

**No. SB/S9/Z-06/2019**  
**SCIENCE AND ENGINEERING RESEARCH BOARD**  
**(A Statutory Body of Department of Science & Technology, Government of India)**

5 & 5A, Lower Ground Floor  
Vasant Square Mall  
Sector-B, Pocket-5  
Vasant Kunj  
New Delhi – 110 070

Dated **23 April 2019**

**OFFICE MEMORANDUM**

Subject: Revision of emoluments for research personnel engaged in R& D programmes of the Science and Engineering Research Board

Consequent upon revision of fellowship by Department of Science and Technology for research personnel vide OM no. SR/S9/Z-08/2018 dated 30 January 2019, the Science and Engineering Research Board has revised the fellowship. The details are as given below:

| <b>Sl. No.</b> | <b>Designation &amp; Qualification</b>   | <b>Revised Emoluments per month (Rs.)</b> |
|----------------|--|---|
| 1.             | Junior Research Fellow (JRF)<br><br>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:<br><br>a. Scholars who are selected through National Eligibility Tests - CSIR-UGC NET including lectureship (Assistant Professorship) and GATE.<br><br>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. | 31,000                                    |
| 2.             | Senior Research Fellow (SRF)<br>Qualification prescribed for JRF with two years of research experience   | 35,000                                    |
| 3.             | Research Associate – I   | 47,000                                    |
| 4.             | Research Associate – II  | 49,000                                    |
| 5.             | Research Associate – III   | 54,000                                    |

2. After completion of two years, an external assessment by the Institution where the student is enrolled for Ph.D. is mandatory for upgradation from JRF to SRF. The fellow may be awarded SRF after successful assessment. Annual Satisfactory Assessment is mandatory to continue the benefit of fellowship during SRF period.

3. Research associates may be fixed at a consolidated amount at one of the 3 levels as given 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:

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/M.Tech with at least one research paper in Science Citation Indexed (SCI) journal.

4. The revised emoluments will take effect from **01.01.2019**.

5. The grantee institutions / Principal Investigators are advised to pay the arrears and enhanced emoluments from the grant available, and send the details of additional funds required due to revision in fellowship along with a certificate that the research fellow working in the project satisfy the eligibility conditions as prescribed by this Office Memorandum to the Programme Officer concerned.

6. Service conditions of the JRF/SRF/RA will remain as the same as given in the DST OM No. SR/S9/Z-08/2018 dated 30.01.2019.

7. This issues with the approval of Board taken in its meeting held on 2<sup>nd</sup> February 2019 and subsequent concurrence by Secretary, SERB vide Dy. No. 2039 dated 23.04.2019.



(Dr Praveenkumar S)

Scientist E / Tel No. 4000 0357

**Copy to:**

1. Programme Coordinators / Member Secretaries
2. PS to Secretary, SERB
3. PPS to Secretary, DST.
4. PS to AS & FA, DST.
5. Director, SERB
6. All other concerned
7. Notice Board / SERB Web portal

No. SB/S9/Z-07/2020  
**SCIENCE AND ENGINEERING RESEARCH BOARD**  
(A Statutory Body of Department of Science & Technology, Government of India)

5 & 5A, Lower Ground Floor  
Vasant Square Mall  
Sector-B, Pocket-5  
Vasant Kunj  
New Delhi – 110 070

Dated: **25 August 2020**

**OFFICE MEMORANDUM**

Subject: *Scientific / Technical Manpower other than JRF/SRF/RA in R&D programmes of the Science and Engineering Research Board: Guidelines and emoluments*

Consequent upon issuance of guidelines and emolument norms for Scientific / Technical Manpower other than JRF/SRF/RA in R&D programmes by Department of Science and Technology, the Science and Engineering Research Board has approved adoption of DST norms including emoluments given in DST Office Memorandum No. SR/S9/Z-05/2019 dated 10.07.2020 in SERB sponsored R&D Programmes.

2. Specific manpower positions suitable for inducting in R&D projects with remuneration, essential qualification, upper age-limit and other guidelines as adopted are detailed in Annexure. These manpower positions would be adopted in R&D Programmes and projects of SERB. 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 be co-terminus with the project.
3. These norms and emoluments will take effect from **10.07.2020**.
4. This issues with the approval of Board taken in its meeting held on 23<sup>rd</sup> July 2020 and subsequent concurrence by Secretary, SERB and Chairman, SERB vide e-mail dated 06.08.2020.



Under Secretary, SERB  
Tel No. 011 - 4000 0328

**Copy to:**

1. Programme Coordinators / Member Secretaries
2. PS to Secretary, SERB
3. PPS to Secretary, DST / Chairman, SERB.
4. Director, SERB
5. All other concerned
6. Notice Board / SERB Web portal



**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<br>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                      | (i) 31,000/- + HRA to Scholars who are selected through (a) National Eligibility Tests - CSIR-UGC NET including lectureship (Assistant Professorship) or GATE or (b) A selection process through National level examinations conducted by Central Government Departments and their Agencies and Institutions.<br><br>(ii) 25,000/- + HRA for others who do not fall under (i) above. |
|         | 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<br><br>(ii) 2 years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and | 35                      | (i) 35,000/- + HRA to Scholars who are selected through a process as mentioned 3(i) above.<br><br>(ii) 28,000/- + HRA for others who do not fall under (i) above.  |



|    |                             |   |    |                |
|----|-----------------------------|---|----|----------------|
|    |                             | services  |    |                |
| 4. | Senior Project Associate    | <p>(i) Master's Degree in Natural or Agricultural Sciences / MSc or bachelor's degree in Engineering or Technology or Medicine 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> <p style="text-align: center;">OR</p> <p>Doctoral Degree in Science / Engineering / Technology / Pharma / MD / MS from a recognized University or equivalent</p>   | 40 | 42,000/- + HRA |
| 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 style="text-align: center;">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</p> | 40 | 49,000/- + HRA |



|     |   |   |                         |  |
|-----|---|---|-------------------------|--|
|     |   | Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services   |                         |  |
| 6.  | *Project Scientist I  | Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent   | 35                      | 56,000/- + HRA<br>Increment of 5% for every 2 years of experience subject to performance review. |
| 7.  | *Project Scientist II   | (i) Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent; and<br><br>(ii) Three years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services | 40                      | 67,000/- + HRA<br>Increment of 5% for every 2 years of experience subject to performance review. |
| 8.  | *Project Scientist III  | (i) Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent; and<br><br>(ii) Seven years' experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services | 45                      | 78,000/- + HRA<br>Increment of 5% for every 2 years of experience subject to performance review. |
| 9.  | PI/Project Coordinator – I<br>(For Non-Governmental / Voluntary Organizations)  | Doctoral Degree in Engineering / Sciences / Medicine / Pharma / Social Sciences / MD  | As per the scheme       | 60,000/- (Consolidated)  |
| 10. | PI/Project Coordinator – II<br>(For Non-Governmental / Voluntary Organizations) | Master's Degree in Engineering / Sciences / Social Sciences   | As per the scheme       | 30,000/- (Consolidated)  |
| 11. | #Project Manager  | Doctoral Degree in Science or Master's Degree in Engineering or Technology  | Minimum age of 45 years | 1,25,000 – 2,00,000/-<br>(Consolidated)  |

|  |  |   |  |  |
|--|--|---|--|--|
|  |  | from a recognized University or equivalent with 20 years of experience in relevant field. |  |  |
|--|--|---|--|--|

*\*Existing Project Scientists B, C and D who are working in ongoing projects of Science Ministries and their institutions with the prescribed qualifications or Master's Degree in Science or Bachelor's Degree in Engineering or Technology with minimum 60% marks from a recognized University or equivalent would be subsumed into the approved categories (Project Scientist I, II and III) by mapping their experience and age limit. Their remuneration in the earlier post would be protected.*

*# This post is meant for big-ticket projects (costing more than Rs. 10.0 crore) or for a Center which manages Central Facilities of the Institute. The concerned Department / Agency may fix remuneration in the given band depending on the length of experience following their appraisal / approval process.*

## **B. Selection Process**

A Selection Committee of the following composition (minimum) would be constituted by the Head of the local Institution for selection of the candidate/s:

### **I. Selection Committee for Project Assistants / Associates**

- i. Dean R&D or nominee
- ii. One subject expert from the Institute
- iii. One subject expert from outside the Institute
- iv. Principal Investigator

### **II. Selection Committee for Project Scientists / Coordinator / Manager**

- i. Director / Head of the Institution or nominee
- ii. One subject expert from the Institute
- iii. One expert nominee of SERB
- iv. Principal Investigator



## **C. 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.

