

MoES/25/07/2011-Estt.
Government of India
Ministry of Earth Sciences

Prithvi Bhavan, Lodhi Road,
New Delhi-110 003

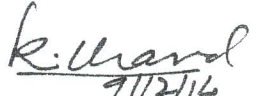
Dated the 9th December, 2014

OFFICE MEMORANDUM

Subject: Revised guidelines on emoluments and other conditions of service for Research/Project Scientist ('B', 'C', and 'D' only) /Research Associates/ Research Fellow engaged in various Projects/Programmes of Ministry of Earth Sciences and its Attached/Subordinate offices and Autonomous Institutions.

The undersigned is directed to refer to subject mentioned above and to circulate herewith this Ministry OM No. MoES/25/07/2011-Estt dated 30th April, 2013 for strict compliance.

2. Further, a copy of DST OM No. SR/S9/Z-09/2012 dated 21 October, 2014 regarding revision of emoluments and guidelines on service conditions for Research personnel employed in R&D programme of the Central Government Department/Agencies is also forwarded for updation of records and necessary compliance.


(Kailash Chand)
9/12/14

Under Secretary to the Govt of India

1. All Programme Officer/Section of Ministry of Earth Sciences.
2. The Director, Centre for Marine Living Resources and Ecology, Block-C, 6th Floor, Kendriya Bhavan, Kakkanad, PB No.5415, PO CSEZ, Kochi,Kerala-682037
3. The Project Director, Project Directorate, Integrated Coastal and Marine Area Management(ICMAM), NIOT Campus, Valachery-Tambaram Main Road, Pallikarani, Chennai-600100
4. The Director General of Meteorology, IMD, Mausam Bhavan, Lodhi Road, New Delhi-110003

SR/S9/Z-09/2012
Government of India
Ministry of Science & Technology
Department of Science & Technology

Technology Bhavan
New Mehrauli Road
New Delhi-110016

Dated: October 21, 2014

OFFICE MEMORANDUM

Subject: Revision of emoluments and guidelines on service conditions for research personnel employed in R& D programme of the Central Government Departments/Agencies

Attention is invited to the Office Memorandum (O.M.) No. A-20020/11/97-IFD dated 31.03.2010 issued by the Department of Science and Technology, Government of India on the above subject. The matter has been further considered by the Government and the following revised emoluments have been approved. The O.M. is applicable to the research personnel working on R&D programmes funded by the Central Government Department/Agencies.

1) Emoluments:

A. Junior Research Fellow (JRF) / Senior Research Fellow (SRF)

| Sl. No. | Designation & Qualification | Revised Emoluments per month |
|---------|---|------------------------------|
| I | Junior Research Fellow (JRF) Post Graduate Degree in Basic Science with NET qualification or Graduate Degree in Professional Course with NET qualification or Post Graduate Degree in Professional Course | Rs.25,000/- |
| II | Senior Research Fellow (SRF) Qualification prescribed for JRF with two years of research experience | Rs.28,000/- |

The local institution shall review the performance of JRF after two years through an appropriate Review Committee constituted by the Head of the Institution. The fellow may be awarded SRF after successful assessment by the Review Committee.

B. Research Associate

Research associates may be fixed at a consolidated amount at one of the 3 pay levels given below depending upon the qualification and experience. The Institute/Organization

concerned may decide the level in which a particular associate should be placed based on the experience. The Essential Qualification (EQ) for RA is as follows:

Ph.D/MD/MS/MDS or equivalent degree or having 3 years of research, teaching and design and development experience after MVSc/M.Pharm/ME/M.Tech with at least one research paper in Science Citation Indexed (SCI) journal.

| Sl. No. | Category | Revised Emoluments per month |
|---------|-------------------------|------------------------------|
| I | Research Associate –I | Rs.36,000/- |
| II | Research Associate –II | Rs.38,000/- |
| III | Research Associate –III | Rs.40,000/- |

2. . Service Conditions:

- (i) **DA:** JRFs, SRFs and Research Associates will not be entitled to DA.
- (ii) **House Rent Allowance (HRA):** All research fellows may be provided hostel accommodation wherever available and those residing in accommodation provided by the institute will not be eligible for drawing HRA. Wherever provision of hostel accommodation is not possible, HRA may be allowed to all the above categories viz. JRF, SRF and RA as per Central Government norms applicable in the city/location where they are working. The fellowship amount may be taken as basic for calculating the HRA.
- (iii) **Medical Benefits:** The research fellows and research associates (JRF/SRF/RA) will be entitled for medical allowance as applicable in the implementing institution.
- (iv) **Leave and other entitlements:** The JRF/SRF are eligible only for casual leave while Research Associates are entitled to leave as per rules of the host institution. Participation of any of these categories (JRF/SRF/RA) in scientific event/workshops held in India or abroad will be treated as "on duty". The travel entitlement for JRF/SRF/RA for participation in scientific events/workshops in India will continue to be the same as earlier i.e. 2nd AC by rail. Maternity leave as per the Govt. of India instructions issued from time to time would be available to female candidates in all categories.
- (v). **Bonus & Leave Travel Concession:** JRFs, SRFs and Research Associates will not be entitled to these allowances.
- (vi) **Retirement Benefits:** JRFs, SRFs and Research Associates will not be entitled to these benefits.
- (vii) **Publication/Patent:** The results of JRF/SRF/RA's research work may be published in standard refereed journals at the discretion of the Fellow or his/her Guide. It should be ensured by the fellow that the assistance provided by the funding agency of Government of India is acknowledged in all such publications.
- (viii) **Engagement for pursuing higher degree:** Students selected as JRF/SRF may be encouraged to register for higher degrees and the tuition fees to undertake these studies may be reimbursed to the student from the contingency grant sanctioned under the project grant, if required.

(ix) Obligation of JRF/SRF/RA:

a) He/She shall be governed by the disciplinary regulations of the host Institute where he/she is working.

b) The JRF/SRF/RA must send a detailed consolidated report of the research work done during the entire period of Fellowship on completion of the tenure/resignation of the Fellowship at the earliest.

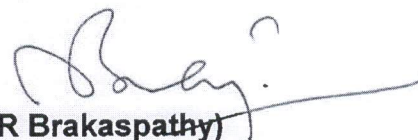
3. Central Government Departments /Agencies are requested to ensure that the above guidelines are followed in regard to the remuneration and other benefits to the research personnel engaged in R&D projects funded by them. They are also requested to circulate these orders to their attached and subordinate offices and also to the autonomous institutes funded by them.

4. Individual Departments/Institutes are not allowed to top-up the fellowship amount from their internal resources.

5. Departments/Agencies like ICMR, ICAR, DAE, DST, DBT etc. which conduct national level examinations may adopt the revised rates provided the existing rates contained in the O.M. dated 31.03.2010 have been adopted by them on the same terms & conditions. However, the revised rates are not applicable to fellows of ICAR pursuing M.Sc. and Ph.D in Agriculture and Allied Sciences.

6. **Date of Effect:** The revised emoluments will take effect from 1.10.2014. The individual departments may project the requirement of necessary funds in RE 2014-15/BE 2015-16.

7. This issues with the concurrence of the Department of Expenditure, Ministry of Finance vide their I.D. No. 184685/14 dated 15.10.2014.



(R Brakaspathy)

Scientist G / Tel No. 26961916

To

1. All Ministries/Departments/Agencies of the Government of India
2. All Heads of DST

Dated, the 30th April, 2013

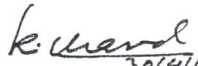
Office Memorandum

Subject: Revised guidelines on emoluments and other conditions of service for Research/Project Scientists ('B', 'C' and 'D' only)/Research Associates/Research Fellows engaged in various Projects/Programmes of Ministry of Earth Sciences and its Attached and Subordinate offices and Autonomous institutions.

Attention is invited to this Ministry's OM No.MoES/18/14/2006-Estt(Pt.) dated 8.03.2010, dated 22nd July, 2010 and 12th February, 2013 on the subject mentioned above. References are being received in the Ministry seeking certain clarification on the issue.

2. The matter has been further examined and it is intimated that **henceforth** the relevant guidelines issued by D/Science & Technology vide their OM No.A-20020/11/97-IFD dated 31.03.2010, 22.09.2009 and 2.08.2002 (copies enclosed) as amended from time to time may be followed scrupulously for regulating emoluments and other conditions of service for Research/Project Scientists and Research Associates/Research Fellows appointed/engaged in the projects under Ministry of Earth Sciences and its Attached/Subordinate and Autonomous Institutions. This Ministry's earlier OM as mentioned in para 1 above stands superseded/modified as per DST guidelines with immediate effect.

3. This issues with the approval of Joint Secretary, Ministry of Earth Sciences.


(Kailash Chand)
30/4/13

Under Secretary to the Govt. of India

1. All Programme Officers/Sections of Ministry of Earth Sciences.
2. The Director, Centre for Marine Living Resources and Ecology, Block C, 6th Floor, Kendriya Bhavan, Kakkanad, P.B.No.5415, P.O. C S E Z, Kochi, Kerala-682037.
3. The Project Director, Project Directorate, Integrated Coastal and Marine Area Management (ICMAM), NIOT Campus, Velachery-Tambaram Main Road, Pallikarani, Chennai-600 100.
4. The Director General of Meteorology, India Meteorological Department, Mausam Bhavan, Lodi Road, New Delhi-110 003.
5. The Director, National Centre for Medium Range Weather Forecasting (NCMRWF), A-50, Institutional Area, Phase-II, Sector 62, NOIDA-201307 (U.P).
6. The Director, National Institute of Ocean Technology (NIOT), NIOT Campus, Velachery-Tambaram Main Road, Pallikarani, Chennai-600 100.
7. The Director, National Centre for Antarctic and Ocean Research (NCAOR), Headland Sada, Vasco-da-Gama, Goa-403804.
8. The Director, Indian National Centre for Ocean Information Services (INCOIS), Ocean Valley, Pragati Nagar., B.O, Nizampet SO, Hyderabad-500090.
9. The Director, Indian Institute of Tropical Meteorology (IITM), Dr. Homi Bhabha Road, Pashan, Pune-411 008.
10. PPS to Secretary, PPS to JS & FA, PPS to JS (ES), PS to Director (Estt.), Ministry of Earth Sciences, PA to Dir. (Fin), MOES, US (IFD), MOES.
11. Guard file.



A.20020/11/97-IFD
Government of India
Ministry of Science & Technology
Department of Science & Technology

Technology Bhavan,
New Mehrauli Road,
New Delhi 110016

Dated the 31st March, 2010

OFFICE MEMORANDUM

Subject : Revision of emoluments and revised guidelines on other service conditions for research personnel employed in R&D programmes of the Central Government Departments / Agencies.

In supersession of this Department's O.M. of even number dated 06.08.2007 on the above subject, the matter has been further considered by the Government and the following are the approved revised emoluments and guidelines on service conditions. This O.M. is applicable to the research personnel working on R&D programmes funded by the Central Government Departments / Agencies.

i) Junior Research Fellow (JRF) / Senior Research Fellow (SRF)

| Sl. No | Designation & Qualification | Revised Emoluments per month for first 2 years | Emoluments per month after 2 years/ SRF |
|--------|---|--|---|
| 1. | <u>Junior Research Fellow (JRF) leading to PhD</u> Post Graduate (PG) Degree in Basic Sciences and NET qualified OR Graduate Degree in Professional Courses and GATE or equivalent qualification | Rs 16000/- | Rs 18000/- |
| 2. | <u>Junior Research Fellow (JRF) leading to PhD</u> Post Graduate (PG) Degree in Basic Sciences who have NET qualified for Lectureship | Rs 12000/- | Rs 14000/- |
| 3. | <u>Junior Research Fellow (JRF) leading to PhD</u> Post Graduate Degree in Professional Courses | Rs 18000/- | Rs 20000/- |

The local institution should review the performance of the fellow after two years through an appropriate review Committee constituted by the Head of the Institution. The fellowship in the slab after 2 years of research experience may be provided after successful assessment by this review Committee.

The earlier "Guidelines for selection of non-NET qualified JRF/SRF" issued vide DST Office Memorandum No.12(1)/76-GRS dated 30th July, 1990 stands withdrawn.

In programmes where there is a need to engage research personnel at a level higher than JRF/SRF and such need has been accepted by the funding agency, the remuneration for such personnel may be fixed as indicated below.

ii) **Research Associates (RA)**

Research associates may be fixed at a consolidated amount at one of the 3 pay levels given below, depending upon the qualifications and experience. The Institute / Organisation concerned may decide the level in which a particular associate should be placed based on the experience. The Essential Qualification (EQ) for RA is as follows:

EQ: Doctorate (PhD/MD/MS/MDS) or equivalent degree or having 3 years of research, teaching and design and development experience after MVSc/ MPharm/ ME/ MTech will be eligible for award as RA.

| Sl. No | Category | Revised Emoluments per month |
|--------|---------------------------------|------------------------------|
| 1. | Research Associate I (RA-I) | Rs 22000/- |
| 2. | Research Associate II (RA-II) | Rs 23000/- |
| 3. | Research Associate III (RA-III) | Rs 24000/- |

The stipend of research fellow/associate is exempt from the payment of income tax under 10(16) of IT Act, 1961.

Service Conditions:

- DA and CCA:** JRFs, SRFs and Research Associates will not be entitled to these allowances.
- House Rent Allowance (HRA):** All research fellows may be provided hostel accommodation wherever available and those residing in accommodation provided by the Institute will not be eligible for drawing HRA. Wherever provision of hostel accommodation is not possible, HRA may be allowed to all the above categories viz., JRF, SRF and RA as per Central Government norms applicable in the city/ location where they are working. The fellowship amount may be taken as basic for calculating the HRA.
- Medical Benefits:** The research fellows and research associates (JRF/ SRF/ RA) will be entitled for medical allowance as applicable in the implementing institution.
- Leave and other entitlement benefits:** The JRF/SRF are eligible only for casual leave while Research Associates are entitled to leave as per rules of the host institution. Participation of any of these categories (JRF/ SRF/ RA) in any scientific event/ workshops in India or abroad will be treated as "on duty". The travel entitlement for JRF/ SRF/ RA for participation in scientific events/ workshops in India will continue to be the same as earlier i.e. 2nd AC by rail. Maternity leave as per Govt. of India instructions issued from time to time would be available to female candidates in all categories.
- Bonus & Leave Travel Concession:** JRFs, SRFs and Research Associates will not be entitled to these allowances.
- Retirement Benefits:** JRFs, SRFs and Research Associates will not be entitled to these benefits.
- Publication/Patent:** The results of JRF/ SRF/ RA's research work may be published in standard refereed journals at the discretion of the Fellow or his Guide. It should be ensured by the fellow that the assistance provided by the funding agency of Government of India is acknowledged in all such publications.

8. **Encouragement for pursuing higher degree:** Students selected as JRF/ SRF may be encouraged to register for higher degrees and the tuition fees to undertake these studies may be reimbursed to the student from the contingency grant sanctioned under the project grant, if required.


9. **Obligations of JRF/ SRF/ RA:**

- a) He/She shall be governed by the disciplinary regulations of the host Institute where he/she is working.
- b) The JRF/ SRF/ RA must send a detailed consolidated report of the research work done during the entire period of Fellowship on completion of the tenure/ resignation of the Fellowship at the earliest.

10. **Date of Effect: The revision in emoluments come into effect from 1.4.2010 for all categories of JRF/ SRF and Research Associates.**

11. Central Government Departments / Agencies are requested to ensure that the above guidelines are followed in regard to the remuneration and other benefits to the research personnel engaged in R&D projects funded by them. They are also requested to circulate these orders to their attached and subordinate offices and also to the autonomous institutes funded by them.

12. The above may be used as guidelines by CSIR, UGC etc.


(L INDUMATHY)
Director (Finance)

To

1. All Ministries / Departments of the Govt. of India.
2. All Heads of Divisions of DST

A.20020/11/97-IFD
Government of India
Ministry of Science & Technology
Department of Science & Technology

New Delhi, the 22nd September, 2009

OFFICE MEMORANDUM

Subject:- Revised guidelines on emoluments and other conditions of service for Research Scientists and benefits to Host Institutions in R&D Programmes of the Central Government Departments/Agencies.

Attention is invited to this Department's OMs of even number dated 02.08.2002 and 06.08.2007 on the subject mentioned above. The matter has been further considered by the Government of India and the following revised guidelines have been approved. These revised guidelines are applicable to the Research Scientists working on R&D programmes funded by the Central Government Departments/Agencies.

Research Scientists

| S.No. | Designation | Pre-revised scale of pay | Revised scale of pay with Grade Pay of Pay Band-3 |
|-------|---------------|--------------------------|---|
| 1. | Scientist 'B' | Rs.8000-13500 | Rs.15600-39110 with GP of Rs.5400 |
| 2. | Scientist 'C' | Rs.10000-15200 | Rs.15600-39100 with GO of Rs.6600 |
| 3. | Scientist 'D' | Rs.12000-16500 | Rs.15600-39100 with GP of Rs.7600 |

2. **Date of Effect:** The revised pay scales with grade pay under these orders will be effective from 16.9.2009.

3. The other conditions of service for Research Scientists and benefits to Host Institutions in R&D programmes would continue to remain the same as given in the OM of even number dated August 02, 2002 issued by this department

4. Central Government Departments/Agencies are requested to ensure that the above guidelines are followed in regard to the remuneration and other benefits to the research personnel engaged in R&D projects funded by them. They are also requested to circulate these orders to their attached and subordinate offices and also to the autonomous institutions funded by them.

5. The above may be used as guidelines by CSIR, etc.



[R.K. Agarwal]

Under Secretary to the Government of India

To

1. All Ministries/Departments of the Govt. of India.
2. All Heads of Divisions of DST/DBT/DSIR.
3. Department of Expenditure [Shri Alok Saxena - Director (IC)] w.r.t. their U.O. No.22/02/2009-IC dated 11.09.2009

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A.20020/11/97-IFD

Government of India

Ministry of Science & Technology

Department of Science & Technology

Technology Bhavan,

New Mehrauli Road,

New Delhi 110016

Dated the August 2, 2002

OFFICE MEMORANDUM

Subject : Revised guidelines on emoluments and other conditions of service for research personnel and benefits to Host Institutions in R&D programmes of the Central Government Departments / Agencies.

Attention is invited to the O.M. No.SP/S9/2-23/97 dated 24.2.98, issued by the Department of Science & Technology, Government of India, on the above subject. The matter has been further considered by the Government and the following revised guidelines have been approved. These revised guidelines are applicable to the research personnel working on R&D programmes funded by the Central Government Departments / Agencies.

Emoluments

i. Junior Research Fellow (JRF)/Senior Research Fellows (SRF)

| | |
|------------------------------|-------------------------|
| JRF | JRF |
| 1st and 2 nd Year | (subsequent years /SRF) |

| | | | |
|---|--|------------------------------------|--------------------------------------|
| A | Graduate degree in engineering disciplines & post-graduate degree in science disciplines | Rs.8,000/- (existing Rs.5000/-) | Rs.9,000/- (Existing Rs.5600/-) |
| B | In medical and engineering subjects MBBS/BDS/MVSc/M.Pharma. ME, M.Tech; and BE/B.Tech, BVSc, B.Pharma. or equivalent with 2 years experience | Rs.9,500/- (existing Rs.6000/-) | Rs.10,000/- (existing Rs.6,400/-) |

The local institution should review after two years whether JRF/SRF should continue for the third year. Similarly, at the end of the third year the local institution should review his case whether extension for another year should be given.

The Guidelines for selection of JRF/SRF will be done as per DST Office Memorandum No.12(1)/76-GRS dated 30th July, 1990. In programmes where there is a need to engage research personnel at a level higher than JRF/SRF and such need has been accepted by the funding agency, the remuneration for such personnel may be fixed as indicated below.

ii. Research Associates

Research associates may be fixed at a consolidated amount at one of the 3 pay levels given below, depending upon the qualifications and experience. The Institute / Organisation concerned may decide the level in which a particular associate should be placed.

Essential Qualifications (EQ)

In Science, Medical and Engineering subjects (PhD/MD/MDS and MVSc/Mpharm/

ME/MTech with 3 years research /teaching/Design and development experience

| | Category | Existing | Revised Pay |
|-----|----------|----------|-------------|
| i | RA-I | 8000 | 11000 |
| ii | RA-II | 8800 | 11500 |
| iii | RA-III | 10500 | 12000 |

iii. Research Scientists : The existing scales as under will continue:

Sl.No. Scales

| | |
|---|--|
| 1 | 8000-275-13500 |
| 2 | 10000-325-15200 |
| 3 | 12000-375-16500 |
| 4 | Other scales below Rs.8000-13500 as recommended by the 5 th Pay Commission and approved by the Central Government |

Service Conditions :

- DA and CCA :** JRFs, SRFs and Research Associates will not be entitled to these allowances. The Research Scientists will get D.A. as per rates of Central Government and CCA as per rules of the local institutions where they are working.
- House Rent Allowance and Medical Benefits :** As at present, HRA and Medical benefits may be allowed to all categories viz., JRF/SRF, Research Associates and Research Scientists as per rules of the institutions where they are working. For this purpose, the fellowship amounts, for JRF/SRF and Research Associates will be taken as Basic Pay.
- Leave and other service benefits :** The existing policy is to continue. Under this, JRF/SRF are eligible only for casual leave while Research Associates / Scientists are entitled to leave as per rules of the institutions. However, participation by any of these categories in any scientific event in India or abroad will be treated as on duty. Maternity leave as per Govt. of India instructions would be available to all categories.
- Bonus & L.T.C. :** Not admissible to any category.
- Retirement Benefits :** These will not be applicable to JRFs/SRFs/Research Associates. Research Scientists who are appointed for the duration of the project in regular scales of pay as mentioned above may be allowed to be members of the Contributory Provident Fund of the institution.
- Encouragement for pursuing higher degree :** Students, selected as JRF/SRF may be encouraged to register for higher degrees and the tuition fees to undertake this may be reimbursed to the student from the contingency grant sanctioned under the project grant.
- Benefits to Host Institutes :** Towards meeting their costs for overhead expenses including infrastructural facilities, an amount of :
 - 20% of the total project cost with an upper limit of Rs.5.0 lakh for educational institutions and Rs. 3 lakh for laboratories and institutes under S&T agencies/departments, will be provided as a part of the project, and

(ii) On projects costing more than Rs.50 lakhs, the quantum will be decided on a case to case basis.

3. **Date of Effect :** The revision in emoluments under these orders will be applicable w.e.f. 1.4.2002 for all categories of JRF/SRF and Research Associates. In the case of Research Scientists, the existing scales will continue, till further orders.

9. Central Government Departments / Agencies are requested to ensure that the above guidelines are followed in regard to the remuneration and other benefits to the research personnel engaged in R&D projects funded by them. They are also requested to circulate these orders to their attached and subordinate offices and also to the autonomous institutes funded by them.

10. The above may be used as guidelines by CSIR etc.

sd/-

(S K Ahuja)

Under Secretary to Govt. of India

To

1. All Ministries / Departments of the Govt. of India.
2. All Heads of Divisions of DST