

Government of India
Ministry of Science and Technology
Department of Science and Technology
Science for Equity Empowerment and Development (SEED) Division

No. SEED/TIASN-2/003/2015part-2

Dated: 20th December, 2024

OFFICE MEMORANDUM

Subject: Revised guidelines of project implementation and manpower emoluments under societal programmes of DST.

Attention is invited to the Office Memorandum (O.M.) No. SEED/TIASN-2/002/2016 dated 20-12-2016 issued by Science for Equity Empowerment and Development (SEED) Division, Department of Science and Technology (DST), Government of India on "Revised guidelines on emoluments for project personnel under societal programmes of DST". The matter has been further considered by the Department and revision in the implementation guidelines have been approved by the competent authority. This O.M. is applicable to the project personnel working under societal programmes of DST.

2. For all Government Institutions (including Central/State Government organizations/ Research Labs/ Universities/ Autonomous Bodies/ Aided Institutions, and Private Universities/ Institutions/ Colleges affiliated to or recognized by UGC/AICTE etc.: - The manpower emoluments as prescribed under DST norms vide. OM No. SR/S9/Z-05/2019 dated 10th July 2020 & OM No. DST/PCPM/Z-06/2022 dated 26th June 2023, may be followed until further revision from DST.

For Scheme for Young Scientist and Technologists (SYST)

Designation/ Manpower position	Essential qualification and experience	Revised monthly emoluments (in Rs.)
Young Scientist (Not Employed), for Scheme for Young Scientist & Technologist (SYST) programme	Ph.D. in Basic and Applied Sciences or equivalent)	Rs.67,000/- + HRA as applicable

3. For Non-Government/ Voluntary Organizations under various beneficiary-oriented schemes, societal programmes etc.:

S.No.	Designation/ Manpower position	Essential qualification and experience	Revised monthly emoluments (in Rs.)
1.	PI/ Co-PI/ Project Coordinator-I/ Senior Program Officer (SPO)	Ph.D. in Sciences/ Engineering/ Medicine/ Pharma and related subject or PG in Engineering/ Sciences/ Medicine/ Pharma and related subject with minimum 6 years of field experience in technology development and delivery in rural settings/ implementing S&T based projects/ programs for societal application.	Rs.78,000/- (Consolidated)

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2.	PI/ Co-PI/ Project Coordinator-II/ Program Officer (PO)	Ph.D. in Engineering/ Sciences/ Medicine/ Pharma and related subject or PG in Engineering/ Sciences/ Medicine/ Pharma and related subject or Graduate in Engineering/ Sciences/ Medicine/ Pharma and related subject with minimum 3 years of field experience in handling S&T based societal projects.	Rs.67,000/- (Consolidated)
3.	PI/ Co-PI/ Project Coordinator-III/ ICT Expert/ Program Professional (PP)-I	PG in Science/ Engineering/ Medicine/ Pharma/ ICT and related subject or Graduate in Engineering/ Science/ Medicine/ Pharma/ ICT and related subject with minimum 5 years of field experience in implementing S&T based societal projects	Rs.48,000/- (Consolidated)
4.	Program Professional (PP)-II	Ph.D. in Social Science and related subject or PG in Social Science and related subject with minimum 6 years of field experience in implementing societal projects	Rs.42,000/- (Consolidated)
5.	Project Assistant/ Technical Assistant/ Supervisor/ Construction Specialist/ Social Animator/ Field Assistant	PG in Science / Social Science or Graduate in Science/ Social Science and related subject with minimum 3 years of experience in implementing societal projects or diploma holder in related discipline with minimum 5 years of experience in implementing S&T based societal projects	Rs.37,000/- (Consolidated)
6.	Field Worker/ Helper	Conversant with local field activities/ works/ skills, etc. as required under project	Rs.20,000/- (Consolidated)

4. The salary of respective posts/designations may be fixed at a consolidated amount in the above pay ranges depending on the quantum of workload and experience of the person. In extraordinary cases, which the PI being an outstanding person and made remarkable impact/significant contributions in the field of Science and Technology, the Programme Division may consider higher remuneration than proposed above with specific recommendations of the Expert Committees/Programme Advisory Committee and with the concurrence of Finance, subject to PI handling only one project.

5. The number of persons to be recruited under a specific project will be as per the recommendations of the respective Expert Committees/Programme Advisory Committee. However, only one Principal Investigator or Co-Investigator or Project Coordinator or maximum 2 Senior Programme Officer will be allowed for a particular project. Other positions will be decided as per need and scope of the project. The manpower positions in SYST and others from Sl. No. 1-5 in above table are eligible to draw emoluments from only one project supported either by DST or any other funding agency at a particular time.

6. Under field-based action research/ technology demonstration projects of societal nature, other project implementation strategies are as follows: -

- **Construction activities-** The construction facilities such as common facility centers (CFC), work sheds, minor bore/tube wells, constructions of rainwater harvesting structures, construction of ponds, poly- houses, construction of low cost sanitary toilets, minor works for installation of procured equipment, testing lab, incubation center etc. and for all other related allied activities, a maximum of 40% of the total project cost will be provided/sanctioned to the implementing organization if they are the integral part of the project subject to the condition that the rest of the funds would be arranged by the organization either from the State Government/ PRI's/beneficiaries etc.

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- **Capital assets retention-** The constructed structures/facilities created through grant-in-aid projects should be handed over to the beneficiaries after implementation of the project with intimation to DST. This grant should not be utilized for creating infrastructure facilities to the implementing agency/organization. However, Host Institutions (HI) may use the facilities for adaptive R&D work for technology development, scaling and delivery. The implementing agency should also ensure the proper utilization and management of these facilities even after the project period is over.
 - **Contingencies chargers-** The contingency charges of 3% of the total project cost will be sanctioned irrespective of the project proposal submitted by Govt. or Non-Govt. organization.
 - **Honorarium per lecture/session for field programmes/ training/ demonstration/ awareness programmes/field visit @ Rs. 4,000/-** (Qualification & experience-M.Sc./Ph.D. + Field experience 5-10 years or Subject Area Expert/ Master Trainers-Graduate/M.Sc./Masters in Social Sciences with related Field Experience of 10 years/Subject Area Expert or Equivalent).
 - **Travel:** Amount based on the recommendations of the Expert Committee will be provided where the research work involves field work or/ and project has many investigators/ institutions and larger manpower.
 - **Institutional overhead:**
 - **For projects costing upto Rs. 1 Cr.,** 10% of total cost for educational institutions and NGOs and 8% for laboratories and institutions under Central Govt./Deptt. /Agencies.
 - **For projects costing more than Rs. 1 Cr. and upto Rs.5 Cr.,** overheads of Rs. 15 Lac or 10% of total cost of project whichever is less.
 - **For projects costing more than Rs. 5 Cr. and upto Rs. 20 Cr.,** overheads of Rs. 20 Lac will be provided.
 - **For projects costing more than Rs. 20 Cr.,** the quantum will be decided on a case-to-case basis.
7. The revised emoluments will be applicable **with effect from 1st April, 2025.**
8. This issues with the approval of the competent authority.


Dr. Anita Aggarwal
HEAD (SEED division)

To
 All heads of divisions of DST/DSIR
 All officers of SEED
 All officers in IFD, DST

Copy for Information to

1. PPS to the Secretary, DST
2. PS to JS (Admin), DST
3. PS to AS & FA, DST