

Indian Institute of Technology, Delhi
Industrial R & D Unit

No. IITD/IRD/M-038/ 187849.

Date: 04-07-2018

Subject: - Revision in consolidated pay slabs/ salary for various categories of Temporary/ contractual staff working under Sponsored Research Project/ Consultancy jobs.

The Chairman BoG has approved the revision of consolidated pay slabs/ salary for various categories of temporary staff working under Sponsored Research Project/ Consultancy Jobs along with other terms & conditions as contained in the enclosed document.

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

This issues with the approval of the competent authority.



(V. K. Vashistha)
Asstt. Registrar (IRD)

Distribution

1. All HoDs/HoCs
2. AR (IRD Accounts)
3. Secty to Dean (R & D)
4. PA to Assoc. Dean (R & D)
5. IRD Website/ IRIS
6. M-37 File
7. M-81 File

- The above revision is subject to ratification in the BoG meeting.

**INDIAN INSTITUTE OF TECHNOLOGY DELHI
(Industrial Research & Development Unit)**

Subject : Revision in consolidated pay slabs/salary for various categories of temporary/contractual staff working under Sponsored Research projects/Consultancies Jobs.

The approved and revised consolidated pay slabs and qualification / experience for various categories of temporary / contractual staff working under Sponsored Research Projects/Consultancy Jobs are given in Annexure - I.

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;
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 @ 24% of the applicable pay slabs. If applicable, the consolidated pay in the new pay slabs may be fixed by giving one increment for every three years of relevant service in the same project designation.
5. The existing pay slabs shall also continue in case of ongoing projects and projects in pipe-line 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. In general the revision would not be applicable before 1.07.2018 until unless there is specific approval of the Competent Authority for the purpose.

6. For the purpose of travel entitlements for journey on tour within country following shall be applicable:-

Designation	Travel Entitlements	Boarding & Lodging
Project Director/ Project Coordinator/ Project Consultant	By Air (Economy) AI/ AC First Class by train	Hotel Accommodation upto Rs. 7500/- per day (with receipts) Food Bill & Local Transport upto Rs. 2500/- per day (with receipts)
Research Associate/ SRF/ JRF/ PhD Scholars/ Sr. Project Manager/ Project Manager / Pr. Project Scientist/Engineer /Sr. Project Engineer/Scientist	By Air (Economy) AI/ AC II tier class by train	Hotel Accommodation upto Rs. 3000/- per day (with receipt) Food Bill & Local Transport upto Rs. 1000/- per day (with receipts)
Project Scientist/ Sr. Project Assistant	AC II tier class by train	Hotel Accommodation upto Rs. 1500/- per day (with receipts) Food Bill & Local transport upto Rs. 1000/- per day (with receipts)
Project Assistant/ Junior Project Assistant/ Project Attendant/ Junior Project Attendant	First Class/ AC III tier/ AC Chair Class by train	Hotel Accommodation upto Rs. 1500/- per day (with receipts) Food Bill & Local transport upto Rs. 1000/- per day (with receipts)

- All are allowed to travel below their entitlement class of travel.
 - The travel entitlement in respect of professionals who have retired from Govt. Service and hired in project / consultancies will be as per their last entitlement.
7. Salary in respect of professionals retired from Govt. Service and hired under Sponsored Research Projects/Consultancy Jobs is given in Annexure-II enclosed herewith.
8. The Director of the institute will be authorised to resolve if any kind of discrepancy arises or any amendment/interpretation of rules is required.

Qualifications/Experience and Consolidated Pay Slabs for Project Staff Working in Various Sponsored Research Projects/ Consultancies**A: Scientific Staff**

S.No.	Designation	Qualifications	Consolidated Pay Slabs
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 15 years teaching/research/Industrial experience after Ph.D & Outstanding Publication/ Outstanding Industrial Experience OR An outstanding Engineer/Technologist with 1st Class M.Sc/M.Tech. having a minimum of 20 years of Experience	144000 – 154000 – 164000 – 177000 – 190000 – 203000 – 219000 – 235000 – 251000 – 267000
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 with 1st class M.Sc./M.Tech. working in Industry and having a minimum of 15 years	123000 – 131500 – 140000 – 151000 – 162000 – 173000 – 184000 – 195000
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 with 1st class M.Sc./M.Tech. Working in Industry and having a minimum of 11 years experience.	79000 – 84500 – 90000 – 97000 – 104000 – 111000 – 118000 – 125000
4.	Principle Project Engineer/Scientist	Ph.D. with first class or equivalent at the preceding degree in the appropriate discipline OR M. Tech. 1st class or equivalent with 6 years experience	56000 – 60000 – 64000 – 69000 – 74000 – 79000
5.	Sr. Project Engineer/ Scientist	M. Tech. 1st class or equivalent in the appropriate discipline OR B.Tech. / M. Sc. 1st Class or equivalent with 3 years experience.	45000 – 48200 – 51400 – 55400 – 59400 – 63400
6.	Project Scientist	B. Tech. (with GATE qualification) / M. Sc.(with NET/SET qualification) / M.C.A. (with GATE qualification) 1st class or equivalent in the appropriate discipline.	35400 – 37900 – 40400 – 43600 – 46800 - 50000
7.	Research Associate	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.	As Per DST Norms
	Senior Research Fellow (SRF)	Qualification prescribed for JRF with two years of research experience	As Per DST Norms
	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	As Per DST Norms

* These positions may be created only for major R&D projects having long duration and with approval of the Director on the recommendation of the Dean (R&D).

B: Technical Support Staff

S.No.	Designation	Qualifications	Consolidated Pay Slabs
8.	Sr. Project Assistant	B. Tech. / B.E. / AMIE and 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
9.	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
10.	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
11.	Project Attendant	12th class (10+2) passed	19900 – 21300 – 22700 – 24500 – 26300 – 28100
12.	Jr. Project Attendant	10th class passed	18000 – 19300 – 20600 – 22200 – 23800 – 25400

C: Administrative Officers

S.No.	Designation	Qualifications	Consolidated Pay Slabs
13.	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 or equivalent, (ii) Experience of computer system for information processing and retrieval.	56000 – 60000 – 64000 – 69000 – 74000 – 79000
14.	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

D: Administrative Support Staff

S.No.	Designation	Qualifications	Consolidated Pay Slabs
15.	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 Accounts/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
16.	Project Assistant	Graduate degree with 2 years work experience as Sr. Assistant or equivalent post/scale. In case of Account/Audit/Cash: Graduate degree preferably 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

17.	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
18.	Project Attendant	12th class (10+2) passed	19900 – 21300 – 22700 – 24500 – 26300 – 28100
19.	Jr. Project Attendant	10 th class passed	18000 – 19300 – 20600 – 22200 – 23800 – 25400

- Candidates will be considered to have 1st class who have got 60% marks of CGPA of 6.75 in the scale of 10. However, if the University from where they have got degrees award 1st class at higher level (e.g. 65%), then the higher will be considered as the requisite performance level.
- For any relaxation in respect of positions at S. Nos. 1, 2 and 3, approval of the Director will be required, while for other positions Dean (R&D) will be the approving authority.
- For any new position relevant to a Sponsored Projects/ Consultancies with any special requirements can be approved by the Director on the recommendation of Dean (R&D).
- If any Government funding agency provides specific sanction for hiring staff with specific pay-scales, project staff will be hired as per the sanction of the Government funding agency.

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. 80,000 - Rs. 1,40,000/- p.m. plus HRA as per norms (24%)
{For those retired with
Level 13 AI & above **OR** with pre-revised GP of Rs. 9000 & above}
Designation: Project Director (contract)/Project Coordinator (contract) OR as approved by the Competent Authority.
2. **Category B** Between Rs. 65,000 – Rs. 90,000/- p.m. plus HRA as per norms (24%)
{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.
3. **Category C** Between Rs.45,000 - Rs.70,000/- p.m. plus HRA as per norms (24%)
{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.
4. **Category D** Between Rs.25,000-Rs. 50,000/- p. m. plus HRA as per norms (24%)
{For those retired with
Level between 6-8 **OR** with pre-revised GP between Rs. 4200 – Rs. 4800}
Designations: Sr. Project Assistant (contract)/ Project Associate (contract) OR as approved by the Competent Authority.

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. Under special circumstances, superannuated employees could be hired beyond the age of seventy with appropriate approvals.
- (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 posts/position 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.
- (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.

Pre-revised Qualifications/Experience and Consolidated Pay Slabs for Project Staff

A: Scientific Staff

Sl. No.	Designation	Qualifications	Consolidated Pay Slabs
1.	Sr. Project Consultant	Ph.D. with 1 st class or equivalent (in terms of Grades etc.) at the preceding degree in the appropriate branch with a very good academic record throughout & a minimum of 12 years teaching/research/Industrial experience after Ph.D. OR An outstanding Engineer/Technologist with 1 st Class B.Tech./ M.Sc. or M.Tech. having a minimum of 20 years or 18 years working experience respectively in Industry of repute and who has made significant contribution to knowledge but not having Ph.D. Degree.	55,000 – 60,500 – 66,000 – 71,500 – 77,000 – 82,500 – 88,000 (plus HRA @ 20%)
2.	Project Consultant	Ph.D. with first class or equivalent at the preceding degree in the appropriate branch with a minimum 8 years teaching/research/Industrial experience after Ph.D. OR An outstanding Scientist/Engineer/Technologist with 1 st class B.Tech./ M.Sc. or M.Tech. working in Industry and having a minimum of 12 years or 10 years experience respectively with established reputation, and who has made significant contribution to the knowledge but not having Ph.D. Degree.	50,000 – 55,000 – 60,000 – 65,000 – 70,000 – 75,000 – 80,000 (plus HRA @ 20%)
3.	Sr. Project Engineer/Scientist	Ph.D. with first class or equivalent at the preceding degree in the appropriate discipline. OR M. Tech. 1 st class or equivalent with 4 years' experience OR B.Tech. / M.Sc. 1 st class or equivalent with 6 years experience.	40,000 – 44,000 – 48,000 – 52,000 – 56,000 – 60,000 – 64,000 (plus HRA @ 20%)
4.	Project Engineer/Scientist	M. Tech. 1 st class or equivalent in the appropriate discipline OR B.Tech. / M. Sc. 1 st Class or equivalent with 2 years' experience.	32,000 – 35,200 – 38,400 – 41,600 – 44,800 – 48,000 – 51,200 (plus HRA @ 20%)
5.	Project Associate	B. Tech./ M. Sc. / M.C.A. 1 st class or equivalent in the appropriate discipline.	27,500 - 30,250 - 33,000 - 35,750 - 38,500 - 41,250 - 44,000 (plus HRA @ 20%)

Note: Candidates will be considered to have 1st class who have got 60% marks or CGPA of 6.75 in the scale of 10. However, if the University from where they have got degrees award 1st class at higher level (e.g. 65%), then the higher level will be considered as the requisite performance level.

B: Technical Support Staff

Sl. No.	Designation	Qualifications	Consolidated Pay Slabs
1.	Sr. Project Assistant	B.Tech./B.E./AMIE and equivalent OR Technical Diploma (3 years duration)/ Graduate Degree in appropriate discipline with 8 years relevant work experience. In exceptional cases ITI (2 years duration) with 12 years of work experience in relevant field may also be considered.	25,000 – 27,500 – 30,000 – 32,500 – 35,000 – 37,500 – 40,000 (plus HRA @ 20%)
2.	Project Assistant	Diploma (3 years duration) / Graduate Degree in appropriate discipline with 4 years relevant work experience in relevant field. OR ITI (2 years duration) in relevant trade with 8 years relevant work experience	23,500 – 25,850 – 28,000 – 30,550 – 32,900 – 35,250 – 37,600 (plus HRA @ 20%)
3.	Jr. Project Assistant	Diploma (3 years duration)/Graduate Degree in appropriate discipline. OR ITI (2 years duration) in relevant trade with 4 years relevant work experience	14,000 – 15,400 – 16,800 – 18,200 – 19,600 – 21,000 – 22,400 (plus HRA @ 20%)
4.	Project Attendant	10 th Class with five years experience	10,500 – 11,500 – 12,500 – 13,500 – 14,500 – 15,500 – 16,500 (plus HRA @ 20%)
5.	Jr. Project Attendant	10 th class	7,000 – 7,700 – 8,400 – 9,100 – 9,800 – 10,500 – 11,200 (plus HRA @ 20%)

C: Administrative Officer Staff

Sl. No.	Designation	Qualifications	Consolidated Pay Slabs
1.	Sr. Project Officer	(i) A Post Graduate Degree with at least second class 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 or equivalent, (ii) Experience of computer system for information processing and retrieval.	30,000 – 33,000 – 36,000 – 39,000 – 42,000 – 45,000 – 48,000 (plus HRA @ 20%)

Sl. No.	Designation	Qualifications	Consolidated Pay Slabs
2.	Project Officer	<p>(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.</p> <p style="text-align: center;">OR</p> <p>(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 that of a Superintendent.</p> <p>Desirable:(i) An MBA or equivalent, (ii) Experience of computer system for information processing and retrieval</p>	26,500 – 29,150 – 31,800 – 34,450 – 37,100 – 39,750 – 42,400 (plus HRA @ 20%)

D: Administrative Support Staff

Sl. No.	Designation	Qualifications	Consolidated Pay Slabs
1.	Sr. Project Assistant (Admn.)	<p>Graduate Degree in Arts, Science, Commerce or Business Management. At least 5 years work experience in the actual conduct of meetings / examinations and/or adequate experience of supervisory work as Jr. Superintendent level in a Govt. office or in educational Institution or in business organization of repute.</p> <p>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.</p> <p><u>In case of Accounts/Audit/Cash:</u> 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.</p>	25,000 – 27,500 – 30,000 – 32,500 – 35,000 – 37,500 – 40,000 (plus HRA @ 20%)
2.	Project Assistant	<p>Graduate degree with 2 years work experience as Sr. Assistant or equivalent post/scale.</p> <p><u>In case of Account/Audit/Cash:</u> Graduate degree preferably Commerce with 2 years work experience as UDC or equivalent post/scale</p> <p><u>In case of Stores/Stock Verification:</u> Graduate degree with 2 years relevant work experience of Stores/Stock verification at the level of Sr. Assistant or equivalent post/scale</p>	23,500 – 25,850 – 28,000 – 30,550 – 32,900 – 35,250 – 37,600 (plus HRA @ 20%)

Sl. No.	Designation	Qualifications	Consolidated Pay Slabs
3.	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) Estt. & Admn. 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.	14,000 – 15,400 – 16,800 – 18,200 – 19,600 – 21,000 – 22,400 (plus HRA @ 20%)
4.	Project Attendant	10 th Class with five years experience	10,500 – 11,500 – 12,500 – 13,500 – 14,500 – 15,500 – 16,500 (plus HRA @ 20%)
5.	Jr. Project Attendant	10 th Class	7,000 – 7,700 – 8,400 – 9,100 – 9,800 – 10,500 – 11,200 (plus HRA @ 20%)