

**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	<b>Junior Research Fellow (JRF)</b>  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	<b>Senior Research Fellow (SRF)</b>  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. 2<sup>nd</sup> 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.



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To

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