

## **Monthly Remuneration Received by Faculty & Project Staff in the ICSR Section**

### **Remuneration (Project Staff)**

1. Principal Investigators (PIs) shall take into account the prevailing salary/fellowship norms, along with the general qualifications and experience of project staff, while preparing the project proposal. Project staff shall be eligible for HRA in cases where on-campus accommodation is not provided. Expenditure towards on-campus accommodation/HRA and medical facilities shall be charged to the salary head of the respective project. The salary shall be fixed in accordance with the guidelines of the funding agency. The general salary guidelines (monthly remuneration) of the Institute are as follows:
  - **Research Associate (RA)**
    - Research Associate-I: Rs. 58,000 plus HRA, if applicable (as per GOI rules) – Ph.D or Master's degree followed by 3 years' experience as mentioned above.
    - Research Associate-II: Rs. 61,000 plus HRA, if applicable (as per GOI rules) – Ph.D + 1 year of postdoctoral experience or Master's followed by 5 years' experience.
    - Research Associate-III: Rs. 67,000 plus HRA, if applicable (as per GOI rules) – Ph.D + 2 years of postdoctoral experience.
  - **Senior Research Fellow:**  
Rs. 42,000 plus HRA, if applicable (as per GOI rules) – Master's degree or Bachelor's degree + 2 years' experience.
  - **Junior Research Fellow:**  
Rs. 37,000 plus HRA, if applicable (as per GOI rules) – Bachelor's degree.
2. The PI shall ensure that salary fixation is in accordance with the funding agency's guidelines. The ICSR Office will assist the PI in confirming the availability of adequate funds under the manpower head of the project at the time of appointing project staff.

### **Retainer Consultancy (Faculty)**

There are consultancy assignments in which the client seeks the technical advice of the faculty. This may be carried out either at the Institute or at the premises of the client, and no Institute facility is utilised. The following are the special features of this type of consultancy.

- The consultancy charges are worked out on a man-day basis. The ICSR board recommends the following guideline rates:
  - Professor: Rs 25,000/- per man-day plus GST as applicable.
  - Associate Professor: Rs 20,000/- per man-day GST as applicable.
  - Assistant Professor: Rs 15,000/- per man-day GST as applicable.

- The number of days required for consultancy must be mutually decided by the consultant and the client.
- Honorarium is payable only to the consultant and supporting staff (if any). No other expenditure is permissible in these projects. If more than one faculty member is involved in consultancy, honorarium is payable to all faculty members undertaking the consultancy based on a mutually agreed term, which has to be documented and endorsed prior to the commencement of the project.
- Matters regarding the distribution of consultancy amounts have been dealt with in the distribution and closure of consultancy.
- The client shall meet all the travel, boarding and incidental expenses of travel undertaken for the project work.

### **Guidelines on Remuneration for Institute Staff, Students and Research Scholars for part-time engagement in projects**

#### **I. Students**

For engaging the regular students (UG/PG/Research Students) in consultancy/sponsored and other projects, the remuneration rates are as follows:

- **minimum of Rs. 100/hr and maximum of Rs. 300/hr\***  
\*The actual rates per hour will be fixed by the Principal Investigator with the consultation of the Faculty Advisor/Thesis Supervisor. Prior approval should be obtained by the student from the faculty advisor/thesis supervisor.
- Faculty advisor or Thesis supervisor should ensure the duration of the engagement of any student/scholar **is not more than 50 hrs/month.**

#### **II. Institute Staff**

The rates proposed for payment of remuneration for the work performed by the Institute staff (Group B and C) in sponsored research projects/consultancy work, on an hourly basis, are as follows:

- **minimum of Rs. 100/hr and maximum of Rs. 300/hr \***  
\*The actual rates per hour will be fixed by the Principal Investigator with consultation of the Lab in charge.
- The hourly charges will accumulate in the lab fund, and the institute will operate the fund accordingly. The staff are to be paid only for the work done outside the office hours.
- Principal investigator (PI) and lab in charge should ensure the duration of engagement (outside office hours) of any Institute staff **is not more than 50 hrs/month.**