

The Statute Relating to the Teachers' Development and Welfare Fund, 2021



Karnataka State Law University

(Accredited with 'A' Grade by NAAC)

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STATUTE RELATING TO THE TEACHERS' DEVELOPMENT AND WELFARE FUND, 2021

In exercise of the powers conferred under Section 47 read with Sections 43 and 53 of the Karnataka State Law University Act, 2009 (Karnataka Act No.11 of 2009), the Syndicate of Karnataka State Law University hereby makes the following Statute, namely:

1. TITLE, COMMENCEMENT AND APPLICATION-

- (a) This Statute shall be called as "Statute relating to the Teachers' Development and Welfare Fund".
- (b) This Statute shall come into force from the date of assent of the Chancellor.
- (c) This Statute shall apply to the Members of the Fund.

2. DEFINITIONS-

- (a) "Act" means the Karnataka State Law University Act, 2009.
- (b) "Autonomous Law College" means a Law college or institution (Government or Aided or unaided private college or institution) situated within the jurisdiction of the University and affiliated to and recognised as Autonomous Law College by the University as per the Statute of the University.
- (c) "Affiliated Law College" means a Law college or institution (Government or Aided or unaided private college or institution) situated within the jurisdiction of the University and affiliated to the University as per the Statute of the University.
- (d) "Dependants" means the spouse, parents or children of a Member of the Fund.
- (e) "Law School" means a Law School established and maintained by the University within its campus as per the Statute relating the Establishment of Karnataka State Law University's Law School.

- (f) "Member of the Fund" means all those teachers who have become members of the Teachers Development and Welfare Fund by submitting an application in prescribed form as per Rule 7 of this Statute.
- (g) "Principal" means the Director of Law School or Head of autonomous law college or affiliated law colleges (Government or Aided or unaided private college or institution) of the University.
- (h) "Schedule" means a Schedule to this Statute.
- (i) "Teachers" include a Professor, Associate Professor, Assistant Professor, Lecturer, Senior Lecturer and Selection Grade Lecturer, whether permanent or fulltime, giving instructions in the Law School of the University, autonomous law colleges, affiliated law colleges or institutions (Government or Aided or unaided private college or institution), as the case may be, coming under the jurisdiction of the University. Provided, the teachers who are retired from the services are not covered under this definition.
- (j) "Teachers' Development and Welfare Fund Committee" means a Committee duly constituted as per the provision of this Statute.
- (k) "Teachers' Development and Welfare Fund" means fund constituted and maintained by the University for the Development and Welfare of the Teachers.
- (l) "University" means the Karnataka State Law University established and incorporated under Section 3 of the Act, 2009.
- (m) Words and expressions used and not defined in this Statute but defined in the Karnataka State Law University Act, 2009 shall have the meanings respectively assigned to them in that Act.

3. **CONSTITUTION OF TEACHERS' DEVELOPOMENT AND WELFARE FUND-**

- (1) The University, with the approval of the Syndicate, shall constitute a fund to be called as the "Teachers' Development and Welfare Fund".
- (2) There shall be credited to the Fund-

- (a) All amounts remitted to the head “Teachers’ Development Fund” of the University;
- (b) Any voluntary donation or contribution made to the Fund by any association, institution, agency or other persons;
- (c) All interests accrued to the Fund;
- (d) Any contribution or grant given by the State Government in favour of the Fund;
- (e) Interest on the investment made out of the Fund, if any.

4. **OBJECTIVES OF THE FUND** - The Funds which are generated under the Teachers’ Development and Welfare Fund shall be utilized for the following objectives:

- (a) To provide assistance, financial or otherwise, in case of sickness (Mental or physical), distress, hardship, disability, injuries arising due to accident or other medical conditions requiring such assistance to the Members of the Fund during their service period;
- (b) To render such financial assistance or relief, as may be recommended by the Teachers Development and Welfare Fund Committee and approved by the Syndicate, to the dependents of deceased Member of the Fund who died in harness/ in service;
- (c) To give reward or awards or incentives to those Members of the Fund who achieve academic excellence and for their academic contributions. The University shall give reward or awards or incentives to such Members only after receiving the recommendation from the Teachers Development and Welfare Fund Committee and approval of the recommendation by the Syndicate.
- (d) For any other academic, welfare activities and medical assistance as approved by the Syndicate from time to time.

5. **THE ADMINISTRATION OF THE FUND –**

- (1) For the purpose of the administration of the Fund, the University shall constitute a Committee to be called as the Teachers Development and Welfare Fund Committee.
- (2) The Committee shall consist of the following:

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| (a) | Hon'ble Vice-Chancellor | Chairperson |
| (b) | Registrar | Member |
| (c) | Finance Officer | Member |
| (d) | Two Syndicate Members nominated by the Syndicate. | Members |
| (e) | Dean and Director, KSLU's Law School | Member |
| (f) | Two Senior most Principals of the affiliated law colleges nominated by the Syndicate. | Members |
| (g) | Three Senior Teachers nominated by the Syndicate. One teacher shall be from KSLU's Law School and two teachers shall be from affiliated law colleges. | Members |
| (h) | Accounts Superintendent | Member Secretary |

- (3) The University may modify or alter the composition the Committee from time to time as per the decisions of the Syndicate.
- (4) The tenure of a member of the Committee, other than the members enumerated under sub-clauses (a) to (e), shall be two years from the date of assuming of the office.
- (5) Whenever the office of the member of the Committee falls vacant by reason of resignation, incapacity, death, retirement, etc. the University shall fill the vacancy as soon as possible.
- (6) There shall be not less than three meetings of the Committee in a year. Provided, depending on the urgency and necessity, the Vice-Chancellor may convene a special meetings of the Committee as and when required.
- (7) No business shall be transacted at the meeting of the Committee unless at least five members are present in the meeting including the Chairperson.
- (8) If the quorum is not complete, fifteen minutes after the notified time of the meeting then the Chairperson of the Committee shall adjourn the meeting to such hours on the same day or to such date and hours as he/she specifies.
- (9) No quorum shall be necessary for the adjourned meeting of the Committee.
- (10) No act or proceeding of the Committee shall be invalid merely by reason of, any vacancy in, or any defect in the constitution of, the Committee or any irregularity in the procedure of the Committee not affecting the merits of the case.

(11) The members mentioned under Sub-Clauses (d), (f) and (g) of Clause 2 of this Rule shall be paid the sitting fees, T.A. and D.A. as admissible to the Syndicate Members of the University in accordance with the Rules of the University.

6. MAINTENANCE AND UPDATING OF LIST OF THE MEMBERS OF THE FUND-

The Finance Department of the University shall maintain and update the list of the members of the Fund.

7. MEMBERSHIP OF THE FUND AND NOMINATION FACILITY-

(1) The teachers have to submit an application in prescribed form along with necessary documents to the University to become the members of the fund.

(2) At the time of submitting the application the teacher has to provide the details of nominee to whom the benefits provided under this Statute shall go in case of his/her death in service or in any other exigencies.

(3) The teacher shall have the option of changing the name of the nominee during the continuation of his membership of the fund.

(4) The teacher desirous of changing the nominee shall intimate the same to the University. Once the University approves the change in nomination then the new nomination takes effect from the date of approval.

(5) A teacher who retires from the active service will cease to be the member of this fund.

8. PROCEDURE FOR AVAILING THE ASSISTANCE-

(1) A member of the Fund who is desirous of availing the assistance under this Statute shall submit an application in the prescribed format along with the necessary documents to the Registrar of the University.

(2) After the receipt of the application, the Registrar shall forward the same to the Member Secretary of the Committee.

(3) The Member Secretary of the Committee shall furnish the information of all such applications received under this Statute to the Finance Officer and the Vice-Chancellor.

(4) The Member Secretary of the Committee shall place all such applications received under this Statute before the Committee for its consideration.

9. THE PROCEDURE TO BE FOLLOWED BY THE COMMITTEE-

- (1) The Committee shall evolve the procedure which it deems fit for the purpose of examining the application submitted by a member of the Fund for assistance.
- (2) On receipt of the applications, the Committee shall take appropriate decision with respect to such applications at least within 120 working days from the date of receipt of the application.
- (3) The Vice-Chancellor may grant extension of 30 days time for the said purpose if there are justifiable reasons.

10. POWERS OF THE COMMITTEE-

- (1) On receipt of the applications for assistance, the Committee shall examine the genuineness of claims as per its procedure. Thereafter, it may exercise the powers in following ways:
 - (a) It has to scrutinize the application for genuineness of claims and to ascertain whether the applicant has availed any other monetary benefits from Government or respective college;
 - (b) It may seek further information or documents from the applicant to justify his/her claims and after receipt of same, may take appropriate decision as it may deem fit;
 - (c) After scrutiny if the committee finds that the claims are not genuine or not admissible then it may reject the application. The information relating the rejection of application shall be communicated with reasons to the applicant by the University.
 - (d) If the committee finds that the claims are genuine then it may accept the application.
 - (e) After accepting the application the committee has to determine the extent of the grant to be given to the applicant. Once it is determined the committee has to prepare a report recommending the extent of grant to be given to the applicant.
 - (f) The said report has to be placed before the Syndicate for its approval.
 - (g) The Syndicate shall have the power either to accept the recommendations of the committee or modify such recommendations as it may deem fit.
 - (h) The decision of the Syndicate in this regard shall be final.

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- (i) The University shall issue the order for disbursement of the grant to the applicant in accordance with the approval given by the Syndicate.
 - (j) The Committee shall also have the power of taking *suo motto* cognizance of assistance required by any member of the fund and same may be placed in its meeting for consideration.
 - (k) In relation to the matters taken up *suo motto* by the Committee, it shall have the same powers as mentioned in this Rule.

11. OPERATION OF THE FUND –

- (1) The University shall open a separate Savings Bank Account in any Scheduled Bank paying higher rate of interest in the name of “Karnataka State Law University’s Teachers Development and Welfare Fund”.
- (2) This Account shall be operated jointly by and under the signature of the Registrar and the Finance Officer of the University.
- (3) The Member Secretary of the Committee shall maintain separate account book for this Account and submit the annual statements of account before the Committee as and when its meeting is convened.
- (4) The University shall issue the receipts from the Finance Department to the teachers whose contribution is received in favour of the Fund.
- (5) The University may deposit the un-utilised amount of this Fund in the fixed deposit in any Scheduled Bank.

12. GRANTS TO THE MEMBERS OF THE FUND –

- (1) The Committee, on an application made to it by a member of the Fund or *suo motto*, after being satisfied about the genuineness of the claim made on medical grounds, may recommend the payment of grant to such member from the Fund in case of —
 - (a) his/her hospitalisation or on account of undergoing major surgical operation; or
 - (b) he/she is suffering from tuberculosis, leprosy, paralysis, cancer, unsoundness of mind or from such other serious disease; or

- (c) a member of the Fund suffers disability (Physical or mental) on account of accident or otherwise.
- (d) the event of the death of a member of the Fund before his/her retirement. In such event the grant shall be paid in favour of legal heirs of the deceased member of the fund.
- (e) any other cases of medical treatment undergone by the member of the Fund. The University may release financial assistance with the approval of the Committee.

Provided, in relation to those members of the Fund who avail medical reimbursement from the Government Department or from their institution, the Committee while approving their claim, shall proportionately reduce the grant and then recommend for the payment.

Provided further that, in such cases, if the Committee is satisfied, based on records, that the reimbursement paid by the Government Department or institution satisfies the claim of the applicant then the Committee, after recording reasons in writing, shall reject the application and same shall be intimated to the applicant.

Explanation: The Syndicate through its resolution shall have the power to enhance the grants mentioned in the Schedule up-to 10% from case to case basis.

(2) The Committee, on an application made to it by a member of the Fund or *suo motto*, after being satisfied about the genuineness of the claim made on the basis of Academic Excellence or significant academic contributions, may recommend for the following:

- (a) Grant of awards -
 - i. Accomplished Professor Award – 05 (the Professor in the age group of 45 and above are eligible for the said award)
 - ii. Best upcoming Teacher Award – 10 (the teacher in the age group of 25 to 45 are eligible for the said award)
 - iii. Best Researcher Paper Award – 10
 - iv. Best NSS Officer Award - 10

- v. Best Student Legal Aid Clinic Award – 10 (to be given to the affiliated law college including KSLU's Law School)
- (b) The Committee shall evolve the guidelines and procedures for the above awards and for the selection of eligible members for grant of the said award.
- (c) Each award shall comprise of Shawl, Certificate of appreciation, Memento and cash prize as specified in Schedule.
- (d) The Syndicate through its resolution shall have the authority of enhancing the amount given as cash prize from time to time.
- (e) The Committee may recommend for the payment of travel grant as specified in Schedule to the member of the fund who is selected to present the paper in the national or international conferences/workshops going to be organised outside State of Karnataka or outside India, as the case may be.
 - i. The member of the Fund who is so selected has to produce the proof of such selection given by the organisers of said conferences/workshops.
 - ii. Based on the availability of the funds and the nature of the conference/workshop, the Committee may decide as to how many members of the fund shall be given such travel grant in a year.
 - iii. A member who receives travel grant from this Fund shall not be eligible for next subsequent three years to avail such grants. The procedure mentioned in the UGC guidelines relating to travel grant scheme shall be applicable for granting travel grant to the members from this Fund.
- (f) The Committee may recommend for the grant of fund for research in relation to socio-legal issues, emerging areas of law, etc.
 - i. For this purpose, the University shall call for the research proposal from the members of the Fund.
 - ii. The research proposals so received shall be placed before the Committee for consideration.
 - iii. The Committee shall evolve the procedure for examination and selection of research proposal.

- iv. The Committee shall have the power of accepting or rejecting the research proposals. If the Committee rejects the research proposal then same shall be communicated to the applicant.
 - v. In relation to the research proposals approved, the Committee shall recommend to the University to release the grants in favour of the selected applicants.
 - vi. On receipt of the recommendation from the Committee, the University may release the grants at once or in instalments in favour of the selected applicant on such terms and conditions as it may deem fit.
 - vii. The duration of the research work shall be two years. However, the Committee after due consideration may grant additional one year extension in exceptional circumstances. The decision of the Committee in this regard shall be final.
 - viii. If the selected applicant fails to complete the research work even after extended time then the Committee shall take appropriate decision.
- (g) The Committee may recommend for organizing of Faculty Development Programmes/Summer School /Workshops/Conferences/ Training programmes/Sports, etc. every year for the purpose of updating the knowledge of the teachers. For this purpose the Committee may approve the utilization of amount from the Fund.
 - (h) The Committee may recommend for the grant of financial assistance to such members of the Fund who contribute towards the development of e-content, innovation, entrepreneurship, skill development, Patents, Start ups and Copyright.
 - (i) The Committee may recommend for the grant of financial assistance to any member of the Fund for any other academic activities which it deems fit.
- (3) The recommendations of the Committee in relation to the above matters shall be placed before the Syndicate for its approval.
 - (4) The Syndicate shall have the power either to accept the recommendations of the committee or modify such recommendations as it may deem fit.
 - (5) The decision of the Syndicate in this regard shall be final.

(6) The University shall issue the order for disbursement of the grant or giving of award to the applicant in accordance with the approval given by the Syndicate.

Explanation: The Syndicate through its resolution shall have the power to enhance the grants mentioned in the Schedule up-to 10% from case to case basis.

13. INTERIM GRANTS BY THE UNIVERSITY –

(1) In emergency situations such as immediate hospitalisation, risk to life or in any other exigencies, the University may order for the release of interim grants at such rates as it may deem fit in favour of the member of the fund who is in need of the assistance. The University need not wait for the recommendations of the committee in this regard.

(2) Any such interim relief granted by the University has to be placed before the ensuing Syndicate meeting for its ratification.

14. POWER TO INTERPRET - If any question arises as to the interpretation of the provisions of this Statute the decision of the Committee shall be final.

15. SAVINGS CLAUSE – Any action, decision or direction taken or directed by the University under any Statute in force at any time earlier than this Statute coming into force, shall be valid, binding and remain in force notwithstanding anything contained in this Statute.

SCHEDULE

A. Grant of Assistance, financial or otherwise, in case of sickness, hospitalisation, disability, death in service, etc.

I.	For sickness/disease requiring hospitalisation for more than two days.	Rs.30,000/-	If the hospitalization continues beyond five days from the date of admission then the Committee may sanction additional amount Rs.10,000/-. This amount
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			may be sanctioned after submission of the relevant documents to that effect.
II.	Tuberculosis, leprosy, paralysis, cancer, unsoundness of mind or from such other serious disease.	Rs. 1,00,000/-	
III.	Death of the Member in service.	Rs.3,00,000/-	To be given to the nominee, if any or to the legal heir of the deceased member of the fund as decided by the Syndicate.
IV.	Injury suffered due to accident or otherwise.	Rs. 50,000/-	
V.	For any other medical conditions or disability (Physical or mental) as recommended by the Committee and approved by the Syndicate.	Rs. 1,00,000/-	

B. Grant of Assistance, financial or otherwise, in relation to academic, research activities, travelling grants, etc.

I.	Cash prize for awards specified under (a) to (v) of sub-clause (a) of clause 2 of Rule 12	Rs. 3000/- for each award.	
II.	Travel grant for attending national or international conferences		
	(a) Within India (outside Karnataka)	II AC train charges or sleeper/semi-sleeper bus fare (per member). Both to and from charges shall be paid.	If the organisers are reimbursing the travelling expenses then the member of the Fund is not entitled to claim under this head. At the time of making
	(b) Outside India	Rs. 25,000/- or one way flight charge (economic	

		class).	application for the same, the member should submit the proof or declaration to the effect that he/she has not been paid travelling expenses by the organisers.
III.	Grant for the Research activities.	Rs. 1.5 Lakh per project	
IV.	Faculty Development Programmes/ Summer School/ Workshops/ Conferences/Training programmes/ Sports, etc.	Rs. 3,00,000/-	
V.	For developing e-content, innovation, entrepreneurship, skill development, Patents, Start ups and Copyright.	Rs.30,000/-	
VI.	For any other academic activities which the Committee deems fit.	As per the decision of the Syndicate.	

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Registrar

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J. Chandra

VICE-CHANCELLOR
Vice-Chancellor

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Thaawarchand Gehlot
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CHANCELLOR

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