

**Innovation Management Directorate
Council of Scientific & Industrial Research
Anusandhan Bhawan, 2, Rafi Marg, New Delhi-110001**

OFFICE MEMORANDUM

No.4/CMG/2021-IMD

March 09, 2021

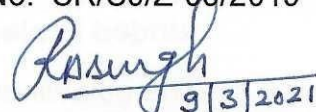
Sub: Guidelines relating to engagement of project staff in CSIR Projects including NMITLI projects, OLP/MLP, Contract R&D, and non-CSIR funded Projects

1. The guidelines relating to the hiring of Project Staff in Contract Research and Plan Projects/NMITLI Scheme under the National Laboratories Scheme were issued by CSIR vide OM No. 4/CMG/2016-PPD dated July 4, 2016. Department of Science & Technology (DST) vide its OM No. SR/S9/Z-05/2019 dated August 21, 2019, had revised the guidelines and emoluments for Scientific/Technical Manpower other than JRF/SRF/RA in R&D programs of Central Government Departments/Agencies which CSIR had adopted in toto vide its OM No. No.4/CMG/2020-MD dated February 6, 2020, for recruitment and remuneration of the project staff in CSIR Projects including NMITLI projects, OLP/MLP, Contract R&D, and non-CSIR funded Projects with effect from Feb 6, 2020.
2. Department of Science & Technology vide its OM No. SR/S9/Z-05/2019 dated July 10, 2020, had further revised aforesaid guidelines in supersession of earlier guidelines issued on August 21, 2019. DG, CSIR had approved the adoption of DST OM No. SR/S9/Z-05/2019 dated July 10, 2020, in toto for recruitment and remuneration of the project staff in CSIR Projects including NMITLI projects, OLP/MLP, Contract R&D, and non-CSIR funded Projects with effect from July 10, 2020.
3. CSIR laboratories have expressed their concern that by adopting the DST OM in toto by CSIR, the implementation of the projects is being hampered. They raised a few issues such as acceptance of different emoluments for project staff than prescribed in the DST OM No. SR/S9/Z-05/2019 dated July 10, 2020, in case of industry-sponsored and international projects; allowing M.Tech/M.E for the post of Project Associates, engaging project staff according to the guidelines of the sponsoring agencies, etc.
4. To address the issues raised by CSIR laboratories, CSIR had constituted a committee to revisit CSIR Guidelines for engagement of project staff in CSIR Projects including NMITLI projects, OLP/MLP, Contract R&D, and non-CSIR funded Projects. The Committee recommended certain changes to be made to DST OM. Accordingly, the matter was forwarded to Secretary, DST from DG, CSIR on the advice of FA, CSIR to approve the above-mentioned modifications proposed to be made in CSIR guidelines.
5. Taking cognizance of CSIR's request, DST has issued an addendum dated February 25, 2021, to the earlier OM dated July 10, 2020, approving to adopt



the additional/modified guidelines with the approval of the Honorable Minister for Science & Technology and Earth Sciences.

6. DG, CSIR has approved the adoption of the DST addendum dated February 25, 2021. These guidelines shall come into effect from July 10, 2020, and all other conditions in said OM dated July 10, 2020, would remain the same.
7. These guidelines are to be followed by all Laboratories/ Institutes. COA will be responsible to ensure compliance with these instructions. No request should be forwarded to CSIR Hqrs for any relaxation.
8. This OM shall be read in conjunction with DST OM No. SR/S9/Z-05/2019 dated July 10, 2020


9/3/2021

(Rajendra Prasad Singh)
Chief Scientist and Head, IMD

Copy to:

1. Directors of all CSIR Laboratories/ Institutes
2. COA/AO of all CSIR Laboratories/ Institutes
3. F&AO of all CSIR Laboratories/ Institutes
4. Heads of all CSIR Directorates
5. Head of CSIR Units Complex/ RAB/ HRDG / HRDC/URDIP/TKDL/IPU
6. PS to DG, CSIR
7. JS (Admn.), CSIR
8. FA, CSIR
9. CVO, CSIR
10. LA, CSIR
11. DS(CO)
12. IT Division for uploading the OM on the CSIR website
13. Office Copy

SR/S9/Z-05/2019
Government of India
Ministry of Science & Technology
Department of Science & Technology

Technology Bhavan
New Mehrauli Road
New Delhi-110016


Dated: 25 February 2021

ADDENDUM

Subject: *Scientific / Technical Manpower other than JRF/SRF/RA in R&D programmes of Ministry of Science & Technology and Ministry of Earth Sciences and Institutes and Laboratories under their administrative control: Guidelines and emoluments*

Attention is invited to the Office Memorandum (O.M) No. SR/S9/Z-05/2019 dated 10.07.2020 issued by the Department of Science and Technology, Government of India on the above subject. The matter has been further considered with inputs from other Ministry / Agencies and additional / modified provisions specific to essential qualification required for the manpower as given in the annexure have been approved.

2. In case of International or industry sponsored projects, the designation/ qualification/ emoluments / age etc. shall be regulated as per the guidelines of the funding agency with the concurrence of the competent authority in the Department / Agency concerned.
3. The selection process specified in the OM is primarily to bring fairness and transparency in the process. Though there can be a walk-in-interview for urgent and shorter duration projects (less than 6 months), the Departments / Agencies should adopt the selection process as specified in the said OM. For operational easiness, for the selection of Project Scientists / Coordinator / Manager in CSIR, the nominee of CSIR Headquarters shall be made a member of the Selection Committee in place of Ministry/ Department.
4. Emoluments and other terms and conditions of specialized project manpower with specific job profile and specific to Institutions in specialized projects like Shipboard Assistant etc. of Ministry of Earth Sciences shall be regulated and fixed by the concerned Ministry / Department by following the appraisal and approval mechanisms as followed in such cases.
5. The additional / modified guidelines shall be effective from 10 July 2020. All other conditions in said OM dated 10 July 2020 would remain same.
6. This issues with the approval of the Hon'ble Union Minister for Science & Technology, Earth Sciences and Health & Family Welfare vide E-Office No. E 23171 dated 23.02.2021.


(Dr Praveenkumar S)
Scientist F / SERC
Tele: 011 - 26963695

To

1. All Scientific Ministries / Departments
2. All Heads of DST
3. Senior PPS to Secretary, DST
4. Heads of AIs of DST / Secretary, SERB
5. CCA/ PAO, MST & IFD, DST

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.	Senior Project Associate	<p>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</p> <p>ii. Four years' experience in Research and Development (R&D) in Industrial and Academic Institutions or Science and Technology (S&T) Organisations and Scientific activities and services</p> <p style="text-align: center;">OR</p> <p>ME /M.Tech in Engineering or Technology from a recognized University or equivalent with two years' experience in R&D in Industrial and Academic Institutions or S&T 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
2.	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 R&D in Industrial and Academic Institutions or S&T Organisations and</p>	40	49,000/- + HRA



		<p>Scientific activities and services</p> <p>OR</p> <p>ME /M.Tech in Engineering or Technology from a recognized University or equivalent with six years' experience in R&D in Industrial and Academic Institutions or S&T Organisations and Scientific activities and services</p> <p>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 R&D in Industrial and Academic Institutions or S&T Organisations and Scientific activities and services</p>		
3.	*Project Scientist I	<p>Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent</p>	35	56,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review.
4.	*Project Scientist II	<p>i. Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent; and</p> <p>ii. Three years' experience in R&D in Industrial and Academic Institutions or S&T Organisations and Scientific activities and services</p>	40	67,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review.
5.	*Project Scientist III	<p>i. Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent; and</p> <p>ii. Seven years' experience in R&D in Industrial and Academic Institutions or S&T Organisations and</p>	45	78,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review.



		Scientific activities and services		
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**Project Scientists B, C and D (fresh / existing) who are recruited in projects that were approved through SFC/EFC/Cabinet notes and by the competent authority for undertaking the R&D work of the 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. The remuneration of existing manpower in the earlier post would be protected.*

