSCL <principal@bmscl.ac.in>

Sanction of Maternity Leave

1 message

Principal BMSCL <principal@bmscl.ac.in> Wed, Jul 22, 2020 at 11:37 AM
To: Shruthi T <shruthi@bmscl.ac.in>
Cc: "Mr. Krishnamurthi" <superintendent@bmscl.ac.in>, Sreelatha B <sreelatha@bmscl.ac.in>
Bcc: anithabmscl@gmail.com

Dear Shruthi,

1. Refer to your mail dated: 06 June, 2020.

2. Your Maternity leave for the period from 04 June, 2020 to 03 December, 2020 (26 Weeks) is hereby sanctioned. The same has been approved by the Board of Governors in their Governing Council Meeting held on 24 June, 2020 as a special case.

3. You are required to report to duty on 03 December, 2020(FN) without fail.

Principal

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

103

Gmail

Principal BMSCL <principal@bmscl.ac.in>

Maternity Leave
1 message

Shruthi T <shruthi@bmscl.ac.in> Sat, Jun 6, 2020 at 10:47 AM
To: "Dr. Anitha F'ND Dsouza" <principal@bmscl.ac.in>

Respected Ma'am,

Kindly consider this email to be my requisition for maternity leave.
Please be informed that the date of birth of the baby is 04 June, 2020. Hence, kindly do the needful.

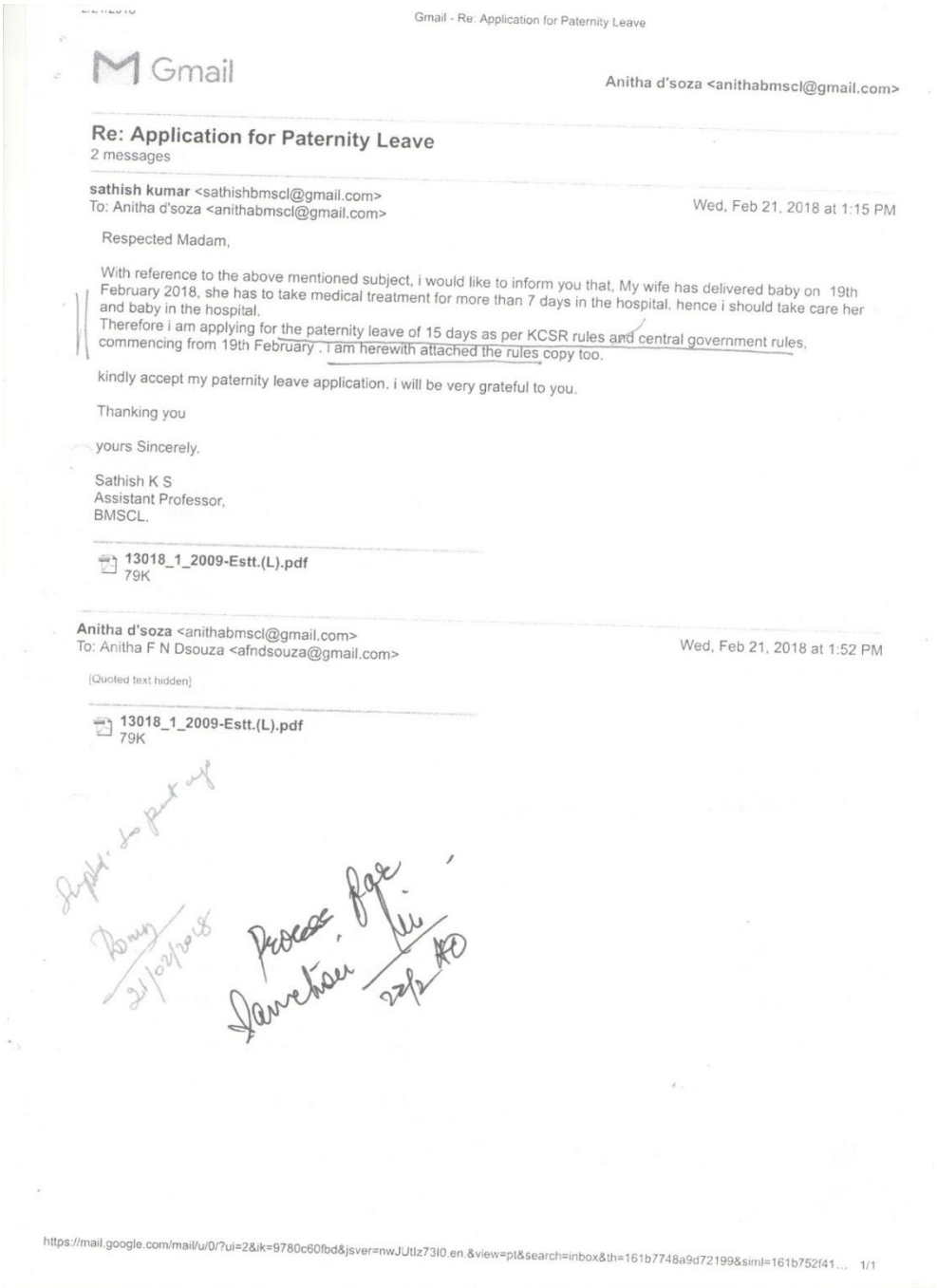
Thank you.

To put up
To file
06/06/2020.

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

102

Paternity Leave



Gmail - Re: Application for Paternity Leave

Gmail

Anitha d'soza <anithabmscl@gmail.com>

Re: Application for Paternity Leave
2 messages

sathish kumar <sathishbmscl@gmail.com>
To: Anitha d'soza <anithabmscl@gmail.com>
Wed, Feb 21, 2018 at 1:15 PM

Respected Madam,

With reference to the above mentioned subject, i would like to inform you that, My wife has delivered baby on 19th February 2018, she has to take medical treatment for more than 7 days in the hospital. hence i should take care her and baby in the hospital.
Therefore i am applying for the paternity leave of 15 days as per KCSR rules and central government rules, commencing from 19th February . I am herewith attached the rules copy too.

kindly accept my paternity leave application. i will be very grateful to you.

Thanking you

yours Sincerely.

Sathish K S
Assistant Professor,
BMSCL.

13018_1_2009-Estt.(L).pdf
79K

Anitha d'soza <anithabmscl@gmail.com>
To: Anitha F N Dsouza <afndsouza@gmail.com>
Wed, Feb 21, 2018 at 1:52 PM

[Quoted text hidden]

13018_1_2009-Estt.(L).pdf
79K

https://mail.google.com/mail/u/0/?ui=2&ik=9780c60fbd&jsver=nwJUtlz73l0.en.&view=pt&search=inbox&th=161b7748a9d72199&siml=161b752f41... 1/1

B.M.S. COLLEGE OF LAW
(Estd.: 1963)

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

6.3.1.

To,
The Principal,
B.M.S. College of Law,
V.V. Puram
Bengalore.

From,
Sri. K. S. Sathish.
Assistant Professor
B.M.S.C.L
V.V. Puram
Bengalore.

Respected Madam

Sub: Joining Report after availing 15 days Paternity Leave.

with respect the above mentioned subject, I hereby Join the institute on 06th March 2018 after availing the 15 days Paternity leave from 19/02/2018 to 05/03/2018.

Hence I request your goodself kindly accept my Joining letter.

Thanking you.

Yours faithfully

Intimated orally
06/03/2018

Date: ?
place: Bengalore.

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Date -26-03-2018

To
The Principal
BMS College of Law
No .97, Kavi Lakshmisha Road,
V.V. Puram, Bangalore 560004

From Veerabhadraiah C
Assistant Professor of Law
BMS College of Law
No .97, Kavi Lakshmisha Road,
V.V. Puram, Bangalore 560004

Subject; Requesting for paternity Leave

Respected Madam/ Sir

Respected madam I above mentioned herby inform you that my wife has delivered baby on 24-03-2018. I should take care both baby and wife. Hence I hereby request your goodself kindly sanction paternity leave of 15days commencing from 27-03-2018, as per KCSR rules

Kindly accept my paternity leave application. Madam.

Thanking you

Your's faithfully

Veerabhadraiah C

Sanctioned
Duty
24/03/2018
Apply for further extension

B.M.S. COLLEGE OF LAW

(Estd.: 1963)

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

6.3.1

To

The Principal

BMS College of Law

No .97, Kavi Lakshmisha Road,

V.V. Puram, Bangalore 560004

From Veerabhadraiah C

Assistant Professor of Law

BMS College of Law

No .97, Kavi Lakshmisha Road,

V.V. Puram, Bangalore 560004

Subject; Reporting duty after paternity Leave

Respected Madam/ Sir

Respected madam, I above mentioned herby bring to your kind notice that after availed 15 days Paternity Leave from 27-03-2018 to 11-04-2018, hereby rejoining for duty on 12-04-2018.

Kindly accept my rejoining letter Madam.

Thanking you

Yours's faithfully

Veerabhadraiah C

Taken to duty

12/04/2018

B.M.S. COLLEGE OF LAW
(Estd.: 1963)
Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

ದಿನಾಂಕ: 8/2/2020
10/2/2020

ಗೆ,

ಪ್ರಾಂಶುಪಾಲರವರಿಗೆ
ಬಿ.ಎಂ.ಎಸ್ ಕಾನೂನು ಮಹಾವಿದ್ಯಾಲಯ,
ಬೆಂಗಳೂರು. 560019

ಮಾನ್ಯರೆ,

ವಿಷಯ: ರಜೆ ಪತ್ರದ ಬಗ್ಗೆ (Paternity Leave)

—o—

ಈ ಕೆಳಗೆ ಪತ್ರ ಮಾಡುವ ತ್ರಿವೀಣಾ ಕೆ. (ಪೈಮರಿ)
ಆದ ನಾನು ತಮ್ಮಲ್ಲಿ ವಿನಂತಿಸಿಕೊಳ್ಳುವುದೇನೆಂದರೆ
ನನಗೆ ಗಂಡು ಮಗು ಜನಿಸಿದ್ದರಿಂದ ಆದಕಾರಣ
ಮಗುವಿನ ಕಾರಣ ನನಗೆ ರಜೆ ತೆಗೆದುಕೊಳ್ಳಲಿಕ್ಕಾಗಿ
ತಮ್ಮಲ್ಲಿ ಮನವಿ

ದಿನಾಂಕ 8/2/2020
ಸ್ಥಳ: ಬೆಂಗಳೂರು.

ಇಂತಿ ನಿಮ್ಮ ವಿಶ್ವಾಸಿ,
Praveen.K
(PRAVEEN.K)

Copy to put up
10/02/2020

B.M.S. COLLEGE OF LAW

(Estd.: 1963)

Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Basavanagudi, Bengaluru - 560 019.
Phone : 080-26679336, 26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Date-25/2/2020.

6-3-1

To,

The Principal
B.M.S. college of Law
Bengalre -560019

Respected, Madam

Sub:- Joining Repot after availing Paternity Leave.

I Praveen. K. working as Driver Hereby Joining to work today on 25/2/2020. after availing the 15 days Paternity Leave from. 10/2/2020 to 24/2/2020.

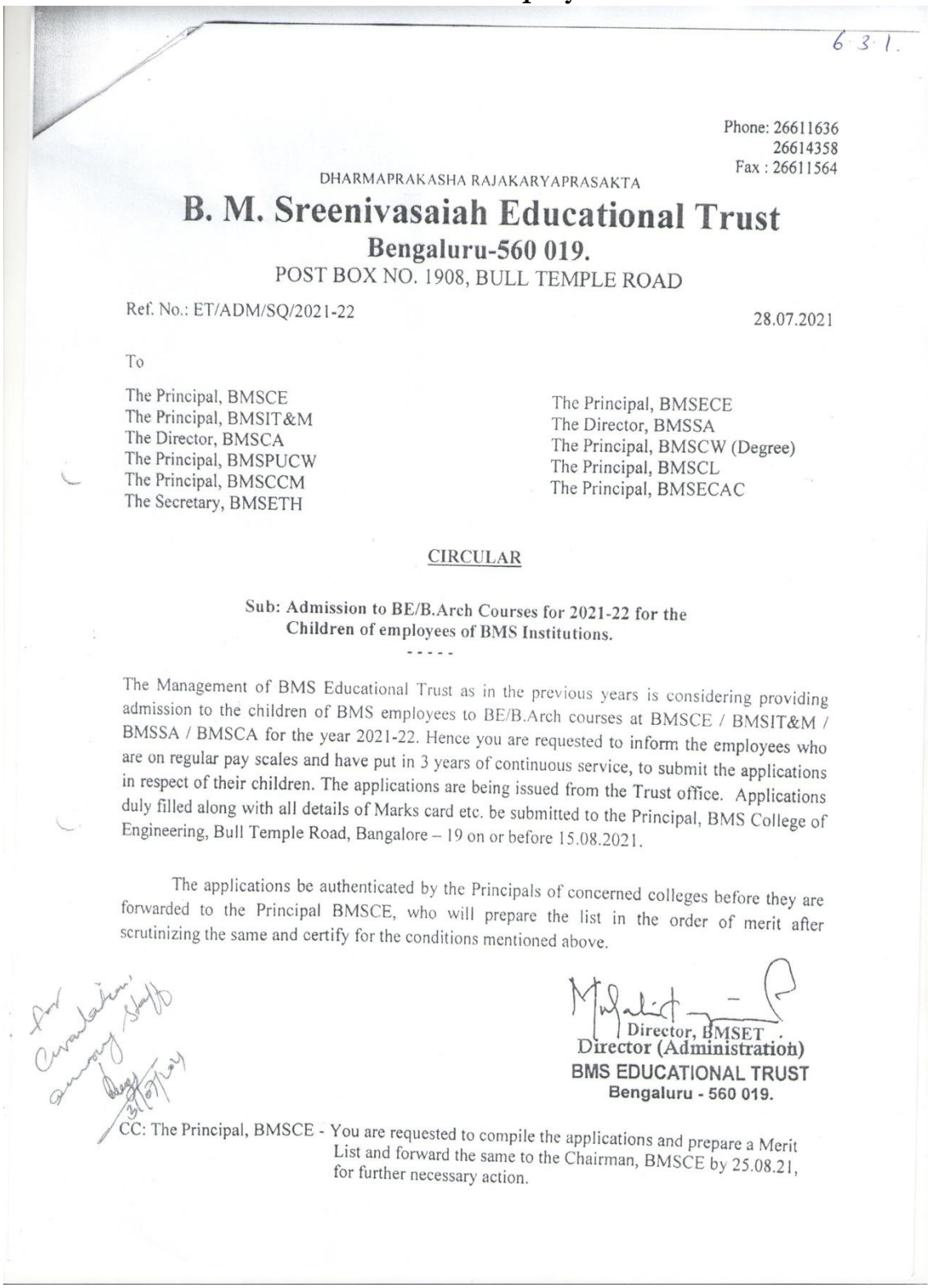
- Taken for duty on 25/2/2020
- typing for acking

Thanking You.

Yours faithfully

Praveen.K

Fees Concession for children of employees in BMS Institutions



631.

Phone: 26611636
26614358
Fax : 26611564

DHARMAPRAKASHA RAJAKARYAPRASAKTA

B. M. Sreenivasaiah Educational Trust
Bengaluru-560 019.
POST BOX NO. 1908, BULL TEMPLE ROAD

Ref. No.: ET/ADM/SQ/2021-22 28.07.2021

To

The Principal, BMSCE
The Principal, BMSIT&M
The Director, BMSCA
The Principal, BMSPUCW
The Principal, BMSCCM
The Secretary, BMSETH
The Principal, BMSECE
The Director, BMSSA
The Principal, BMSCW (Degree)
The Principal, BMSCL
The Principal, BMSECAC

CIRCULAR

Sub: Admission to BE/B.Arch Courses for 2021-22 for the Children of employees of BMS Institutions.

The Management of BMS Educational Trust as in the previous years is considering providing admission to the children of BMS employees to BE/B.Arch courses at BMSCE / BMSIT&M / BMSSA / BMSCA for the year 2021-22. Hence you are requested to inform the employees who are on regular pay scales and have put in 3 years of continuous service, to submit the applications in respect of their children. The applications are being issued from the Trust office. Applications duly filled along with all details of Marks card etc. be submitted to the Principal, BMS College of Engineering, Bull Temple Road, Bangalore – 19 on or before 15.08.2021.

The applications be authenticated by the Principals of concerned colleges before they are forwarded to the Principal BMSCE, who will prepare the list in the order of merit after scrutinizing the same and certify for the conditions mentioned above.

Director, BMSET
Director (Administration)
BMS EDUCATIONAL TRUST
Bengaluru - 560 019.

CC: The Principal, BMSCE - You are requested to compile the applications and prepare a Merit List and forward the same to the Chairman, BMSCE by 25.08.21, for further necessary action.

6.3.1

B.M.S. COLLEGE OF LAW
BMS College of Engineering Campus, Bull Temple Road, Bengaluru - 560 019.
Phone : 080-26679336, 26602430, Telefax : 080-26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Subject: Page No. -01-

Note Sheet: 01)

CHILDREN EDUCATION AID

Submitted)

1. Children Education Aid is given every year to the non teaching staff. In this connection, BMSET Policy letter No ET/377-387/2015-16 dated 07 November, 2015 is placed at Flag 'A'.

2. This year, the following staff have applied for the Children Education Aid. The details of Child, Year of last Education Aid paid and amount etc are placed opposite duly flagged at 'B'.

Srl No	Name	Education Aid applied for
1.	Sri. S Prakash	10,000/-
2.	Smt. Sreelatha B	10,000/-
3.	Sri. Krishna	10,000/-
Total amount		**30,000.00**

The budget for the year 2021-2022 is enclosed herewith as Flag 'C'. The details of amount allotted/expended is given as under:-

Amount Allotted - Rs 40,000/-
Amount expended - Nil
Amount Balance - Rs 40,000/-

Approval may kindly be accorded to pay Education Aid of Rs 30,000/- to non teaching staff.

20/9/21
Accountant

21/9
Superintendent

Principal

21/IX/2021
Senior Manager (Finance 2)

Director (Admin)

Chairperson

Chq no 783583 dt 23/9/21 for Rs 30,000/- is placed for signature

23/9/21

23/9

Appraisal Non-teaching Staff

6-3-1/
635

B.M.S COLLEGE OF LAW

Bull Temple Road, Basavanagudi, Bengaluru - 560019.

The Self Appraisal forms submitted by Admin Staff were reviewed for the academic year 2020-21.

Recommendations for the academic year 2020-21

Sl. No.	Name	Designation	Recommendations/Remarks
1.	Smt. Radha P	First Division Assistant	• Advised to focus on work and discharge the responsibilities in a diligent manner • Increment withheld for 3 months
2.	Smt. M.R. Nagarathanamma	Library Assistant	Recommended for Increment
3.	Sri. Appayanna G	Second Division Clerk	Recommended for Increment
4.	Smt. Sharada K	Accountant	Recommended for Increment
5.	Sri. Naveen Kumar K B	Assistant Librarian	Recommended for Confirmation of Services
6.	Smt. Sreelatha B	Personal Assistant	Recommended for Increment
7.	Sri. Muthuraj	Computer Support Executive	Recommended for Increment
8.	Smt. Prathibha. S	Data Entry Operator	Recommended for Increment
9.	Smt. Poojitha.C	Front Office Assistant	Recommended for extension of Services for another 6 months
10.	Sri. Praveen Katti	Data Entry Operator	Recommended for Increment
11.	Sri. Praveen K	Driver cum Data	Recommended for Confirmation of Services

Principal

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

Appraisal Teaching Staff

6.3.1/
6.3.5

B.M.S COLLEGE OF LAW

Bull Temple Road, Basavanagudi, Bengaluru - 560019.

Annual Faculty Appraisal Review Meeting was held on 24 & 25 August, 2021 for the academic year 2020-21 at the board room of B.M.S. College of Law.

The Faculty Appraisal Review Committee consists of the following members:

Sl. No.	Faculty Appraisal Review Committee Members	
1.	**Sri. Aviram Sharma,** Trustee, BMSET, Chairman, BMSCC&M and ICD	Member
2.	**Sri. Murali Krishna,** Director Administration, BMSET & BMSCL	Member
3.	**Dr. Anitha D'Souza,** Principal	Member Secretary

The meeting commenced with reviewing of Self Appraisal forms submitted by faculty members for the academic year 2020-21, followed by One-on-One interaction of faculty members regarding their vision, challenges, achievements as against the goals set and action plan for the progress of the institution.

The Committee members discussed initiatives, achievements, traits and overall performance of faculty members matching with the standards required for institutional growth.

Based on overall review the following recommendations and suggestions put forth by the committee members.

Report on Self Appraisal of faculty and recommendations for the academic year 2020-21

Sl. No.	Name	Designation	Recommendations/Remarks
1.	Dr. Sujatha S	Associate Professor	• Needs to be proactive and adhere to deadlines. • Recommended for increment

2.	Dr. Veerabhadraiah C	Associate Professor	• Discharges duties assigned diligently • Recommended for increment
3.	Sri. Kanya Naik	Assistant Professor	• Faculty has mentioned that he has no problems that effected his performance. However, he has not mentioned any accomplishments. • Faculty is advised to be more punctual, proactive &take keen interest in day-to-day activities of the institution including engaging classes on time with the aid of necessary technology • Recommended for increment
4.	Sri. Sathish KS	Assistant Professor	• Withdrawn from Minor Research project sanctioned by the institution with a research grant of Rs. 25,000/- without any intimation or approval. • Recommended for increment
5.	Smt. Shwetha P	Assistant Professor	• Discharges duties assigned diligently • Recommended for increment
6.	Dr. Nalini R	Assistant Professor	• Discharges duties assigned diligently • Recommended for increment
7.	Sri. Harish Lambani	Assistant Professor	• Discharges duties assigned diligently • Recommended for increment
8.	Smt. Shruthi T	Assistant Professor	• Focus on work has reduced eventually. • Not enrolled for Ph.D. as imposed in the Appointment Order. • No contribution to the institution in terms of Article Publications/ Paper presentations/ Seminars/ Workshops/FDP's or other activities • Not Recommended for increment
9.	Smt. Malvika Singh	Assistant Professor	• Not enrolled for Ph. D/ or cleared UGC/NET as imposed in the Appointment Order • No contribution to the institution in terms of Article Publications/ Paper presentations/ Seminars/ Workshops/FDP's or other activities
10	Smt. Pratibha Singh	Assistant Professor	• Not Proactive, requires clarity towards work • Needs to take initiative voluntarily & learn work life balance • Recommended for increment • Extension of probationary period for one more year
11.	Dr. Gayathri S	Assistant Professor	• Extremely hardworking, dedicated and sincere in discharging official work • Recommended for increment
12.	Dr. Roopa S	Assistant Professor	• Dedicated & focused on work • Recommended for increment
13.	Sri. Raghuveer R Sattigere	Assistant Professor	• Not Proactive, required clarity towards work • Needs to take initiative voluntarily • Not enrolled for Ph. D. as imposed in the Appointment Order

			• Recommended for increment • Extension of probationary period for one more year
14.	Sri. Manohar L Bhat	Assistant Professor	• Not Proactive, required clarity towards work • Needs to take initiative voluntarily • Not enrolled for Ph.D. as imposed in the Appointment Order • Recommended for increment • Extension of probationary period for one more year
15.	Sri. Rajiv G	Assistant Professor	• UGC/NET Exam not cleared as imposed in the appointment order • Recommended for increment of 3% on consolidated salary.
16.	Ms. Soyonika Gogoi	Assistant Professor	• Needs to enroll for Ph.D. and focus on publications/Workshops/ FDP's or other activities • Dedicated & focused on work • Recommended for increment
17.	Smt. Gurvinder Kaur	Assistant Professor	• Discharges duties assigned diligently • Recommended for increment
18.	Ms. Rachana R L	Assistant Professor	• Discharges duties assigned diligently • Recommended for increment
19.	Sri. Ankit A Shripatwar	Assistant Professor	• Needs to be proactive in discharging official duties and focus on enrolling for Ph.D./ Article Publications/ Paper Presentations/ Seminars/ Workshops/ FDP's or other activities • Recommended for increment
20.	Smt. Mala D	Librarian	• No inclination towards pursing Ph.D. • Zero contribution in terms of publications/ attending workshops/ FDP's or other activities • Highly unpunctual, no dedication and commitment, lethargic attitude towards discharging of work, scant respect towards obeying orders issued • Needs to be reminded of work to be discharged on a daily basis • Not recommended for increment

Principal

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

Earned Leave Encashment

B.M.S. COLLEGE OF LAW
BMS College of Engineering Campus, Bull Temple Road, Bengaluru - 560 019.
Phone : 080-26679336, 26602430, Telefax : 080-26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

6.3.1.

Subject: ENCASHMENT OF EARNED LEAVE

Note Sheet: Page No.

Submitted)

1. The following staff of BMS College of Law, who have applied for encashment of earned leave are eligible for encashment of 15 days leave as per provisions of KCSR rule 118(2) and as per practice in vogue :-

Srl No	Name	Designation	No of days encashed	Gross Salary	EL Encashment Amount
1.	Dr. Anitha FN D'Souza	Principal	15	160545	80271
2.	Dr. S Sujatha	Associate Professor	05	159803	26632
3	Mala D	Librarian	15	69790	34894
4	Radha P	FDA	15	40534	20267
5	Sharada K	Accountant	15	37897	18948
6	Nagarathnamma MR	Library Assistant	15	48040	24020
7	Appayanna G	SDC	15	33772	16886
8	Venkatalakshmi	Peon	15	31608	15804
9	Girish Kumar	Gardener	15	24034	12017
		Total			249739

2. The sanction of surrender of 15/5 days leave in respect of the above individuals is placed opposite duly flagged 'A'. The financial implication is Rs 2,49,739/-.

3. A statement of calculations is also placed opposite duly flagged at 'B'. The budget allocation for the Financial Year 2021-2022 towards grant of Encashment Leave is flagged at 'C'.

4. May the approval for EL encashment to the above individuals be granted.

8/10/21
Accountant

Office Superintendent

Principal

9/10/2021
Senior Manager (Finance 2)

Director (Admin)

Chairperson

Chq No 788604/11.10.21 for Rs 249739/- is placed for signature
4/10/21

Promotion

6.3.1 Increment 2019-20

B M S COLLEGE OF LAW
(Estd.: 1963)
Affiliated to Karnataka State Law University and Approved by Bar Council of India
Bull Temple Road, Bengaluru - 560 019.
Phone : 080-26679336, 26602430, Telefax : 080-26602430
E-mail : bmscl@yahoo.in Website : www.bmscl.ac.in

Ref.: BMSCL / 658 / 20/9-2020 Date: 19/09/2019

OFFICIAL MEMORANDUM

PROMOTION : ASSOCIATE PROFESSOR

Ref : Approval of Board of Governors in their Governing Council Meeting held on 22 July, 2019 and Note approved by the Chairperson dated 12.09.19

1. Consequent to the above approval by the Board of Governors in their Governing Council Meeting held on 22 July, 2019 and Note approved by the Chairperson, BMSCL, I am pleased to inform you that the Management has decided to promote you to the post of Associate Professor with effect from 12 January, 2019.

2. You are placed on the UGC Pay Scale in the Pay Band of Rs 37,400 - 67,000 + AGP 9,000 plus all other applicable allowances.

3. You will be placed on probation for a period of two years in the post of Associate Professor and your appraisal will be monitored regularly

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

19/9 19/9

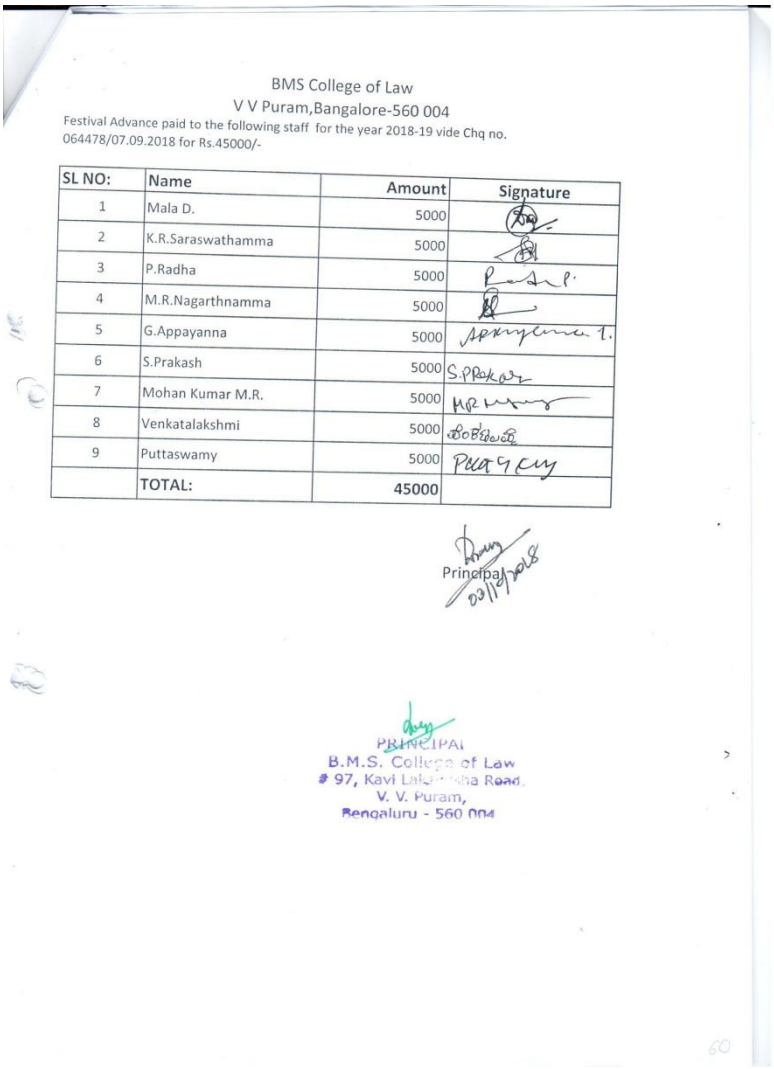
Distribution:

1. Dr. Veerabhadraiah C - for compliance.
2. Director (Administration) - for information.
3. Pay rolls - for necessary action
4. File copy

PRINCIPAL
BMS COLLEGE OF LAW
Bull Temple Road, Basavanagudi,
Bengaluru - 560 019.

96

Festival Advance



BMS College of Law
V V Puram,Bangalore-560 004

Festival Advance paid to the following staff for the year 2018-19 vide Chq no. 064478/07.09.2018 for Rs.45000/-

SL NO:	Name	Amount	Signature
1	Mala D.	5000	
2	K.R.Saraswathamma	5000	
3	P.Radha	5000	
4	M.R.Nagarthnamma	5000	
5	G.Appayanna	5000	
6	S.Prakash	5000	S.Prakash
7	Mohan Kumar M.R.	5000	
8	Venkatalakshmi	5000	
9	Puttaswamy	5000	
	TOTAL:	45000	

Principal
03/9/2018

PRINCIPAL
B.M.S. College of Law
97, Kavi Lakshmisha Road,
V. V. Puram,
Bengaluru - 560 004