

**F. No. 3-8/2023-RE**  
 Government of India  
 Ministry of Environment, Forest and Climate Change  
 (RE Division)

Indira Paryavaran Bhawan,  
 Jor Bagh Road, New Delhi – 110003.

**Dated: 01<sup>st</sup> March, 2024**

**OFFICE MEMORANDUM**

**Subject:** Revised Guidelines on emoluments and other conditions of service for research personnel working in R&D Schemes/Programmes/Projects of the Ministry of Environment, Forest and Climate Change - regarding.

The undersigned is directed to refer to Department of Science & Technology's (DST) OM No. DST/PCPM/Z-06/2022 dated 26<sup>th</sup> June 2023 regarding the revision of emoluments and guidelines on service conditions for Research Personnel engaged in R&D programme of the Central Government Departments/Agencies. Hence, in continuation to the Ministry of Environment, Forest and Climate Change (MoEF&CC)'s Office Memorandum (O.M.) No. 38/1/2017-RE dated 24<sup>th</sup> July 2019 and O.M. No. 38/1/2017-RE dated 14<sup>th</sup> February 2020, the followings are the revised guidelines on emoluments and other conditions of service of Junior Research Fellow(JRF)/Senior Research Fellow(SRF), Junior Project Fellow(JPF)/Senior Project Fellow(SPF) who are Non-NET and Research Associates (RAs) engaged in R&D Schemes/Programmes/Projects of the Ministry of Environment, Forest and Climate Change and its attached/subordinate/associated offices and institutions:

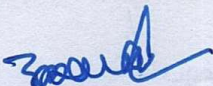
**(A) Junior Research Fellow (JRF) /Senior Research Fellow (SRF):**

Sl. No.	Designation & Qualification	Existing Emoluments	Revised Emoluments
i.	<b>Junior Research Fellow (JRF)</b> Post Graduate (PG) Degree in Basic Sciences, Environmental Sciences with NET qualification or any other National level examinations conducted by central government Departments and their agencies and institutions as DST, DBT, DAE, DCS, DRDO, NHRD, ICMR, IIT, IISc, IISER etc. or Graduate Degree in Professional Course with NET qualification or Post Graduate Degree in Professional Course	₹31000	₹37000
ii.	<b>Senior Research Fellow (SRF)</b> Qualification prescribed for JRF with two years of research experience.	₹35000	₹42000

**(B) Junior Project Fellow (JPF)/Senior Project Fellow (SPF):**

- i. The Fellows – JPF and SPF who are non-NET qualified, i.e. neither NET-JRF nor NET-SRF, would be given fellowships at the revised emoluments given in the table below:

F. No. 3-8/2023-RE





Sl.	Designation and Qualification	Existing Emoluments	Revised Emoluments
i	<b>Junior Project Fellow (JPF)*</b> Post Graduate (PG) Degree in Basic Sciences /Environmental Sciences or Graduate Degree in Professional Courses.	₹20,000	₹24,000
ii	<b>Senior Project Fellow (SPF)*</b> Qualification prescribed for JPF with two years research experience.	₹23,000	₹28,000

\* This category of JPF/SPF is applicable only when NET/GATE qualified candidates are not available for the project sponsored by the Ministry

- ii. Guidelines for selection of Junior Project Fellow (JPF)/Senior Project Fellow (SPF), who are non-NET/Gate candidates, engaged in R&D Schemes/Programmes/Projects of the MoEF&CC, and its attached/subordinate/associated offices and institutions, shall remain the same as given in MoEF&CC's O.M. No. 38/1/2017-RE dated 14<sup>th</sup> February 2020.

**(C) Research Associates-I (RA-I)/Research Associate-II (RA-II)/ Research Associate-III (RA-III):**

The Essential Qualifications and Guidelines for selection of Research Associates shall remain the same as given in MoEF&CC's O.M. No. 38/1/2017-RE dated 24<sup>th</sup> July 2019 and O.M. No. 38/1/2017-RE dated 14<sup>th</sup> February 2020 respectively.


Sl.	Category	Existing Emoluments	Revised Emoluments
i	Research Associate - I	₹47000/-	₹58,000/-
ii	Research Associate - II	₹49,000/-	₹61,000/-
iii	Research Associate - III	₹54,000/-	₹67,000/-

**2. Service Conditions:**

- The stipend of Research Fellow/Associate is exempted from the payment of Income Tax under 10(16) of IT Act, 1961.
- DA and CCA:** JRFs, SRFs and Research Associates will not be entitled to DA.
- 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 and RA as per Central Government norms applicable in the city/location where they are working. The fellowship may be taken as basic for calculating the HRA.
- Medical Benefits:** The JRFs, SRFs and Research Associates will be entitled for medical allowance as applicable in the implementing institution.
- 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. 2<sup>nd</sup> 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.



- vi. **Bonus & Leave Travel Concession:** JRFs, SRFs and Research Associates will not be entitled to these allowances.
  - vii. **Retirement Benefits:** JRFs, SRFs and Research Associates will not be entitled to these benefits.
  - viii. **Publication/Patent:** The results of JRF/SRF/RA's research work may be published preferably in standard refereed journals with the concurrence of the Fellow and 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.
  - ix. **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.
  - x. **Obligation of JRF/SRF/RA:**
    - a. He/she shall be governed by the disciplinary regulations of the host Institute where he/she is working.
    - b. 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. Service Conditions which are applicable for JRF and SRF shall be applicable for JPF and SPF as mentioned /given above.
4. The revised emoluments will take effect from 01.01.2023.
5. This issues with the approval of the Competent Authority.

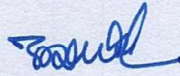
  
(Dr. Rajendra Kumar)  
Scientist 'C'

**To:**

- i. All Heads of Divisions of Ministry of Environment, Forest and Climate Change for information and circulating to all subordinate offices/autonomous bodies/field offices/attached offices, including ZSI, BSI, ICFRE, IIFMS, CPCB, NBA, CZA, NTCA, NRCD, SACON; and
- ii. Director (IFD), MoEF&CC, New Delhi.

**Copy to:**

- i. DGF&SS, MoEF&CC;
- ii. ADG(FC)/ADG(WL), MoEF&CC;
- iii. IGF(WL)/IGF(FC)IGF(RT), MoEF&CC;
- iv. JS (Admn.)/DS (Admn.);
- v. PPS to Secretary (EF&CC);
- vi. PPS to AS (NPG)/PPS to AS&FA;
- vii. Consultant (IT) for uploading on the website of the Ministry for wider publicity;
- viii. Director(S)(RE)/Guard File/Sanction Folder.

  
(Dr. Rajendra Kumar)  
Scientist 'C'