

F No: 12-2/2019-U1
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi
Dated: 31st January, 2019

OFFICE MEMORANDUM

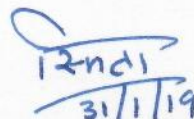
Subject: Revision of emoluments and guidelines on service conditions for research personnel engaged in R&D programme of the Central Government Departments/ Agencies.

The undersigned is directed to refer to OM No. SR/S9/Z-08/2018 dated 30th January 2019 of the Department of Science and Technology, Ministry of Science and Technology, on the subject cited above. The emoluments for research personnel engaged in R&D programmes funded by the MHRD shall be enhanced according to the following provisions:

1) **Emoluments:**

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

Sl. No.	Designation & Qualification	Existing Emoluments (per month)	Revised Emoluments (per month)
I	Junior Research Fellow (JRF) Post Graduate Degree in Basic Science OR Graduate / Post Graduate Degree in Professional Course selected through a process described through any one of the following: a. Scholars who are selected through National Eligibility Tests - UGC NET including lectureship (Assistant Professorship) and GATE. b. The selection process through National level examinations conducted by MHRD and its Agencies and Institutions such as UGC / IIT / IISc. / IISER / IIIT etc.	Rs. 25,000/-	Rs. 31,000/-
II	Senior Research Fellow (SRF) Qualification prescribed for JRF with two years of research experience.	Rs. 28,000/-	Rs. 35,000/-


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A.1 After completion of two years, an external assessment by the Institution where the student is enrolled for Ph.D.is mandatory for upgradation from JRF to SRF. The fellow may be awarded SRF after successful assessment.

A.2 Annual Satisfactory Assessment is mandatory to continue the benefit of fellowship during SRF period.

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	Existing Emoluments (per month)	Revised Emoluments (per month)
I	Research Associate –I	Rs. 36,000/-	Rs. 47,000/-
II	Research Associate –II	Rs. 38,000/-	Rs. 49,000/-
III	Research Associate –III	Rs. 40,000/-	Rs. 54,000/-

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. Research fellowship holder residing in hostels shall not be entitled for 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 percentage required for calculating HRA will be based on the fellowship amount.

(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" with due approval of the host institution. 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.

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(vii) Publication/Patent: The results of JRF/SRF/RA's research work may be published preferably in standard refereed journals with the concurrence of the Fellow and his/her Supervisor / Advisor. 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) 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 report of the research work done during the period of Fellowship as may be asked by the sponsoring agency.

3. The number of fellowships shall remain the same as is existing, unless modified with the approval of MHRD. The 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.

4. Selection for award of fellowship shall ordinarily be through common competitive examinations. However, for subjects where there is no examination presently, Government Departments and their authorized agencies and institutions may start conducting examinations to screen candidates for award of fellowships. This shall not be applied retrospectively and the persons already enrolled shall be exempted.

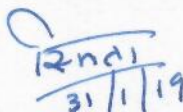
5. In order to further enhance value, quality and experience in doctoral research, the Government has agreed to incentivize the research output, for e.g. in the form of publications and patents. The proposals to incentivize research output will be considered separately and modalities for its implementation will be evolved.

6. **Date of Effect:** The revised emoluments will take effect from 01.01.2019. The requirement of funds should be worked out and the additionality should be met from the existing budget of 2018-19 through matching savings.

7. The Chairman UGC, Chairman AICTE and the Bureau Heads of the Department of Higher Education in the Ministry of Human Resource Development responsible for management of the Institutions of National Importance are requested to convey this to all the institutions under their supervision immediately.

8. This issues with the approval of the Minister for Human Resource Development.

Encl: As above


(Smita Srivastava)
Director

1. Chairman UGC
2. Chairman AICTE
3. All Bureau Heads of Department of Higher Education