



ಮಾನವ ಸಂಪನ್ಮೂಲ ವಿಭಾಗ/ಮಾನವ ಸಂಪನ್ಮೂಲ ಅನುಭಾಗ/HUMAN RESOURCES SECTION
ಭಾರತೀಯ ವಿಜ್ಞಾನ ಸಂಸ್ಥೆ/ಭಾರತೀಯ ವಿಜ್ಞಾನ ಸಂಸ್ಥಾನ/INDIAN INSTITUTE OF SCIENCE
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R(HR)/IISc/Revision/2024-1153

20th June 2025

MEMORANDUM

Sub: Revision of emoluments of temporary staff in Projects

In supersession of the Circular: R(HR)/IISc/Revision/Res.Staff/2023-1239 dated 11.10.2023 and Memorandum R(HR)/IISc/Revision/Res.Staff/2021 dated 01.04.2021, the competent authority has approved the following guidelines for the appointment of temporary staff at the Institute.

1. This circular will be applicable to all temporary positions indicated below on the Institute roll and funded by the Institute fund.
2. In the case of other funding agencies, the emoluments and selection will be as per the respective funding agency's circulars and guidelines issued from time to time. However, the Institute circular will only be applicable wherein the funding agency specifies that the norms are to be followed as per the Institute norms, subject to the availability of funds.
3. Flexibility in the salary proposed may be considered if guidelines of the funding agency permit, provided it does not violate the Minimum Wages Act.
4. These salary revisions of the existing staff who are not funded by the Institute funds will only be executed upon request received from the PI/Mentor, subject to the availability of the funds. Suo-moto revisions won't be implemented.

Sl. No	Position	Minimum Essential Qualifications	Maximum Emoluments per month	Increment (Yes/No) in particular pay band for the no. of years of experience in the Institute
1	Secretarial Assistant*	Bachelor's degree from a recognized university in any discipline or 3-year Diploma in commercial practice	Rs.22,000/- + HRA	Yes Increment of Rs.1200 for every additional year of relevant experience with a maximum ceiling of 4 such revisions
2	Program Assistant*	MCOM/MCA/MBA from a recognized university or equivalent degree in computer application	Rs.30,000/- + HRA Rs.34,000/- + HRA for 2 years of relevant experience	No

3	Researcher/Instructor	Ph.D. from a recognized university with a minimum of 2 years of Post Ph.D. Teaching/Research experience	Rs.67,000 – 6000 – 91,000/- + HRA	Yes Increment of Rs.6000 for every additional year of relevant experience with a maximum ceiling of 4 such revisions
4	Senior Researcher/ Senior Instructor	Ph.D. from a recognized university with a minimum of 8 years of Post Ph.D. Teaching/Research experience	Rs.1,02,000 – 6500 – 1,28,000/- + HRA	Yes Increment of Rs.6500 for every additional year of relevant experience with a maximum ceiling of 4 such revisions
5	Specialist Scientist/ Technologist [#] (Full-time appointment)	Master's degree in science or engineering/MD/MS/MDS/MVSc/MPH from a recognized university with extensive domain experience	Rs.82,000-1,76,000/- + HRA	Yes Annual increment up to 10% , max ceiling Rs.1,76,000
6	Field Helper* (Exclusive for carrying out work in the field)	Extensive knowledge of specific equipment, testing methods, or field conditions	Rs.22,000/- + HRA	Yes Increment of Rs.1200 for every additional year of service with a maximum ceiling of 4 such revisions
7	Project Assistant	Bachelor's degree in Science/Engineering/Medicine/Dentistry/Pharmacy/Veterinary Science from a recognized university or equivalent or 3 years Diploma in Engineering & Technology with one year of relevant experience	Rs.24,000/- + HRA Rs.28,000/- + HRA for 3 years of relevant experience Rs.32,000/- + HRA for 6 years of relevant experience Rs.37,000/- + HRA for 9 years of relevant experience Rs.42,000/- + HRA for 12 years of relevant experience	Yes An increment of up to 6% will be granted on the salary bracket for each additional year of experience in the designation at the Institute, subject to a maximum of 4 increments in total

8	Project Associate I	Master's Degree in Natural or Agricultural Sciences or Bachelor's degree in Engineering/ Medicine/ Dentistry/Pharmacy/Veterinary Science from a recognized university or equivalent	<p>(i) Rs.37,000/- + HRA to scholars who have qualified one of the following:</p> <ol style="list-style-type: none"> 1. CSIR-UGC National Eligibility Test, including NET-Lectureship. 2. Graduate Aptitude Test in Engineering (GATE). 3. National-level examinations conducted by Central Government Departments and their Agencies and institutions such as DST, DBT, DAE, DOS, DRDO, MHRD, ICAR, IIT, IISc, IISER, etc. (Qualification in JEE Mains & Advanced/JAM/NEET UG/IISER Entrance exams or equivalent will not be considered) <p><i>The candidates recommended for the PA-I position on a salary of Rs.37,000/- + HRA, should be qualified for one of the above tests in the relevant discipline.</i></p> <p>(ii) Rs.30,000/- + HRA for others who do not fall under Sl.No.8(i)</p>	No
9	Project Associate II	Master's Degree in Natural or Agricultural Sciences or Bachelor's degree in Engineering/ Medicine/ Dentistry/ Pharmacy/ Veterinary Science from a recognized university or equivalent +	<p>(i) Rs.42,000/- + HRA to scholars who have qualified one of the following:</p> <ol style="list-style-type: none"> 1. CSIR-UGC National Eligibility Test, including NET-Lectureship. 2. Graduate Aptitude Test in Engineering (GATE). 	No

		2 years of experience in Research and Development in Industrial or Science and Technology Organisations and Scientific activities and services or clinical experience	<p>3. National-level examinations conducted by Central Government Departments and their Agencies and institutions such as DST, DBT, DAE, DOS, DRDO, MHRD, ICAR, IIT, IISc, IISER, etc. (Qualification in JEE Mains & Advanced/JAM/NEET UG/IISER Entrance exams or equivalent will not be considered)</p> <p><i>The candidates recommended for the PA-II position on a salary of Rs.42,000/- + HRA, should be qualified for one of the above tests in the relevant discipline.</i></p> <p>(ii) Rs.34,000/- + HRA for others who do not fall under Sl.No.9(i)</p>	
10	Senior Project Associate	<p>Master's Degree in Natural or Agricultural Sciences or Bachelor's degree in Engineering/ Medicine/ Dentistry/Pharmacy/ Veterinary Science from a recognized university or equivalent</p> <p style="text-align: center;">+</p> <p>4 years experience in Research and Development in Industrial or Science and Technology Organisations and Scientific activities and services or clinical experience</p> <p style="text-align: center;">or</p> <p>Doctoral Degree in Science/Engineering/ Technology/Pharma/MD/</p>	Rs.51,000/- + HRA	No

		MS/MDS/MPH from a recognized university or equivalent		
11	Principal Project Associate	<p>Master's Degree in Natural or Agricultural Sciences or Bachelor's degree in Engineering/Medicine/ Dentistry/Pharmacy/ Veterinary Science from a recognized university or equivalent</p> <p style="text-align: center;">+</p> <p>Minimum 8 years of experience in Research and Development in Industrial or Science and Technology Organisations and Scientific activities and services or clinical experience</p> <p style="text-align: center;">or</p> <p>Doctoral Degree in Science/Engineering/ Technology/Pharma/MD/ MS/MDS/MPH from a recognized university or equivalent</p> <p style="text-align: center;">+</p> <p>Minimum 4 years of Post-doctoral experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organisations and Scientific activities and services or clinical experience or 4 years of Post-doctoral experience</p>	Rs.59,000/- + HRA	No
12	Project Scientist I	<p>Doctoral Degree in Science or Master's degree in engineering/technology/ Dentistry/Pharmacy/ Veterinary Science/Public Health or medicine from a recognized University</p>	Rs.67,000/- + HRA	Yes Annual increment up to 6% for every additional year of experience with a maximum ceiling of 4 such revisions

13	Project Scientist II	<p>Doctoral Degree in Science or Master's degree in engineering/technology/ Dentistry/Pharmacy/ Veterinary Science/Public Health or medicine from a recognized University</p> <p style="text-align: center;">+</p> <p>Minimum 3 years of experience in Research and Development in Industrial or Science and Technology Organisations and Scientific activities and services or clinical experience</p>	Rs.81,000/- + HRA	<p style="text-align: center;">Yes</p> <p>Annual increment up to 6% for every additional year of experience with a maximum ceiling of 4 such revisions</p>
14	Project Scientist III	<p>Doctoral Degree in Science or master's degree in engineering/technology/ Dentistry/Pharmacy/ Veterinary Science/Public Health or medicine from a recognized University</p> <p style="text-align: center;">+</p> <p>Minimum 7 years of experience in Research and Development in Industrial and Academic Institutions or Science and Technology Organizations and Scientific activities and services or clinical experience</p>	Rs.94,000/- + HRA	<p style="text-align: center;">Yes</p> <p>Annual increment up to 6% for every additional year of experience with a maximum ceiling of 4 such revisions</p>
15	Project Manager	<p>Doctoral Degree in Science or master's degree in engineering/technology/ Dentistry/Pharmacy/ Veterinary Science/ Public Health or medicine from a recognized University</p> <p style="text-align: center;">+</p> <p>20 years of experience in relevant field</p>	Rs. 1,18,000 – 1,89,000/- + HRA	No
16	Junior Research Fellow (JRF)	<p>Post Graduate Degree in Basic Science or Graduate/Post Graduate Degree in Professional</p>	Rs.37,000/- + HRA	No

		<p>Course from a recognized university</p> <p>and</p> <p>The candidate should also have qualified one of the following:</p> <ol style="list-style-type: none"> 1. CSIR-UGC National Eligibility Test, including NET-Lectureship. 2. Graduate Aptitude Test in Engineering (GATE) 3. National-level examinations conducted by Central Government Departments and their Agencies and institutions such as DST, DBT, DAE, DOS, DRDO, MHRD, ICAR, IIT, IISc, IISER, etc (Qualification in JEE Mains & Advanced/JAM/N EET UG/IISER Entrance exams or equivalent will not be considered) <p><i>The candidates recommended for the JRF position should be qualified for one of the above tests in the relevant discipline.</i></p>		
17	Senior Research Fellow (SRF)	Qualification prescribed for JRF with two years of research experience	Rs.42,000/- + HRA	No
18	Research Associate – Provisional	Ph.D Thesis Submitted	Rs.45,000/- + HRA	No
19	Research Associate I	Ph.D. from a recognized university	Rs.58,000/- + HRA	No
20	Research Associate II	Ph.D. from a recognized university with a minimum of 1 year of Post Ph.D.	Rs.61,000/- + HRA	No

		Teaching/Research experience		
21	Research Associate III	Ph.D. from a recognized university with a minimum of 2 years of Post Ph.D. Teaching/Research experience	Rs.67,000/- + HRA	No
22	Facility Manager	A Doctoral degree in Science or Engineering/ Technology from a recognized university or equivalent or Master's degree in science or engineering/ MD/MS/ MDS/MVSc/MPH from a recognized university or equivalent with extensive domain expertise	Rs.76,000 – 93,000/- + HRA	Yes Annual increment up to 10% , max ceiling Rs.93,000
23	Teaching Assistant	BE/B Tech/M.Sc. from a recognized university or equivalent in the relevant field	(i) Rs.30,000/- + HRA (Without GATE/NET) and Rs. 37,000/- + HRA (With GATE/NET) (ii) After 2 years, the salary will be revised to Rs.34,000/- + HRA (Without GATE/NET) and Rs.42,000/- + HRA (With GATE/NET)	No

For the appointment of Specialist Scientist/Technologist (Sl. No.5 above, a committee consisting of the Chair of the Department / Centre, the Principal Investigator (PI), and another faculty member shall examine such cases and send a recommendation for the approval of the Divisional Dean or Director.

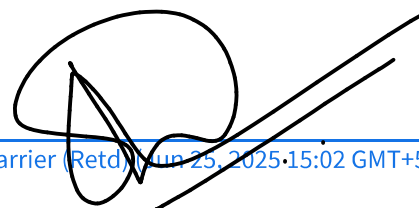
*Appointment of Secretarial Assistant, Program Assistant, and Field Helper is only allowed in externally/privately funded projects.

Overall Guidelines:

1. The revised emoluments will be effective from **01.04.2025**, or the date of appointment, whichever is later, for staff who are on the Institute's payroll as of the date of this order and are funded by the Institute's funds. Whereas for other staff on the project payroll, the Principal Investigator (PI) or Mentor must submit a formal request through the Chair or Convenor of the respective Department, Centre, or Facility. The implementation of the revision will be subject to the availability of funds.
2. All temporary staff at the Institute are entitled to allowances as per the HR policy of the Institute (which is under review), which includes House Rent Allowance (HRA) based on the availability of funds and the recommendation of the Principal Investigator (PI)/Mentor. HRA rates will be as per

the extant norms prevailing at the Institute, provided they submit a certificate stating they are not staying in the Government Accommodations. However, in the case of other funding agencies, the HRA will be paid as per the guidelines from the respective funding agency and the recommendation of the PI.

3. The temporary staff at the Institute are not entitled to any other allowances except the House Rent Allowance and Travelling Allowance, wherever provided for, as per the norms of the funding agency.
4. All temporary staff at the Institute will be governed by the HR policy (which is under revision).
5. Medical insurance coverage is mandatory for all temporary staff on campus, and it is to be maintained on an annual basis. The Institute shall mandatorily deduct the applicable premium from the temporary staff's remuneration as a one-time payment from the first month's salary.
6. All the cases pertaining to the appointment of On-roll IISc students (Ph.D., Masters, Bachelors) will be processed by the Academics section.
7. The leaves of the temporary staff will be governed by the latest HR policy guidelines at the Institute.
8. **All appointments through the HR section are limited to a maximum duration of five (5) years from the date of commencement.**
9. Based on the performance or organizational needs and fund availability, the Committee/Chair/Principal Investigator may recommend temporary staff for upgradation/reduction to other positions carrying higher or lower pay if meeting essential qualifications criteria. Such changes are subject to the approval of the competent authority, as outlined in this circular. All approvals, along with justification, if any, for upgradation/reduction must be documented.
10. Based on the recommendations of the Committee/Chair/Principal Investigator, temporary staff may be appointed at higher pay, including additional increments at the time of the appointment, if permitted by the guidelines for the same designation, subject to the approval of the competent authority in accordance with this circular.
11. All the degrees mentioned in the essential qualification criteria must be obtained from a recognized university/Institute.
12. The time utilized in acquiring academic qualification will not be considered as the experience for qualification assessment.
13. As far as possible, the appointments should be made as per the position titles and norms indicated in this circular. However, any deviation from these norms shall be placed before the Competent Authority for direction. The decision of the Competent Authority will be final.



Capt Sridhar Warriar (Retd) Jun 25, 2025, 15:02 GMT+5.5)

REGISTRAR

Cc: Office of the Director/Deans of Admin/Deans of Faculty/Deans of Division/Financial Controller/Registrar/Chairs of Departments/Centres/Units/Facilities/All Faculties/Officers in Administration