

**GUIDELINES ON EMOLUMENTS FOR RESEARCH PERSONNEL PARTICIPATING
IN R&D PROJECTS/PROGRAMMES OF THE CENTRAL GOVERNMENT
DEPARTMENTS/AGENCIES. (Effective from 1.04.2002)**

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.

1. **Emoluments:**

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

		JRF 1st and 2 nd Year	JRF (subsequent years/SRF)
A	Graduate degree in engineering disciplines & post-graduate degree in science disciplines	Rs. 8000/- (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.6400/-)

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 / Organization 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

SL. No		Existing Pay	Revised Pay
i)	RA-I	Rs. 8000/-	Rs.11000/-
ii)	RA-II	Rs. 8800/-	Rs.11500/
iii)	RA-III	Rs.10500/-	Rs.12000/-

iii) **Research Scientists :**

The existing scales as under will continue.

SL. No	Scales
1.	Rs. 8000-275-13500
2.	Rs.10000-325-15200
3.	Rs.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 :

1. **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.

2. **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.

3. **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.

4. **Bonus & L.T.C:** Not admissible to any category.

5. **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.

6. **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.

7. **Benefits to Host Institutes:** Towards meeting their costs for overhead expenses including infrastructural facilities, an amount of :

- i. 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.

8. **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.

