

**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 31<sup>st</sup> 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 30<sup>th</sup> July, 1990 stands withdrawn.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.	<u>Research Associate I (RA-I)</u>	Rs 22000/-
2.	<u>Research Associate II (RA-II)</u>	Rs 23000/-
3.	<u>Research Associate III (RA-III)</u>	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. 2<sup>nd</sup> 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.

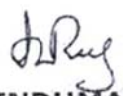
9. **Obligations of JRF/ SRF/ RA:**

- 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