

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

अक्टोबर/October 13, 2020

कार्यालय ज्ञापन/OFFICE MEMORANDUM

विषय/Subject : Scientific/Technical Manpower other than JRF/SRF/RA in R&D programmes of Central Government Departments/Agencies – Guidelines and emoluments – Engagement of Research/Project positions – Instructions - reg.

I am directed to forward herewith a copy of Ministry of Science and Technology, Department of Science & Technology OM No.SR/S9/Z-05/2019 dated 21/08/2019 on the subject mentioned above.

2. Secretary, Department of Space has approved for engagement of following categories of Research/Project positions over & above the existing JRF/SRF/RA/RS in DOS/ISRO Centres/Units:

- (i) **Project Associate-I**
- (ii) **Project Associate-II**
- (iii) **Senior Project Associate**
- (iv) **Principal Project Associate**
- (v) **Project Scientist-I**
- (vi) **Project Scientist-II**
- (vii) **Project Scientist-III**
- (viii) **Project Scientist-B**
- (ix) **Project Scientist-C**
- (x) **Project Scientist-D**

3. The engagement of above Research/Project position are subject to following conditions:

- *It should be for a specific DOS approved user funded project, which shall be co-terminus with the project;*
- *Funding shall be covered by the User Agency i.e. Cost/Budget outlay should also include the manpower requirement and cost for the same. No additional financial implications on DOS/ISRO;*
- *All such proposals should be submitted to ISRO/DOS for approval by the Competent Authority;*

- *Such approvals accorded by ISRO/DOS would be for proposed specific project tenure only. Extension of project duration vis-à-vis Project positions shall be proposed as deemed necessary subject to further review by the Competent Authority;*
- *Positions approved for specific project shall not be adjusted with any other new / ongoing projects; and*
- *Other service & emoluments conditions shall be governed as per DST guidelines, as amended from time to time.*

4. The DOS/ISRO Centres/Units in case if they wish to engage the above cited Research/Project positions, the formal proposal shall be sent to Department in the enclosed format as per Annexure in terms of DST OM dated 21/8/2019. The proposals shall be sent to Deputy Secretary (Manpower), Section-IV, DOS for further processing.

5. This issues with the approval of Secretary, Department of Space.


(एम. रामदास/M. Ramadas) 13X20

उप सचिव, भारत सरकार / Deputy Secretary to the Govt

Encl: As above.

To :

1. Director, VSSC/SDSC-SHAR/URSC/SAC/LPSC/NRSC/ISTRAC/MCF/ADRIN/IIRS/IPRC/HSFC
2. Scientific Secretary, ISRO
3. Director, SPL, VSSC
4. Director, Budget, DOS
5. Associate Director, OBEA, ISRO HQ
6. Deputy Secretary (Manpower), Section-IV, DOS
7. Deputy Director, Personnel Management, ISRO HQ
8. Deputy Director, RESPOND, ISRO HQ
9. Sr. Head, P&GA, ISRO HQ

Copy also to :

Director, PRL/NARL/NE-SAC/SCL/IIST – *subject to applicability of above orders to DOS ABs with the approval of Competent Authority.*

Cfi : Secretary, DOS

SR/S9/Z-05/2019
Government of India
Ministry of Science & Technology
Department of Science & Technology

Technology Bhavan
New Mehrauli Road
New Delhi-110016

Dated: August 21, 2019

OFFICE MEMORANDUM

Subject: Scientific / Technical Manpower other than JRF/SRF/RA in R&D programmes of Central Government Departments / Agencies: Guidelines and emoluments


Several Departments and Agencies under various Ministries of the Government are sponsoring many extramural and intramural R&D projects every year. These projects have been sanctioned with well-defined objectives for a specific duration. A large number of scientific / technical personnel, other than Junior Research Fellow (JRF) / Senior Research Fellow (SRF) / Research Associate (RA) are inducted into these projects.

2. In order to identify the type of scientific / technical manpower, other than JRF/SRF/RA suitable for R&D projects and to formulate guidelines for their management including recruitment and remuneration etc., an Inter-Departmental Committee has been constituted. Based on the recommendations of the Inter-Departmental Committee, the Department has approved specific manpower positions suitable for inducting in R&D projects. The remuneration, essential qualification and upper age-limit are given against each manpower position as detailed in Annexure.

3. The guidelines help the Principal Investigators (PIs) / Institutes to choose appropriate manpower positions with required qualifications for successful implementation of projects. All Manpower positions in projects will co-terminus with the project.

4. These norms become effective from 1st April 2019 for all categories of Scientific / Technical Manpower positions in R&D projects.

5. This issues with the approval of Secretary, DST vide Dy. No. EF 23171 dated 21.08.2019 and concurrence of IFD, DST vide Dy. No. C/2301 dated 21.08.2019.


(Dr Praveenkumar S)
Scientist E / SERC
Tele: 011 - 26963695

To

1. All Scientific Ministries / Departments
2. All Heads of DST
3. Senior PPS to Secretary, DST
4. Heads of AIs of DST / Secretary, SERB
5. IFD, DST
6. CAO / PAO, DST

Annexure

A. Scientific / Technical Manpower positions with remuneration, essential qualification and upper age-limit

Sl. No.	Manpower Position	Essential Qualification	Upper Age limit (years)	Monthly Emoluments (Rs.)
1.	Scientific Administrative Assistant / Field Worker	Graduate degree in any discipline	50	18,000/- + HRA
2.	Laboratory Assistant/Technician / Project Assistant / Technical Assistant / Field Assistant	B.Sc./ 3 years Diploma in Engineering & Technology	50	20,000/- + HRA Increment of 15% for 3 years of experience with maximum ceiling of 4 such revisions i.e. upto 12 years of experience.
3.	A. Project Associate-I	Master's Degree in Natural or Agricultural Sciences / MVSc or bachelor's degree in Engineering or Technology or Medicine from a recognized University or equivalent	35	31,000/- + HRA
	B. Project Associate-II	(i) Master's Degree in Natural or Agricultural Sciences / MVSc or bachelor's degree in Engineering or Technology or Medicine from a recognized University or equivalent; and (ii) 2 years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services	35	35,000/- + HRA
4.	Senior Project Associate	(i) Master's Degree in Natural or Agricultural Sciences / MVSc or bachelor's degree in Engineering or Technology or Medicine from a recognized University or equivalent; and (ii) Four years' experience in Research and Development	40	42,000/- + HRA



		<p>in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services</p> <p>OR</p> <p>Doctoral Degree in Science / Engineering / Technology / Pharma / MD / MS from a recognized University or equivalent</p>		
5.	Principal Project Associate	<p>(i) Master's Degree in Natural or Agricultural Sciences or Bachelor's Degree in Engineering or Technology or Medicine from a recognised University or equivalent; and</p> <p>(ii) Eight years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services</p> <p>OR</p> <p>(i) Doctoral Degree in Science / Engineering / Technology / Pharma / MD / MS from a recognized University or equivalent; and</p> <p>(ii) Four years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services</p>	40	49,000/- + HRA
6.	Project Scientist I	<p>Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent</p>	35	56,000/- + HRA
7.	Project Scientist II	<p>(i) Doctoral Degree in Science or Master's Degree in Engineering or Technology</p>	40	67,000/- + HRA

		from a recognized University or equivalent; and (ii) Three years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services		
8.	Project Scientist III	(i) Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent; and (ii) Six years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services	42	78,000/- + HRA
9.	*Project Scientist B	Master's Degree in Science or Bachelor's Degree in Engineering or Technology with minimum 60% marks from a recognized University or equivalent	35	56,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review.
10.	*Project Scientist C	(i) Master's Degree in Science or Bachelor's Degree in Engineering or Technology with minimum 60% marks from a recognized University or equivalent; and (ii) Three years' experience in Research and Development in the relevant field.	40	67,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review.
11.	*Project Scientist D	(i) Master's Degree in Science or Bachelor's Degree in Engineering or Technology with minimum 60% marks from a recognized University or equivalent; and (ii) Seven years' experience in Research and Development in the relevant field.	45	78,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review.

12.	PI/Project Coordinator – I (For Non-Governmental / Voluntary Organizations)	Doctoral Degree in Engineering / Sciences / Medicine / Pharma / Social Sciences / MD	As per the scheme	60,000/- (Consolidated)
13.	PI/Project Coordinator – II (For Non-Governmental / Voluntary Organizations)	Master's Degree in Engineering / Sciences / Social Sciences	As per the scheme	30,000/- (Consolidated)
14.	#Project Manager	Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent with 20 years of experience in relevant field.	Minimum age of 45 years	1,25,000/- (Consolidated)

* These positions are meant for undertaking the R&D work of the Science Ministries and their institutions and which have been approved through the SFC/EFC/Cabinet notes and by the competent authority.

This position is meant for big-ticket projects (costing more than Rs. 10.0 crore) or for a Center which manages Central Facilities of the Institute.

B. Service conditions of Scientific / Technical manpower

(i) **DA & CCA:** Scientific / Technical Manpower in projects are not entitled to DA & CCA.

(ii) **House Rent Allowance (HRA):** HRA is allowed to all categories, except for Project Investigator (PI) / Project Coordinators in Non-Governmental / Voluntary Organizations (NGO/VO) / Project Manager 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 remuneration.

(iii) **Medical Benefits:** The Scientific / Technical manpower will be entitled for medical benefits as applicable in the implementing institution.

(iv) **Leave and other entitlements:** The Scientific / Technical manpower are entitled to leave as per rules of the host institution. Maternity leave as per the Govt. of India instructions issued from time to time would be available to all categories. The travel entitlement is as per Institute norms.

(v) **Bonus, Gratuity & Leave Travel Concession:** The Scientific / Technical manpower will not be entitled to these allowances.