

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

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

dated the 24th July 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 even no. Office Memorandum dated 10th June 2019 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 even no. Office Memorandum dated 10th June 2019 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 thereunder.

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 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	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 Senior Research 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.

Educational Qualification of RA:

The Essential Qualifications (EQ) for Research Associate are Ph.D/M.E/M.Tech.

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) The stipend of Research Fellow/Associate is exempted from the payment of Income Tax under 10(16) of IT Act, 1961.
- (ii) **DA and CCA:** JRFs, SRFs and Research Associates will not be entitled to DA.
- (iii) **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 amount may be taken as basic for calculating the HRA.
- (iv) **Medical Benefits:** The Junior/Senior Research Fellows and Research Associates will be entitled for medical allowance as applicable in the implementing institution.
- (v) **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.
- (vi) **Bonus & Leave Travel Concession:** JRFs, SRFs, Junior/Senior Project Fellows 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/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.

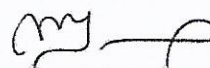
(ii) The JRF/SRF/RA must send a report of the research work done during the period of Fellowship as may be asked by the sponsoring agency. [

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.


(Naresh Jaiswal)

Under Secretary to the GoI

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, including ZSI, BSI, ICFRE, IIFMS, CPCB, NBA, CZA, NTCA and SACON;
- ii. Deputy Secretary (IFD), MoEF&CC, New Delhi

Copy to:

- i. DG, FC &SS, MoEF&CC;
- ii. ADG, FC, MoEF&CC;

- iii. ADG, WL, MoEF&CC;
- iv. IGF, WL, MoEF&CC;
- v. IGF, FC, MoEF&CC;
- vi. IGF, RT, MoEF&CC;
- vii. JS (RKS);
- viii. DS(Admn.);
- ix. NRCD
- x. PPS to Secretary (EF&CC);
- xi. PPS to AS (RA);
- xii. PPS to AS&FA;
- xiii. Consultant (IT) for uploading on the website of the Ministry for wider publicity;
- xiv. PS to Adviser/RE/Guard File/Sanction Folder etc.

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

Agni Wing, 5th Floor,
Indira Paryavaran Bhanwan,
Aliganj, Jor bagh Road,
New Delhi - 110 003

Dated the 14th February 2020

OFFICE MEMORANDUM

Subject: Addendum to Revised Guidelines on emoluments and other conditions of service for Junior Project Fellow, Senior Project Fellow and Research Associates (Non-NET) engaged in R&D Schemes/Programmes/Projects of the Ministry of Environment, Forest & Climate Change-regarding.

In continuation to the Ministry of Environment, Forest & Climate Change (MoEF&CC)'s Office Memorandum (O.M.) No. 38/1/2017-RE dated 24th July 2019 and superseding the earlier O.M. No. 2/6/2013-Re dated 2nd September 2015, the following are the revised Guidelines on emoluments and other conditions of service of Junior Project Fellow(JPF), Senior Project Fellow(SPF) and Research Associates (RA), who are Non-NET and engaged in R&D Schemes/Programmes/Projects of the Ministry of Environment, Forest & Climate Change, and its attached/subordinate/associated offices and institutions:

1. Junior Project Fellow (JPF)/Senior Project Fellow (SPF):

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

Sl. No.	Designation & Qualification	Existing Emoluments	Revised Emoluments
i	Junior Project Fellow (JPF)* ➤ Post Graduate (PG) Degree in Basic Sciences/Environmental Sciences or Graduate Degree in Professional Course.	Rs. 16000	Rs. 20000
ii	Senior Project Fellow (SPF)* ➤ Qualification prescribed for JPF with two years research experience	Rs. 18000	Rs. 23000

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

(ii) Guidelines for selection of Junior Project Fellow (JPF) and Senior Project Fellow (SPF), who are non-NET candidates, engaged in R&D Schemes/ Programmes/Projects of the MoEF&CC, and its attached/subordinate/associated offices and Institutions:

The Project Investigator of a project funded by the MoEF&CC shall adhere to the instructions given below while engaging JPF/SPF, who are Non-NET candidates, in his/her project and select the Project Fellows as per procedure given below:

- i. An open advertisement shall be given in Employment News, any National and Regional Newspaper for the specific projects(s) with relevant details.
- ii. Qualification for JPF/SPF shall be the same as for JRF/SRF respectively as given in MoEFCC's OM No. 38/1/2017-RE dated 24th July 2019 and shall be indicated in the advertisement.
- iii. Prepare criteria for selection in terms of qualification and experience of Non-NET candidates.
- iv. A Tabulated summary of the applicants, who have responded, for their suitability for the project in terms of qualification and experience based on the criteria shall be prepared.
- v. Constitute a Selection Committee as per institutional norms with at least 3 experts in addition to the Project Investigator. The Committee shall scrutinise the applications and shortlist the candidates on the basis of the criteria.
- vi. The Committee shall also conduct an interview of the short-listed candidates and select the JPF/SPF who is most qualified as per the selection criteria.
- vii. Speaking minutes of the Selection Committee providing justification for recommending a non-NET candidate for selection will also be prepared and kept in record of the PI and the Parent/Host Institution/Department.
- viii. The PI and the host institution/Department shall review the performance of the JPF after two years through an appropriate Review Committee constituted in consultation with the Head of the Institution. The fellowship as indicated after two years slab may be provided after successful assessment by this Review Committee and details of which shall be communicated to the Ministry.

2. Selection of Research Associates who are Non-NET: Research Associate - I (RA-I)/ Research Associate - II (RA-II)/ Research Associate -III (RA-III):

After obtaining the degree of Ph.D./M.Tech, the SPF (Non-NET) selected shall be eligible for being appointed as Research Associates with the same emoluments as RAs selected from SRFs (NET) as per MoEFCC's O.M. No. 38/1/2017-RE dated 24th July 2019.

3. Service Conditions:

Service Conditions of JPF/SPF and RA shall remain the same as given in MoEF&CC's O.M. No. 38/1/2017-RE dated 24th July 2019.

4. **Date of Effect:**

This Order shall be applicable w.e.f. **01.01.2020**.

5. All the Divisional Heads of the MoEF&CC are requested to ensure that the above Guidelines are followed in regard to the remuneration and other benefits to Junior Project Fellow, Senior Project Fellow and Research Associates (Non - NET) 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 vide Diary No. 47953 dated 12.02.2020 and with the concurrence of the Integrated Finance Division vide Diary. No. 47953 dated 29.01.2020.

(Naresh Jaiswal)

Under Secretary to the GoI

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, including ZSI, BSI, ICFRE, IIFMS, CPCB, NBA, CZA, NTCA, GBPNIHESD, WII and SACON;
- ii. Deputy Secretary (IFD), MoEF&CC, New Delhi

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