

**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 1<sup>st</sup> 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.

  
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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**

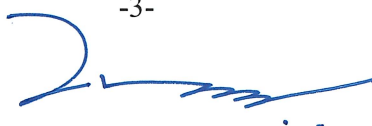
Sl. No.	Manpower Position	Essential Qualification	Upper Age limit (years)	Monthly Emoluments (Rs.)
1.	Scientific Administrative Assistant / Field Worker	Graduate degree in any discipline	50	18,000/- + HRA
2.	Laboratory Assistant/Technician / Project Assistant / Technical Assistant / Field Assistant	B.Sc./ 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.