

**F.No.2-25/2007-RE**  
**Government of India**  
**Ministry of Environment & Forests**  
**(RE Division)**

**Paryavaran Bhawan**  
**CGO Complex, Lodhi Road**  
**New Delhi-110 003**  
Dated: 4<sup>th</sup> February, 2008

**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. 19-87/2002-RE dated 17.1.2003 issued by the Ministry of Environment & Forests, 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 Ministry of Environment & Forests.

**Emoluments**

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

Description	1 <sup>st</sup> and 2 <sup>nd</sup> Year	Subsequent years
<b><u>Junior Research Fellow</u></b> Graduate degree in Engineering disciplines & Post Graduate degree in Science disciplines.	Rs. 12,000/- (existing Rs. 8000/-)	Rs. 14,000/- (existing Rs. 9,000/-)
<b><u>Senior Research Fellow</u></b> Graduate degree in Engineering disciplines & Post Graduate degree in Science disciplines.	Rs. 14,000/- (existing Rs. 9000/-)	Rs. 14,000/- (existing Rs. 9,000/-)
<b><u>Junior Research Fellow (Professional):</u></b> In Medical and Engineering Subjects MBBS/BDS/MSc/M.Pharma. ME, M.Tech and BE/B.Tech, BSc., B.Pharm, or equivalent with 2 years experience.	Rs. 14,000/- (Existing Rs. 9500/-)	Rs. 15,000/- (existing Rs. 10,000/-)
<b><u>Senior Research Fellow (Professional):</u></b> In Medical and Engineering Subjects MBBS/BDS/MSc/M.Pharma. ME, M.Tech and BE/B.Tech, BSc., B.Pharm, or equivalent with 2 years experience.	Rs. 15,000/- (existing Rs. 10,000/-)	Rs. 15,000/- (existing Rs. 10,000/-)

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/her case whether extension for another year should be given.

Selection of JRF/SRF will be done through open advertisement. Preference will be given to NET qualified candidates. 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 given 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 particular associate should be placed.

### Essential Qualifications (E.Q.)

In Science, Medical and Engineering Subjects (Ph.D/MD/MDS and MVSc/Mpharma/ME/Mtech with 3 years research/teaching/design and development experience).

	Category	Existing Fellowship	Revised Fellowship
i.	RA-I	Rs. 11000	Rs. 16000
ii.	RA-II	Rs. 11500	Rs. 17000
iii.	RA-III	Rs. 12000	Rs. 18000

## (iii) Research Scientists:

The existing scales as under will continue:

Sl.No.	Scales
i.	8000-275-13500
ii.	10000-325-15200
iii.	12000-375-16500
iv.	Other scales below Rs. 8000-13500 as recommended by the 5 <sup>th</sup> Pay Commission and approved by the Central Government

## Service Conditions

1). **D.A. 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 to continue under which JRF/SRF are eligible only for casual leave while Research Associates/Scientists are entitled to leave as per rules of the institutions. Participation by any of those categories in any scientific

event in India or abroad will be treated as on duty. Maternity leave as per Government of India instructions would be available to all categories.

4). **Bonus & LTC:** Not admissible to any category.

5). **Retirement benefits:** These will not be applicable to JRF/SRF/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.

6). **Encouragement for pursuing Higher degrees:** 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 the project grant.

7). **Benefits to Host Institutes:** Towards meeting their costs for overhead expenses including infrastructure facilities the institutional charges under the total project cost shall be as under:

(i) Project cost < Rs 20 lakhs: 20% of Project cost.

(ii) Project cost  $\geq$  Rs 20 lakhs to Rs.50 lakhs: 15% of Project cost subject to a minimum of Rs. 4 lakhs and to the maximum of Rs. 5 lakhs

(iii) Project cost > Rs. 50 lakhs: the quantum will be decided on a case to case basis

8. **Date of Effect:** The revision in emoluments under this order will be applicable w.e.f. 1.4.2007 for all categories of JRF/SRF and Research Associates. In the case of Research Scientists, the existing scales will continue, till further orders.

9. All the Divisional Heads 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 requested to circulate these orders to their attached and subordinate officers and also to the autonomous institutes funded by them.

10. This issues with the concurrence of Integrated Finance Division vide their Dy. No. 83/IFD/2008 dated 11.1.2008.

(DR. NASEEM AHMAD)  
DIRECTOR

To

1. All Heads of Divisions of Ministry of Environment and Forests for circulating to all subordinate offices/Autonomous Bodies/Field Officers/Attached Offices.
2. Director(Finance), MoEF.

(DR. NASEEM AHMAD)  
DIRECTOR