

Section 4(1)(b)(x) of the Right to Information (RTI) Act, 2005

The monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulations

At **ICAR-CRIJAF**, the remuneration structure and system of compensation for all categories of staff (Scientific, Technical, Administrative, and Skilled Support Staff) are strictly governed by the **Central Civil Services (Revised Pay) Rules, 2016** under the **7th Central Pay Commission (7th CPC)** framework, alongside standard regulations adapted by the Indian Council of Agricultural Research (ICAR).

The proactive disclosure framework details the structure, pay matrix levels, and regulatory allowances applicable across the institute's cadres:

1. System of Compensation & Compensation Regulations

The pay, increments, and dynamic allowances of all institutional employees are computed and verified based on the following statutory rules:

- **7th CPC Pay Matrix:** Employees are placed in specific Pay Levels (Level 1 to Level 14) depending on their cadre, rank, and mode of recruitment/promotion.
- **ICAR Career Advancement Scheme (CAS):** Governs the financial upgradation and pay scale revisions for Scientific and Technical personnel.
- **Modified Assured Career Progression Scheme (MACPS):** Governs the periodic financial upgradation for Administrative and Skilled Support Staff (SSS) to alleviate stagnation.
- **Dearness Allowance (DA):** Revised semi-annually based on the consumer price index mandates issued by the Ministry of Finance, Government of India.
- **Compensatory Allowances:** Includes House Rent Allowance (HRA) as per classification of the city (Kolkata/Barrackpore is classified as an 'X' category city for HRA calculations), Transport Allowance (TA), and applicable perks like the National Pension System (NPS) 14% institutional contribution.

2. Cadre-Wise Gross Remuneration & Pay Levels

The baseline pay structure across the functional divisions of ICAR-CRIJAF corresponds to the statutory levels listed below:

A. Scientific Cadre (Research & Development)

Designation / Post	7th CPC Pay Matrix Level	Entry Pay Scale (INR)
Director	Level 14 / 14A	1,44,200 – 2,18,200
Head of Division / Principal Scientist	Level 14	1,44,200 – 2,18,200
Senior Scientist	Level 12 / 13A	78,800 – 1,31,100
Scientist	Level 10 / 11	56,100 – 67,700

B. Administrative Cadre (Management & Accounts)

Designation / Post	7th CPC Pay Matrix Level	Entry Pay Scale (INR)
Senior Administrative Officer (SAO)	Level 11	67,700 – 2,08,700
Senior Finance & Accounts Officer (SF&AO)	Level 11	67,700 – 2,08,700
Finance & Accounts Officer (F&AO)	Level 10	56,100 – 67,700
Administrative Officer (AO)	Level 10	56,100 – 1,77,500
Assistant Administrative Officer (AAO) / AFAO	Level 7	44,900 – 1,42,400
Assistant	Level 6	35,400 – 1,12,400
Upper Division Clerk (UDC)	Level 4	25,500 – 81,100
Lower Division Clerk (LDC)	Level 2	19,900 – 63,200

C. Technical Cadre (Lab, Farm, and Engineering Support)

Designation / Post	7th CPC Pay Matrix Level	Entry Pay Scale (INR)
Chief Technical Officer (CTO)	Level 12	78,800 – 2,09,200
Assistant Chief Technical Officer (ACTO)	Level 11	67,700 – 2,08,700
Senior Technical Officer (STO)	Level 10	56,100 – 1,77,500
Technical Officer (TO)	Level 7	44,900 – 47,600
Senior Technical Assistant (T-4)	Level 6	35,400 – 1,12,400
Technical Assistant (T-3)	Level 5	29,200 – 92,300
Senior Technician (T-2)	Level-4	25,500 – 81,100
Technician (T-1) /Entry Level/	Level-3	21,700 – 69,100

D. Skilled Support Staff (SSS)

Designation / Post	7th CPC Pay Matrix Level	Entry Pay Scale (INR)
Skilled Support Staff (SSS)	Level 1 to Level 3 (via MACP)	18,000 – 56,900

3. Mode of Electronic Processing & Dissemination

- **Samarth Pay Module:** Implementation of the pay modules under the unified Samarth network ensures real-time ledger maintenance, digitized pay slip generation, GPF record maintenance with strict compliance with Government of India rules.

- **Exhaustive Employee-Wise Disclosures:** Because actual monthly gross figures vary individually due to specific basic increments, continuous DA additions, and allowances, an exhaustive employee-wise spreadsheet listing the exact gross monthly remuneration of all personnel is compiled annually.

Note on Budgetary Sources: The funds required for discharging monthly salary liabilities across all operational cadres are drawn directly from the "Grant-in-Aid (Salaries)" budget head allocated annually by the Council (ICAR) under the Ministry of Agriculture and Farmers Welfare.