

F. No. 2/6/2013-RE  
Government of India  
Ministry of Environment, Forest & Climate Change  
(RE – Division)

Indira Paryavaran Bhavan,  
Jor Bagh Road, New Delhi -110003  
2<sup>nd</sup> September, 2015

**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 -reg.**

The undersigned is directed to invite attention to the O.M.No.2-6/2013-RE dated 11.06.2013 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 the following revised guidelines on the above subject have been approved. These revised guidelines are applicable to the research personnel working on R&D programmes funded by the Ministry of Environment, Forest & Climate Change.

**A. Emoluments:**

- i. Junior Research Fellow (JRF)/Senior Research Fellow(SRF)/Junior Project Fellow/Senior Project Fellow:

S. No.	Designation & Qualification	Existing Emoluments per month for first two years	Revised Emoluments per month
1.	Junior Research Fellow (JRF) ➤ Post Graduate(PG) Degree in Basic Sciences with NET qualification or Graduate Degree in Professional Course with NET qualification or Post Graduate Degree in Professional Course	₹16000/-	₹25000/-
2.	Senior Research Fellow (SRF) ➤ Qualification prescribed for JRF with two years of research experience	₹18000/-	₹28000/-
3.	Junior Project Fellow (JPF) *	₹10000/-	₹16000/-
4.	Senior Project Fellow (SPF) *	₹12000/-	₹18000/-

\* This category of JPF/SPF is applicable only when NET qualified candidates are not available for the project sponsored by the Ministry. Further, this category would be operative till such time the subject area of Environmental Sciences is included in UGC-CSIR, JRF-NET examination or until further orders.

The host institution should 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.

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

**B. Research Associates (RA):**

Remuneration of Research Associates may be fixed at a consolidated amount at one of the 3 pay levels given below depending upon the qualifications and experience. The Institution/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:

**Education Qualifications :** Ph.D./M.D./M.S./M.D.S or equivalent degree or having three years of research, teaching and design and development experience after Mv.Sc/M.Pharm/M.E./M.Tech will be eligible for award as RA.

Sl. No.	Category	Existing Emoluments	Revised Emoluments
1.	Research Associate (RA - I)	₹22000/month	₹36000/month
2.	Research Associate (RA - II)	₹23000/month	₹38000/month
3.	Research Associate (RA-III)	₹24000/month	₹40000/month

The stipend of Research Fellow/Associate is exempt from the payment of Income Tax under 10 (16) of IT Act, 1961.

**SERVICE CONDITIONS:**

- i. **DA and CCA:** JRFs, SRFs, Junior/Senior Project Fellows and Research Associates will not be entitled to these allowances.
- ii. **House Rent Allowance (HRA):** All Research Fellows may be provided hostel accommodation wherever available and those residing in accommodation provided by the Institute will not be eligible for drawing 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, Junior/Senior Project Fellows and Research Associates will be entitled for medical allowance as applicable in the implementing institution.
- iv. **Leave and other entitlements benefits:** 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/Junior/Senior Project Fellows/RA in any scientific event/workshops in India or abroad will be treated as "on duty". The travel entitlement for JRF/SRF/Junior/Senior Project Fellows/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 Government of India instructions issued from time to time would be available to female candidates in all categories.
- v. **Bonus and Leave Travel Concession:** JRFs, SRFs, Junior/Senior Project Fellows and Research Associates will not be entitled to these allowances.
- vi. **Retirement Benefits:** JRFs, SRFs, Junior/Senior Project Fellows and Research Associates will not be entitled to these benefits.
- vii. **Publication/Patent:** The results of JRF/SRF/Junior/Senior Project Fellows/RA's research work may be published 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, Junior/Senior Project Fellows 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. **Obligations of JRF/SRF/Junior/Senior Project Fellow/RA:**
  - a) He/she shall be governed by the disciplinary regulations of the host Institute where he/she is working.

- b) The JRF/SRF/Junior/Senior Project Fellows/RA must send a detailed consolidated report of the research work done during the entire period of Fellowship on completion of the tenure/resignation of the Fellowship at the earliest.

6. **Date of Effect:** The revised emoluments under this order will be applicable **w.e.f. 01.10.2014** for all the categories i.e., JRF, SRF, JPF, SPF and Research Associates.

7. The guidelines/procedure for appointment of research personnel in research projects sponsored by the Ministry are given in "Guidelines for Support to Environmental Research - 2012".

8. 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 attached and subordinate offices and also to the autonomous institutes funded by them.

9. This issues with the approval of the Competent Authority and with the concurrence of IFD vide their Diary Number 1677/Dir(IFD)/2015 dated 05.08.2015.



(Dr.Naseem Ahmad)  
Director

To:

1. All Heads of Divisions of Ministry of Environment, Forest & Climate change for circulating to all Subordinate Offices/Autonomous Bodies/Field Offices/Attached Offices.
2. Director(Finance), MoEF&CC, New Delhi.

Copy to:

1. PPS to Secretary(EF&CC)
2. PPS to AS(SK)/(HKP)/ (MMK)
3. PPS to AS&FA
4. PS to Adviser(RW)/Guard File/Sanction Folder
5. ENVIS Cell for uploading on website of the Ministry.



(Dr.Naseem Ahmad)  
Director