

Indian Institute of Technology Delhi
(Industrial Research & Development Unit)

No. IITD/IRD/M-038/258807

Date 21/03/2024

Subject: Revision of consolidated pay-slabs/salaries for various categories of contractual staff appointed under Sponsored Research Projects/ Consultancy Jobs / Misc. Projects and creation of new-High-Level Positions for CoEs / Projects / Consultancies

BoG, vide Resolution No. BG/12/2024, has approved the revision of the consolidated pay-slabs/ salaries for various categories of contractual staff appointed under Sponsored Research Projects/ Consultancy Jobs/Misc. Projects and the creation of new High-Level Positions for CoEs/Projects/Consultancies, as given in the enclosed document. The revised pay-slabs shall be effective from 01/04/2024.

Simultaneously, the existing pay-slabs shall also continue in the case of ongoing projects and projects in pipeline where the above revisions are not feasible.

This issues with the approval of the Competent Authority.

AD
21/03/2024
Assistant Registrar (IRD)

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Indian Institute of Technology Delhi
(Industrial Research & Development Unit)

Annexure

Subject: Revision of consolidated pay slabs/salaries for various categories of temporary/contractual staff working under Sponsored Research Projects/Consultancy Jobs

The approved and revised consolidated pay slabs and qualifications/experience for various categories of temporary/contractual staff working under Sponsored Research Projects/Consultancy Jobs and New Project Position(s) for Major upcoming Sponsored Projects are detailed in Annexure I to Annexure IV.

The implementation of the revised pay slabs shall be with the following terms and conditions:

1. The pay-slabs shall be applicable for all fresh Projects proposals to be submitted to the funding agencies.
2. Any incumbents placed at the last pay slab in these pay slabs will draw the same consolidated salary till the next revision of pay slabs.
3. For the existing staff, the implementation shall be subject to the condition that the project staff fulfills the qualification and experience as well as availability of funds (under Salary Head) under the specific ongoing projects. The formal approval of the Competent Authority will be required for the purpose. The mapping of designation, if required, will be with the approval of the Competent Authority on case to case basis.
4. HRA is to be paid separately as per norms and with the approval of Competent Authority.
5. The existing pay slabs shall also continue in case of ongoing projects and projects in pipeline where above revisions are not possible. However, the PIs may approach funding agencies to get additional funds under salary head of their projects so that the revised pay slabs could be implemented uniformly for all project staff. The pay slab revision would not be applicable before 01.04.2024.

HR

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Qualifications/Experience and Revised Pay Slabs for Project Staff Working in Various Sponsored Research Projects/ Consultancies

The following positions are approved by BoG (Resolution No. BG/12/2024) for the ongoing sponsored research projects and the projects under pipeline, and for ongoing and upcoming sponsored research projects / Centre of Excellence (CoEs) / Consultancies etc. on a case-to-case basis for relaxation in qualifications and experience with due approval by the Dean (R&D):

A: Scientific/Research Staff

S.No.	Designation	Qualifications	Existing Consolidated Pay Slabs (In Rs.)	Revised Consolidated Pay-Slabs (In Rs.)
1.	Project Director	Ph.D. with 1st class or equivalent (in terms of Grades etc.) at the preceding degree in the appropriate branch with a very good academic record throughout and a minimum of 10 years teaching/research/Industrial experience after Ph.D & Outstanding Publication/Outstanding Industrial Experience OR an outstanding Engineer/Technologist/ Practitioners with 1st Class Post Graduate degree in relevant discipline having a minimum of 15 years of experience	144000-154000-164000-177000-190000-203000-219000-235000-251000-267000/- p.m.	194400-200230-206240-212430-218800-225360-232120-239080-246250-253640/-
2.	Project Co-ordinator	Ph.D. with first class or equivalent at the preceding degree in the appropriate branch with a minimum 10 years teaching/research/Industrial experience after Ph.D. OR An outstanding Scientist/Engineer/Technologist/Practitioner with 1st class Post Graduate degree in relevant discipline working in Industry and having a minimum of 15 years	123000-131500-140000-151000-162000-173000-184000-195000/- p.m.	166050-171030-176160-181450-186890-192500-198270-204220-210350-216660/- p.m.
3.	Project Consultant	Ph.D. with first class or equivalent at the preceding degree in the appropriate branch with a minimum 6 years teaching/research/Industrial experience after Ph.D. OR An outstanding Scientist/Engineer/Technologist/Practitioner with 1st class Post Graduate degree in relevant discipline Working in Industry and having a minimum of 10 years experience.	79000-84500-90000-97000-104000-111000-118000-125000/- p.m.	106650-109850-113140-116530-120030-123640-127350-131170-135100-139150/- p.m
4.	Principal Project Engineer/Scientist	Ph.D. with first class or equivalent at the preceding degree in the appropriatediscipline OR M. Tech. 1st class or equivalent OR M.Sc. in science or engineering or MS(R) or equivalent (MA/MCom/MDes) with 6 years experience	56000-60000-64000-69000-74000-79000/- p.m.	75600-77870-80210-82620-85100-87650-90280-92990-95780-98650-101610/-p.m.
5.	Sr. Project Engineer/ Scientist	M.Tech./ MS(R) / MCA 1st class or equivalent in the appropriate discipline OR B.Tech./ M. Sc./ Post Graduate in relevant discipline (all first class or equivalent) with 3 years' experience.	45000-48200-51400-55400-59400-63400/- p.m.	60750-62570-64450-66380-68370-70420-72530-74710-76950-79260/- p.m.
6.	Project Scientist	B.Tech./ M.Sc. / M.C.A./Post Graduate in relevant discipline having 1st class or equivalent in the appropriate discipline.	35400-37900-40400-43600-46800-50000/- p.m.	47790-49220-50700-52220-53790-55400-57060-58770-60530-62350/- p.m.

B: Technical Support Staff

S.No.	Designation	Qualifications	Existing Consolidated Pay Slabs (In Rs.)	Revised Consolidated Pay Slabs (In Rs.)
7.	Sr. Project Assistant	B. Tech./ B.E./AMIE or equivalent OR Technical Diploma (3 years duration) / Graduate Degree in appropriate discipline with 5 years relevant work experience. In exceptional cases ITI (2 years duration) with 11 years of work experience in relevant field may also be considered.	35400-37900-40400-43600-46800-50000/- p.m.	47790-49220-50700-52220-53790-55400-57060-58770-60530-62350/- p.m.
8.	Project Assistant	Diploma (3 years duration)/ Graduate Degree in appropriate discipline with 2 years relevant work experience in relevant field. OR ITI (2 years duration) in relevant field with 8 years relevant work experience.	29200-31200-33200-35800-38400-41000/- p.m.	39420-40600-41820-43070-44360-45690-47060-48470-49920-51420/-p.m.
9.	Jr. Project Assistant	Diploma (3 years duration) / Graduate Degree in appropriate discipline OR ITI (2 years duration) in relevant trade with 6 years relevant work experience.	21700-23200-24700-26700-28700-30700/- p.m.	29290-30170-31080-32010-32970-33960-34980-36030-37100-38220/-p.m.
10.	Project Attendant	12th class (10+2) passed	19900-21300-22700-24500-26300-28100/- p.m.	26860-27660-28500-29360-30240-31150-32080-33040-34030-35050/-p.m.
11.	Jr. Project Attendant	10th class passed	18000-19300-20600-22200-23800-25400/- p.m.	24300-25030-25780-26550-27350-28170-29010-29880-30780-31700/- p.m.

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C: Administrative Officers

S.No.	Designation	Qualifications	Existing Consolidated Pay Slabs (In Rs.)	Revised Consolidated Pay Slabs (In Rs.)
12.	Sr. Project Manager	(i) A Post Graduate Degree with at least at 55% marks or its equivalent grade and (ii) 08 years of administrative experience in research establishments or other Institutions of higher education out of which 5 years as Assistant Registrar or equivalent post. Desirable: (i) An MBA / PGDM (two years) or equivalent, (ii) Experience of computer system for information processing and retrieval.	56000-60000-64000-69000-74000 -79000/- p.m.	75600-77870-80210-82620-85100-87650-90280-92990-95780-98650/- p.m.
13.	Project Manager	(i) A Post Graduate Degree and (ii) Minimum 8 years relevant work experience in an Institute, out of which at least 5 years at the level of Superintendent or of supervising a section in a scale not less than that of a Superintendent. OR (i) A Graduate Degree and (ii) Minimum 12 years relevant work experience in an Institute, out of which at least 5 years at the level of Superintendent or of supervising a section in a scale not less than of a Superintendent. Desirable: (i) An MBA or equivalent, (ii) Experience of computer system for information processing and retrieval	47600-51000-54400-58700-63000- 67300/- p.m.	64260-66190-68180-70220-72330-74500-76730-79030-81400-83840/- p.m.

AP

D: Administrative Support Staff

S.No.	Designation	Qualifications	Existing Consolidated Pay Slabs (In Rs.)	Revised Consolidated Pay Slabs (In Rs.)
14	Sr. Project Assistant	Graduate Degree in Arts/ Science/ Commerce or Business Management. At least 5 years' experience in the actual conduct of meetings/examinations and/or adequate experience of supervisory work at Jr. Superintendent level in a Govt. office or in educational Institution or in business organization of repute. Desirable: Knowledge of Office Procedures, rules & regulations generally operative in Govt. office or in Educational Institutions including experience in handling work in connection with meetings & conferences. Working knowledge of computer. In case of Accounting/Audit/Cash: Graduate of a recognized University. Sufficient knowledge of fundamental & Supp. Rules, Account Code, G.F. Rules, Rules of Central Govt. Has passed an accounting exam such as subordinate accounts service, costing, etc.	35400-37900-40400-43600-46800-50000/- p.m.	47790-49220-50700-52220-53790-55400-57060-58770-60530-62350/- p.m.
15.	Project Assistant	Graduate degree with 2 years work experience as Sr. Assistant or equivalent post/scale. In case of Accounting/Audit/Cash: Graduate degree preferably in Commerce with 2 years work experience as UDC or equivalent post/scale In case of Stores/Stock Verification: Graduate degree with 2 years relevant work experience of Stores/Stock verification at the level of Sr. Assistant or equivalent post/scale.	29200-31200-33200-35800-38400-41000/- p.m.	39420-40600-41820-43070-44360-45690-47060-48470-49920-51420/-p.m.
16.	Jr. Project Assistant	i) Graduate Degree/Diploma (three years) ii) Knowledge of Office Procedures, noting, drafting etc. and dealing with correspondence. iii) Should have one year experience in one or more of the following: a) Est. & Admin. Matters b) Maintenance of accounts, priced stores ledgers, processing of bills c) Purchase of stores & Purchase Procedure d) Work connected with meetings, conference, Co-ordination e) Admissions & conduct of examinations f) Knowledge of computers.	21700-23200-24700-26700-28700-30700/- p.m.	29290-30170-31080-32010-32970-33960-34980-36030-37100-38220/-p.m.
17.	Project Attendant	12th class (10+2) passed	19900-21300-22700-24500-26300- 28100/- p.m	26860-27660-28500-29360-30240-31150-32080-33040-34030-35050/-p.m.
18.	Jr. Project Attendant	10 th class passed	18000-19300-20600-22200-23800 -25400/- p.m	24300-25030-25780-26550-27350-28170-29010-29880-30780-31700/- p.m.

Candidates will be considered to have 1st class who have got 60% marks or equivalent.

If any funding agency provides specific sanction for hiring staff with specific pay-scales, project staff will be hired as per the sanction of the funding agency.

E: Fellowships (RA/SRF/JRF) as Per existing DST, Gol norms

Sl. No.	Posts	Qualification	Existing Fellowships (In Rs.)	Revised Fellowship (In Rs.)
1.	Research Associate (RA) (RA-I, RA-II and RA-III)	Ph.D/MD/MS/MDS or equivalent degree or having 3 years of research, teaching and design and development experience after MVSc/M.Pharm/ME/M.Tech. with at least one research paper in Science Citation (SCI) Journal.	Research Associate-I: Rs.47000/-p.m. plus HRA @ 24% Research Associate-II: Rs.49,000/-p.m. plus HRA @ 24% Research Associate-III: Rs.54,000/-p.m. plus HRA @ 24%	Research Associate-I: Rs.58,000/-p.m. Research Associate-II: Rs.61,000/-p.m. Research Associate-III: Rs.67,000/-p.m. plus HRA as per Central Govt. norms @ 27%
2.	Senior Research Fellow (SRF)	Qualification prescribed for JRF with two years of research experience	Rs.35000/-p.m. plus HRA @ 24%	Sr. Research Fellow: Rs.42,000/-p.m. plus HRA as per Central Govt. norms @ 27%
3.	Junior Research Fellow (JRF)	Post Graduate Degree in Basic Science with NET qualification or Graduate Degree in Professional Course with NET qualification or Post Graduate Degree in Professional Course	Rs.31000/-p.m. plus HRA @ 24%	Jr. Research Fellow: Rs.37,000/-p.m. plus HRA as per Central Govt norms @ 27%

The Department of Science & Technology, Ministry of Science & Technology, Govt. of India, Technology Bhavan, New Mehrauli Road, New Delhi – 110 016 vide its Office Memorandum No. DS/PCPM/Z-06/2022 (E file – 41804) dated 26th June 2023 has revised the fellowship of Jr. Research Fellow/Sr. Research Fellow and Research Associate. The revised emoluments will take effect from 01.01.2023. The other service conditions shall be as per above cited office Memorandum released by DST.

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Fixation of salary in respect of Professionals retired from Government Services and hired under Sponsored Research Projects / Consultancy Jobs.

The salary in respect of the superannuated employee on his/her appointment under sponsored research projects / consultancy projects etc. will be fixed in following categories with the appropriate designations and term & conditions:

1. **Category A** Between Rs. 1,08,000 - Rs. 1,89,000/- p.m. plus HRA as per norms (27%)
{For those retired with Level 14 A1 & above OR with pre-revised GP of Rs.9000 & above}
Designation: Project Director (contract)/Project Coordinator (contract) OR as approved by the Competent Authority. A suitable hike in salary may be proposed on completion of every one year of project service subject to performance and recommendations of the Competent Authority / PI of the project in the given consolidated pay-slabs.
2. **Category B** Between Rs. 87,750 – Rs.1,21,500/- p.m. plus HRA as per norms (27%)
{For those retired with Level between 12(Academic)-13 OR with pre-revised GP between Rs.8000-Rs. 8700}
Designations: Project Consultant (contract) /Sr. Project Scientist /Engineer (contract) OR as approved by the Competent Authority. A suitable hike in salary may be proposed on completion of every one year of project service subject to performance and recommendations of the Competent Authority / PI of the project in the given consolidated pay-slabs.
3. **Category C** Between Rs.60,750 - Rs.94,500/- p.m. plus HRA as per norms (27%) For those retired with Level between 9-12 OR with pre-revised GP between Rs.5400-Rs.7600}
Designations: Sr. Project Manager (contract)/ Project Manager (contract) /Project Scientist/ Engineer OR as approved by the Competent Authority. A suitable hike in salary may be proposed on completion of every one year of project service subject to performance and recommendations of the Competent Authority / PI of the project in the given consolidated pay-slabs.
4. **Category D** Between Rs.33,750- Rs. 67,500/- p. m. plus HRA as per norms (27%)
{For those retired with Level between 6-8 OR with pre-revised GP between Rs.4200 to Rs.4800}
Designations: Sr. Project Manager/Project Manager/ Sr. Project Assistant (Admin) (contract)/ Project Assistant (Admin) (contract) OR as approved by the Competent Authority. A suitable hike in salary may be proposed on completion of every one year of project service subject to performance and recommendations of the Competent Authority / PI of the project in the given consolidated pay-slabs.

Terms & conditions:

- (i) The retired person may be appointed on yearly contractual basis. Based on the performance and requirement of his services for operating the project, the contractual appointment can be further extended upto a maximum of five terms of one years each subject to attaining the age of (70) years or closure of the project whichever is earlier.
- (ii) The maximum consolidated monthly amount should be paid out of the project salary budget head depending upon (i) the position held by the person at the time of his/her superannuation and the associated salary and pension received; and (ii) the project position against which the appointment is to be made.
- (iii) Those retired professionals who are already employed under any project against Category B, C, & D above, their salary should not exceed more than 25% of the top of the existing limit.
- (iv) The process for advertising for the project positions and for selecting the person(s) shall be as per prevailing IRD rules and Regulations. In case a superannuated employee is selected, he/she will be placed in the relevant / equivalent Designations given under category, A, B, C & D.
- (v) No superannuated employee will be eligible for IRD accommodation. HRA will be given as per Govt. Of India/ IRD rules prevalent on that day.

The following new positions are approved by BoG (Resolution No. BG/12/2024) for upcoming sponsored research projects and the research projects under pipeline on the recommendations of the PI and approval from the funding agency:

New Scientific Project Positions for Upcoming Sponsored Research Projects

01.	Sr. Research Engineer	1 st class B.Tech. or equivalent in appropriate discipline with two years of relevant experience OR 1 st class M.Tech. or equivalent in appropriate discipline.	Rs.57,000-58710-60470-62280-64150-66070-68050-70090-72190-74360/- p.m.
02.	Research Engineer	1 st class B.Tech. or equivalent in appropriate discipline with one year of relevant experience OR 1 st class M.Tech. or equivalent in appropriate discipline.	Rs.52,000-53560-55170-56830-58530-60290-62100-63960-65880-67860/-p.m.
03.	Jr. Research Engineer	1 st class B.Tech. or equivalent in appropriate discipline. One-year relevant experience is desirable.	Rs.47,000-48410-49860-51360-52900-54490-56120-57800-59530-61320/-p.m.

The following new positions are approved by BoG (Resolution No. BG/12/2024) proposed for ongoing sponsored research projects and the research projects under pipeline and for ongoing and upcoming sponsored research projects / Centre of Excellence (CoEs) / Consultancies etc. on a case to case basis for relaxation in qualifications and experience with due approval by the Dean (R&D):

New Project Positions for the major upcoming Sponsored Projects

Sl. No.	Designations	Roles and Responsibilities for operating a Project	Qualifications and Experience / Expertise	Consolidated Salary
01.	Chief Executive Officer (CEO)/Chief Operating Officer (COO)	Overall management of project activities	1 st class Postgraduate / Graduate in appropriate discipline or equivalent with 25 years of Industry experience and managing above Rs.100 Crores projects.	Salary between Rs.3,75,000- to Rs.10,00,000/-p.m.
02.	Chief Technology Officer (CTO)	Overall managing the technology transfer / patents to industry or funding agency etc. under the project and responsible for enterprise-wide e-governance and utilization of information as an asset, via data processing, analysis, data mining, information trading and other means under the projects.	1 st class Postgraduate / Graduate in appropriate discipline with 20 years of relevant experience in an Industry or reputed Organizations/Institutes and managing above Rs.50 Crores projects. Desirable: Ph.D./ M.Tech./ M.Sc. in relevant discipline.	Salary between Rs.3,50,000 to 9,50,000/-p.m.
03.	Chief Financial Officer (CFO)/ Chief Financial Advisor (CFA)	Overall managing financial part of project activities	1 st class CA/CS/ICWA from any govt./ foreign or reputed Institute OR 1 st class MBA in appropriate discipline with 20 years of experience in relevant areas and managing above Rs.50 Crores projects	Salary between Rs.3,50,000/- to 9,50,000/-p.m.

A suitable hike in the consolidated salary in between the pay-slabs on completion of one year of project services may be proposed by the PI or Advisory Committee constituted by the Dean (R&D). The proposed hike shall be subjected to performance appraisal of the CEOs/CTO/CFO/CFA. The related guidelines can be framed through an Advisory Committee by Dean (R&D) as and when required.