

**Government of India**  
**Ministry of Science and Technology**  
**Department of Science and Technology**

No. SEED/TIASN-2/002/2016

Dated 20 December 2016

**OFFICE MEMORANDUM**

**Subject: Revised Guidelines on Emoluments for Projects Personnel under Societal Programmes of DST.**

Attention is invited to the Office Memorandum (O.M.) No. DST/SEED/RG/1/2012 dated 16-08-2012 and O.M. No. SEED/TIASN-2/001/2014 dated 25-02-2014 issued by Science for Equity Empowerment and Development (SEED) Division, Department of Science and Technology (DST), Government of India on "Guidelines on emoluments and other budget heads for projects under SEED Division, DST, New Delhi" and "Guidelines on emoluments under Long Term Core Support- Technological Advancement for Rural Areas (TARA), SEED Division, DST, New Delhi". The matter has been further considered by the Department and the following revised emoluments have been approved. The O.M. is applicable to the project personnel working under societal programmes of DST such as SEED, Centre for Human Organization Resource and Development (CHORD), National Council for Science and Technology Communication (NCSTC), National Science & Technology Entrepreneurship Development Board (NSTEDB) and so on. The details are given below:

Sl. No.	Designation	Monthly Emoluments	Qualification and Experience
<b>I</b>	<b>For all Government Institutions (including Central/State Government Organizations/Universities/Autonomous Bodies/Aided Institutions/Private Universities/Institutions/Colleges affiliated to or recognized by UGC/AICTE)</b>		
1	Research Associate – I	Rs.36,000/- + HRA	As per DST O.M. No. SR/S9/Z-09/2012 dated 21-10-2014 or as per the norms of the Institute undertaking such projects if they have a different structure than that defined in the above mentioned OM.
2	Research Associate – II	Rs.38,000/- + HRA	
3	Research Associate – III	Rs.40,000/- + HRA	
4	Junior Research Fellow (JRF)	Rs.25,000/-+ HRA	
5	Senior Research Fellow (SRF)	Rs.28,000/- + HRA	
<b>II</b>	<b>For Non-Government/Voluntary Organizations under various beneficiary oriented schemes, societal programmes, etc.</b>		
1	PI/Co-PI/Project Co-ordinator -1	Rs.55,000/- (Consolidated)	Ph.D in Engineering/ Sciences/ Medicine/ Pharma. with minimum 5 years of experience.
2	PI/Co-PI/Project Coordinator –II	Rs.35,000/- (Consolidated)	Ph.D in Engineering/ Sciences/ Medicine/ Pharma or PG in Engineering/Sciences/Medicine/Phar

			ma with minimum 3 years of experience.
3	PI/Co-PI/Project Coordinator –III/ ICT Expert/Consultant	Rs.30,000/- (Consolidated)	PG in Sciences with 2 years of experience or Graduate in Engineering/ Medicine/ Pharma with minimum 2 years of experience or Diploma holder in any discipline with minimum 5 years of experience.
4	Project Assistant/Field Assistant	Rs.22,000/- (Consolidated)	Graduation in Engineering/ Medicine/ Pharma or Graduation in Science with minimum one year of experience.
5	Field Worker/Helper	Rs.15,000/- (Consolidated)	Conversant with local field activities/ works/skills, etc.
<b>III</b>	<b>For Technological Advancement for Rural Area (TARA) – Long Term Core Support Scheme, SEED division, DST</b>		
1	Core Team Leader/Senior Program Officer (SPO)	Rs.55,000-1000-59,000/- (Consolidated)	PhD Engineering/ Sciences/ Medicine/ Pharma or PG in Engineering/ Sciences/ Medicine/ Pharma with minimum 5 years of field experience in technology development and delivery in rural settings/ implementing S&T based projects/programs for societal application.
2	Program Officer (PO)	Rs.35,000-500-37,000/- (Consolidated)	Ph.D Engineering/ Sciences/ Medicine/ Pharma or PG in Engineering/ Medicine/ Pharma or Graduate in Engineering/ Medicine/ Pharma, and Post Graduates in Science with minimum 3 years of experience in handling S&T based societal projects.
3	Program Professionals (PP)	Rs.25,000-500-27,000/- (Consolidated)	PG in Science or Graduate in Engineering/ Medicine, or Graduate in Science/Social Science/ Rural Management/ ICT with minimum 5 years of experience in implementing S & T based societal projects.
4	Technical Assistant/ Supervisor/ Construction Specialist/ Social Animator/ Field Assistant/ Supervisor	Rs.20,000-250-21,000/- (Consolidated)	Graduate in Science/ Social Science or Diploma holder in any discipline with minimum 3 years of experience in implementing S&T based societal projects.
<b>IV</b>	<b>Honorarium to Resource Persons for lecture/trainings/field programmes/ demonstrations/evaluators for Children Science Congress on case to case basis</b>		
1	Honorarium per lecture/session for training or field programmes/motivational programmes	Rs.2500/- per lecture/ session for training or field programmes	M.Sc/ Ph.D + field experience 5-10 years or Subject Area Expert/ Teachers at Secondary/ Senior Secondary Level or College Level or

			Master Trainers- Graduate/ M.Sc/ Masters in Social Sciences/ Field Experience 10 years/ Subject Area Expert/ Teachers at Secondary/Senior Secondary Level or College Level or Equivalent
2	Honorarium to Evaluators for Children Science Congress	Rs.2000/-	M.Sc, Ph.D, Teachers or equivalent

**V. For Scheme for Young Scientist and Technologists (SYST) of SEED Division.**

Sl. No	Category	Qualification	Amount of Fellowship (Consolidated)
1.	<b>Young Scientist (Holding Regular Positions)</b>	Ph.D in Basic and Applied Sciences or equivalent	-----
2.	<b>Young Scientist (Holding Regular Positions)</b>	M.Tech/ M.Pharm/ M.V.Sc or equivalent degree	-----
3.	<b>Young Scientist (Holding Regular Positions)</b>	M. Sc. in Basic and Applied Sciences/ B. Tech/ MBBS or equivalent degree	-----
4.	<b>Young Scientist (Not Employed)</b>	PhD in Basic and Applied Sciences or equivalent	Rs 55,000/-
5.	<b>Young Scientist (Not Employed)</b>	M.Tech/M.Pharm/M.V.Sc or equivalent degree	Rs 40,000/-
6.	<b>Young Scientist (Not Employed)</b>	M. Sc. in Basic and Applied Sciences/B.Tech/MBBS or equivalent degree	Rs 30,000/-

2. For all Government Institutions (including Central/State Government Organizations /Universities/Autonomous Bodies/Aided Institutions etc) where the category of staff is already well-defined, the emoluments will be as prescribed under DST OM date 21<sup>st</sup> October 2014 or as per the norms of the Institute undertaking such projects if they have a different structure than that defined in the OM dated 21<sup>st</sup> October 2014 (copy of OM dated 21<sup>st</sup> October 2014 enclosed).

3. The revised emoluments will be with effect from **01-01-2017**.

4. In an exception to above, Field Worker emoluments will be as per State Government norms where the projects are being implemented.

5. The salary of respective posts/designations may be fixed at a consolidated amount in the above pay ranges depending on the quantum of workload and experience of the person. In extraordinary cases, which the PI, being an outstanding person and made remarkable impact/significant contributions in the field of Science and Technology, the Programme Division may consider higher remuneration than proposed above with specific recommendations of the Expert Committees/Programme Advisory Committee and with the concurrence of Finance, subject to PI handling only one project.




6. The number of persons to be recruited under a specific project will be as per the recommendations of the respective Expert Committees/Programme Advisory Committee. However, only one Principal Investigator or Co-Investigator or Project Coordinator or maximum 2 Senior Programme Officer (under TARA- Core support) or Young Scientist will be allowed for a particular project. Other positions will be decided as per need and scope of the project. Principal Investigator/Co-Investigator/Project Coordinator/Senior Programme Officer/Young Scientist is eligible to draw emoluments from only one project supported either by DST or any other funding agency at a particular time.

7. Under field based action research/technology demonstration projects of societal nature, for construction activities like construction of common facility centres, worksheds, minor bore/tube wells, constructions of rainwater harvesting structures, construction of ponds, poly-houses, construction of low cost sanitary toilets, minor works for installation of procured equipment, testing lab, incubation centre etc and for all other related allied activities, a maximum of 40% of the total project cost will be provided/sanctioned to the implementing organization if they are the integral part of the project subject to the condition that the rest of the funds would be arranged by the organization either from the State Government/PRI's/beneficiaries etc. The constructed structures/facilities created through grant-in-aid projects should be handed over to the beneficiaries after implementation of the project with intimation to DST. This grant should not be utilized for creating infrastructure facilities to the implementing agency/organization. However, in case of TARA scheme – Long Term Core Support such facilities may be utilized by core support organizations to strengthen their infrastructure facilities to carry out adaptive R&D work for technology development, scaling and delivery. The implementing agency should also ensure the proper utilization and management of these facilities even after the project period is over.

8. All other terms and conditions laid down in the O.M No. DST/SEED/RG/1/2012 dated 16-08-2012 and O.M. No.SEED/TIASN-2/001/2014 dated 25-02-2014 will remain the same.

9. This issues with the approval of the JS & FA, DST, vide Dy.No.P.2511 dated 07-12-2016.

  
Chander Mohan  
HEAD (SEED)

To

1. All Heads of Divisions of DST/DSIR
2. All officers of SEED, CHORD, NCSTC, NSTEDB & TDT Division, DST
3. All Officers in IFD, DST

Copy for Information to

1. PPS to the Secretary, DST
2. PS to JS (A), DST
3. PS to JS & FA, DST