

No. 38/1/2017-RE
Government of India
Ministry of Environment, Forest & Climate Change
(RE Division)

Indira Paryavaran Bhawan,
Jor Bagh Road, New Delhi – 110 003

4th June 2019

OFFICE MEMORANDUM

Subject: Revised Guidelines on emoluments and other conditions of service for research personnel working in R&D programmes of the Ministry of Environment, Forest & Climate Change – regarding.

The undersigned is directed to invite attention to the Office Memorandum No. 2/6/2013-RE dated 2nd September, 2015 issued by the Ministry of Environment, Forest & Climate Change, Government of India, on the above subject. The matter has been further considered by the Government and with the approval of the Competent Authority, the OM No. 2/6/2013-RE dated 2nd September 2015 stands modified with the following revised guidelines. These revised guidelines are applicable to the research personnel working in R&D Schemes and Programmes funded by the Ministry of Environment, Forest & Climate Change or through any of the institutions/offices there under.

1. (A) Emoluments of Junior Research Fellow (JRF)/Senior Research Fellow (SRF):

S.N.	Designation & Qualification	Existing Emoluments	Revised Emoluments
i.	Junior Research Fellow (JRF) Post Graduate (PG) Degree in Basic Sciences, Environmental Sciences with NET qualification or Graduate Degree in Professional Course with NET qualification or Post Graduate Degree in Professional Course	Rs. 25000	Rs. 31000
ii.	Senior Research Fellow (SRF) Qualification prescribed for JRF with two years of research experience	Rs. 28000	Rs. 35000

The host institution shall review the performance of the Fellow after two years through an appropriate Review Committee constituted by the Head of the Institution. The fellowship (Senior Research Fellowship/Senior Project Fellowship) in the slab after 2 years of research experience may be provided after successful assessment by the Review Committee.

1 (B) Emoluments of Research Associates (RA):

In programmes where there is a need to engage research personnel at a level higher than JRF/SRF and such need has been accepted by the Ministry, the remuneration for such personnel may be fixed as indicated below:

Remuneration of Research Associates (RA) 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:

Sl. No.	Category	Existing Emoluments	Revised Emoluments
i.	Research Associate -I (RA-I)	Rs. 36000/month	Rs. 47000/month
ii.	Research Associate- II (RA-II)	Rs. 38000/month	Rs. 49000/month
iii.	Research Associate- III (RA-III)	Rs. 40000/month	Rs. 54000/month

2. Service Conditions:

- (i) **DA and CCA:** 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 and those residing in accommodation provided by the Institute 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, Junior/Senior Project Fellow and RA as per Central Government norms applicable in the city/location where they are working. The fellowship amount may be taken as basic for calculating the HRA.
- (iii) **Medical Benefits:** The Junior/Senior Research Fellows and Research Associates will be entitled for medical allowance as applicable in the implementing institution.
- (iv) **Leave and other entitlements:** The Fellows are eligible only for casual leave while Research Associates are entitled to leave as per rules of the host institution. Participation of any of the research personnel viz. JRF/SRF/RA in any scientific event/workshops in India or abroad will be treated as "on duty". 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.
- (vii) **Publication/Patent:** The results of JRF/SRF/RAs research work may be published preferably in standard refereed journals at the discretion of the fellow or his/her Guide. 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) **Encouragement for pursuing higher degree:** Students selected as JRFs, SRFs may be encouraged to register for higher degrees and the tuition fees to undertake these studies

may be reimbursed to the student from the contingency grant sanctioned under the project, if required.

(ix) **Obligation of JRF/SRF/RA:**

- (i) He/she shall be governed by the disciplinary regulations of the host Institute where he/she is working.
- (ii) 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. **Date of Effect:** The revised emoluments under this order will be applicable w.e.f. 01.01.2019 for all the categories i.e. JRF, SRF and Research Associates.

4. The Guidelines/procedure for appointment of research personnel in research projects sponsored by the Ministry are given in "Guidelines for revised scheme on Research & Development (R&D) for Conservation & Development (2017-2020)" at <https://repmismoef.nic.in>.

5. All the Divisional Head of the Ministry of Environment, Forest & Climate Change are requested to ensure that the above guidelines are followed in regard to the remuneration and other benefits to research personnel engaged in R&D projects funded by them. They are requested to circulate these orders to their autonomous/attached/subordinate offices funded by them for implementation.

6. This issues with the approval of the Competent Authority and with the concurrence of IFD vide their Diary No.47953 dated 30.05.2019.



(Manoj K Rai)

Under Secretary to the Government of India

To

- i. All Heads of Divisions of Ministry of Environment, Forest & Climate Change for information and circulating to all subordinate offices/autonomous bodies/field offices/attached offices.
- ii. Deputy Secretary (IFD), MoEF&CC, New Delhi

Copy to:

- i. PPS to Secretary (EF&CC)
- ii. PPS to AS (RA)
- iii. PPS to AS&FA
- iv. Consultant (IT) for uploading on the website of the Ministry
- v. PS to Adviser/RE/Guard File/Sanction Folder.
- vi. Technical Director (NIC) for uploading on R&D MIS Portal.