

अंतरिक्ष भवन/Antariksh Bhavan,  
न्यू बी.ई.एल. रोड/New BEL Road,  
बेंगलूरु/Bengaluru – 560 094

April 30, 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.**

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The undersigned is directed to refer to this Department's OM of even number dated 30/01/2015 on the above subject and to state that based on the revised guidelines issued by Department of Science and Technology (DST), Ministry of Science and Technology vide OM No.SR/S9/Z-08/2018 dated 30/01/2019 on the subject, the emoluments, guidelines and service conditions for personnel engaged for research work in DOS/ISRO, academic/autonomous R & D institutions under RESPOND programme, ISRO Research Fellowship etc are revised as under :

**1.Junior Research Fellow (JRF) / Senior Research Fellow (SRF)**

SI No.	Designation & Qualification	Existing Rates	Revised Emoluments per month w.e.f. 01.01.2019
1	<b><u>Junior Research Fellow (JRF)</u></b> 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 – CSIR-UGC NET including lectureship (Assistant professorship) and GATE.  b. The selection process through National level examinations conducted by Central Government Departments and their Agencies and institutions such as DST, DBT,DAE,DOS,DRDO,MHRD, ICAR,ICMR, IIT, IISc, IISER etc.	Rs.25,000/-	Rs. 31,000/-
2	<b><u>Senior Research Fellow</u></b> Qualifications prescribed for JRF with two years of research experience	Rs.28,000/-	Rs.35,000/-



The performance of Junior Research Fellows (JRF) shall be reviewed, on completion of two years, by an appropriate Review Committee duly constituted by the Directors of Centres/Units. Based on the recommendations of the review committee and approval of Director of the Centre/Unit, Junior Research Fellows may be awarded the position of Senior Research Fellow (SRF).

2. **Research Associates (RA):** The fellowship for Research Associates may be fixed as a consolidated amount at any of three pay levels given below depending upon the qualification and experience.

**Educational Qualification :** 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/MTech with at least one research paper in Science Citation Indexed (SCI) journal.

SI No	Category	Existing Fellowship (Rs.)	Revised Emoluments per month (Rs.)
1	Research Associate – I (RA-I)	36,000	47,000
2	Research Associate – II (RA –II)	38,000	49,000
3	Research Associate – III (RA-III)	40,000	54,000

3. **Research Scientists :**

The fellowship of Research Scientists remains unaltered.

SI No.	Levels in the Pay matrix (as per VII CPC)
1	Level 10
2	Level 11
3	Level 12
	Other Scales below in the Level 10 of pay matrix, as recommended by VII CPC and approved by Govt. of India

4. **Service Conditions :**

4.1. **Dearness Allowance (DA):** JRFs, SRFs and Research Associates will not be entitled to this allowance. The Research Scientists will be eligible to draw as per rates of Central Government as per rules of the local institutions where they are working.

4.2. **House Rent Allowance(HRA)** : House Rent Allowance will be allowed to all research fellows., viz., Junior Research Fellows (JRF), Senior Research Fellows (SRF), Research Associates (RA) and Research Scientists (RS), if they are not provided with hostel accommodation, as per rules of the institution, where they are working. For this purpose, the fellowship amount for JRF/SRF/Research Associates and Research Scientists will be taken as Basic Pay.



4.3 **Medical Benefits** : The JRF, SRF, Research Associates and Research Scientists will be allowed medical benefits, as per rule of the institution where they are working.

4.4. **Leave and other service benefits** : JRFs/SRFs are eligible only for casual leave while Research Associates / Scientists are eligible for leave as per rules of the institutions. Maternity leave as per Govt. of India instructions would be available to all female JRFs/SRFs/RAs/RSs.

4.4.1. Participation of JRF/SRF/RA/RS in any scientific event in India or abroad will be treated as "on duty". The travel entitlement for JRF/SRF/RA/RS for participation in scientific events / workshops in India will continue to be the same as earlier i.e., II AC by rail.

4.5. **Bonus & Leave Travel Concession:** Not admissible to any category.

4.6. **Retirement Benefits** : JRFs/SRFs/ Research Associates and Research Scientists will not be entitled to these benefits. However, Research Scientists who are appointed for the duration of the project may be allowed to be members of the New Pension Scheme (NPS) of the Institution.

4.7 **Encouragement for pursuing higher studies** : JRFs/SRFs may be encouraged to register for higher studies and the tuition fees to undertake these studies may be reimbursed from the contingency grant sanctioned under the project grant, if required.


5. **Obligations of JRF/SRF/RA/RS**

- a. JRF/SRF/RA/RS shall be governed by the disciplinary regulations of the host institute.
- b. The JRF/SRF/RA/RS must send a detailed consolidated report of the research work done during the entire period of Fellowship on completion of the tenure/resignation at the earliest.

6. **The periodic enhancement of Research Fellowship** : The Research Fellows, Research Associates and Research Scientists are not entitled for annual increment.

7. The revised emoluments will take effect from 01.01.2019 for all categories of JRF/SRF/Research Associates / Research Scientists.

8. Hindi version is enclosed.

  
(M. Ramadas) 30/4/19  
Deputy Secretary

Encl: As above.

To

1. Director, VSSC/SDSC-SHAR/URSC/SAC/LPSC/NRSC/ISTRAC/MCF  
/ADRIN/IIRS/IPRC
2. Director, PRL/NARL/NE-SAC/SCL/IIST
3. Scientific Secretary, ISRO
4. Director, SPL, VSSC
5. Deputy Director, Personnel Management, ISRO HQ
6. Deputy Director, RESPOND, ISRO HQ
7. Sr. Head, P&GA, ISRO HQ