

**ANRF/OM/N-01/2024**

**Anusandhan National Research Foundation  
(Statutory Body Created by an Act of Parliament)**

3rd & 4th Floor, Block II, Technology Bhawan, New Mehrauli Road, New Delhi – 110016

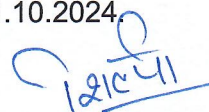
Dated: 14<sup>th</sup> October 2024

**OFFICE MEMORANDUM**

Subject: Scientific / technical manpower other than JRF/SRF/RA in R&D Programs of ANRF:  
Guidelines and Emoluments

Ausandhan National Research Foundation (ANRF) has approved guidelines and emolument norms for Scientific / Technical Manpower other than JRF/SRF/RA in ANRF sponsored R&D Programs.

2. Specific manpower positions suitable for inducting in R&D projects with remuneration, essential qualification, upper age-limit and other guidelines as adopted are detailed in Annexure. These manpower positions would be adopted in R&D Programs and projects of ANRF. The guidelines help the Principal Investigators (PIs) / Institutes to choose appropriate manpower positions with required qualifications for successful implementation of projects. All Manpower positions in projects will be co-terminus with the project.
3. These norms and emoluments will take effect from April 01, 2024.
4. This issue with the approval of CEO -ANRF vide Diary No.700 dated 01.10.2024.



Dr Shilpi Paul

Scientist F

Copy to:

1. Program Coordinators / Member Secretaries
2. PPS to CEO- ANRF
3. Director, ANRF
4. All other concerned
5. ANRF Website/ ANRF online portal

## Annexure

### Manpower Positions in ANRF Projects

**Table A: Scientific / Technical Manpower positions with remuneration and essential qualification**

Sl. No.	Manpower Position	Essential Qualification	Monthly Emoluments (₹)
1	Scientific Administrative Assistant / Field Worker	Graduate degree in any discipline	24,000/- + HRA
2	Laboratory Assistant/Technician / Project Assistant / Technical Assistant / Field Assistant	Bachelor's degree in science / 3 years Diploma in Engineering & Technology	27,000/- + HRA Increment of 15% for 3 years of experience with a maximum ceiling of 4 such revisions i.e. up to 12 years of experience
3	A. Project Associate-I	Four years Bachelor's Degree in Natural or Agricultural Sciences / Master's Degree in Natural or Agricultural Sciences / BVSc /B. Pharm or Bachelor's degree in Engineering or Technology or Medicine or from a recognized University or equivalent	(i) 37,000/- + HRA to Scholars who are selected through  (a) National Eligibility Tests - CSIR-UGC NET including Lectureship (Assistant Professorship) or GATE or  (b) A selection process through National level examinations conducted by Central Government Departments and their Agencies and Institutions  (ii) 30,000/- + HRA for others who do not fall under (i) above
	B. Project Associate-II	Four years Bachelor's Degree in Natural or Agricultural Sciences / Master's Degree in Natural or Agricultural Sciences / BVSc/BPharm or Bachelor's degree in Engineering or Technology or Medicine or from a recognized University or equivalent and Two years' experience in	(i) 42,000/- + HRA to Scholars who are selected through a process as mentioned in 3(i) above.  (ii) 33,000/- + HRA for others who do not fall under (i) above

2  
22/4/1

		R&D in Industrial and Academic Institutions or Science and Technology Organizations and Scientific activities and services	
4	Senior Project Associate	<p>Four years Bachelor's Degree in Natural or Agricultural Sciences / Master's Degree in Natural or Agricultural Sciences / BVSc / BPharm or bachelor's degree in Engineering or Technology or Medicine from a recognized University or equivalent and</p> <p>Four years' experience in R&amp;D in industrial and academic institutions or S&amp;T organizations and scientific activities and services</p> <p>OR</p> <p>Master's Degree in Engineering or Technology from a recognized university or equivalent and</p> <p>Two year's experience in R&amp;D in industrial and academic institutions or S&amp;T organizations and scientific activities and services</p> <p>OR</p> <p>Doctoral Degree in Science / Engineering / Technology / Pharma / MD / Master of Surgery from a recognized University or equivalent</p>	57,000/- + HRA
5.	Principal Project Associate	<p>Four years Bachelor's Degree in Natural or Agricultural Sciences / Master's Degree in Natural or Agricultural Sciences / BVSc / B. Pharm or Bachelor's degree in Engineering or</p>	67,000/- + HRA

		<p>Technology or Medicine from a recognized University or equivalent and Eight years' experience in R&amp;D in industrial and academic institutions or S&amp;T organizations and scientific activities and services, out of which four years should be in science and technology program, planning, development and co-operation OR Master's Degree in Engineering or Technology from a recognized university or equivalent and Six years' experience in R&amp;D in industrial and academic institutions or S&amp;T organizations and scientific activities and services OR Doctoral Degree in Science / Engineering / Technology / Pharma / MD / Master of Surgery from a recognized University or equivalent and Four year's experience in R&amp;D in industrial and academic institutions or S&amp;T organizations and scientific activities and services</p>	
--	--	--	--

**Table B: Scientific / Technical Manpower positions for mission mode projects, and projects with budget outlay of more than Rs 5.0 Crores**

Sl. No.	Manpower Position	Essential Qualification	Monthly Emoluments (₹)
1	Project Scientist I	Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized university or equivalent	77,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review

2	Project Scientist II	Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized university or equivalent and Three years' experience in R&D in industrial and academic institutions or S&T organizations and scientific activities and services	92,000/- + HRA Increment of 5% for every 2 years of experience subject to performance review
3	Project Scientist III	Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized university or equivalent and Seven years' experience in R&D in industrial and academic institutions or S&T organizations and scientific activities and services	1,07,000/- +HRA Increment of 5% for every 2 years of experience subject to performance review
4	Project Manager	Doctoral Degree in Science or Master's Degree in Engineering or Technology from a recognized university or equivalent	60,000 – 1,25,000/- (Consolidated)
5	Senior Project Manager	Doctorate Degree in Science or Master's Degree in Engineering or Technology from a recognized university or equivalent and Five year's experience in relevant field	1,25,000 – 2,00,000/- (Consolidated)
6	Principal Project Manager	Doctorate Degree in Science or Master's Degree in Engineering or Technology from a recognized University or equivalent and Ten years of experience in relevant field	2,00,000 – 3,50,000/- (Consolidated)

## II. Selection Process

A Selection Committee with the following composition (minimum) would be constituted by the Head of the grantee institution for selection of the candidate/s:

1. Director / Head of the Institution or nominee
2. One subject expert from the Institute
3. One subject expert from outside the Department / Institute
4. Principal Investigator

*Signature*

### III. Service conditions of Scientific / Technical manpower

1. **Age Limit:** Upper Age Limit for all the manpower positions specified in Table A and Table B will be 50 yrs and 55 yrs, respectively. The service duration should not exceed beyond 60 yrs of age.
2. **Dearness Allowance (DA) & Child Care Allowance (CCA):** Scientific / Technical Manpower in projects are not entitled to DA & CCA.
3. **House Rent Allowance (HRA):** HRA is allowed for all categories, except for Project Manager/Senior/Principal Project Manager, as per Central Government norms applicable in the city/location where they are working. The percentage required for calculating HRA will be based on the remuneration.
4. **Medical Benefits:** The Scientific/Technical manpower will be entitled for medical benefits as applicable in the implementing institution.
5. **Leave and other entitlements:** The Scientific / Technical manpower is entitled to leave as per rules of the host institution. Maternity / Paternity leave as per the Govt. of India instructions issued from time to time would be available to all categories. The travel entitlement is as per Institute norms.
6. **Bonus, Gratuity & Leave Travel Concession:** The Scientific/Technical manpower will not be entitled to these allowances.
7. Remuneration is taxable as per norms.
8. All manpower positions are co-terminus with the project.

12/10/14