

**REVISED GUIDELINES  
FOR THE DHR-ICMR SCHEME  
OF  
“HUMAN RESOURCE DEVELOPMENT FOR HEALTH  
RESEARCH**



सत्यमेव जयते

**Government of India  
Ministry of Health & Family Welfare  
Department of Health Research**

**April, 2018**

## I. INTROUDCTION:

1.1 Much of the biomedical research being carried out in the country today is confined to a few medical colleges/ institutes of the country. A major constraint in most of the medical colleges of the country is the lack of adequate and properly trained human resource for health research. A strong need has been, therefore, felt that the research activity is encouraged in all medical colleges/Institutions across the country, with particular emphasis on peripheral/ underserved areas. **The Scheme of ‘Human Resource Development for Health Research’ originally approved for 12th Plan period, has been approved for continuation for the 14<sup>th</sup> Finance Commission (14<sup>th</sup> FC) period i.e. 2017-18 to 2019-20. The year-wise phasing of physical and financial targets for the period 2017-18 to 2019-20 are given at Annexure-I.**

1.2 The scheme is intended to create a pool of talented health research personnel in the country by upgrading skills of faculty of medical colleges, mid- career scientists, medical students etc by specialized training in priority areas of health research in leading national and international institutions, encourage and support the trainees to develop and take up research projects for addressing critical national and local health problems and financial assistance to institutions for up- gradation of infrastructure to enable such institutions to provide training with state of the art technologies. Development and implementation of online web based courses on health research is an important component of scheme.

1.3 The scheme has a separate component specifically for training of women scientists who have had break in their career and to encourage the Non-resident Indians (NRIs), Persons of Indian Origin (PIO), Overseas Citizen of India (OCI) serving abroad in health research activities, to come back to India for undertaking research in identified areas.

1.4 Support will also be provided to Scientific /Professionals/ Association/Bodies engaged in the fields of Medicine, Surgery, Microbiology, Pathology etc. for undertaking various activities/ events with a view to promote higher standards in medical/health research and for devising guidelines for policy making and prevention and management of different diseases.

## II. BENEFICIARIES:

- Regular employees of Govt. Medical colleges/ Institutions
- Private Institution/ NGO (Registered with the DSIR, Govt. of India) as a research institution.
- Individual: scientists in regular employment in the Universities, medical colleges, postgraduate institutions, recognized research and development laboratories and NGOs.
- Scientific/Professional Bodies & Associations.

**[Note: NGOs are required to be registered at the NITI Aayog Portal of “NGO DARPAN”]**

### **III. AREAS OF RESEARCH:**

3.1 The priority areas of research identified for this purpose include, Toxicology, Genomics, Proteomics, Geriatrics, Stem Cell Research, Clinical Trials, Good Clinical Practices (GCP), Biotechnology, Genetics, Operational Research, Health Informatics, Medical Ethics, Health Economics and any other area that needs support.

### **IV. COMPONENTS OF THE SCHEME**

**The various scheme components are as follows:**

#### **(1) Support to Institutions for imparting training of the Fellows:**

Support to selected Indian Government institutions for providing training to candidates selected by the Department under this scheme in specially designed programmes/ identified priority areas. Such identified institutes will be given onetime grant upto Rs. 50 lakh for gap filling/up gradation of facilities and up to Rs. 10 lakh per year for five years to meet the expenses on equipments, consumables, etc. exclusively meant for training needs for providing training to fellows/trainees in health research.

#### **Mode of selection of the Institutes**

##### **A. Eligibility and Selection:**

- i. An advertisement will be given on All India basis in the leading newspapers as well as on the web site of DHR and ICMR seeking applications from the institutes willing to participate in the training programme. The copy of the advertisement will also be circulated to all the premier Medical institutes /Research institutes of the country.
- ii. Institutes having state of the art facility in either one or more disciplines identified in the high focus areas of the scheme will be identified by the Expert Committee constituted by the Secretary, DHR from the various institutes all over the country.
- iii. A committee of experts constituted by the Secretary DHR shall draft the structure/content of the course.
- iv. The institutes will impart training to the selected fellows as per the “designed training course /structure”.

##### **B. Funding mechanism:**

- i. The Grant of upto Rs. 50 lacs will be given to the institute to upgrade its infra-structural facilities as relevant/required for the trainees.
- ii. The quantum of the amount of grant will depends of the quantum of facilities to be upgraded / newly established as identified the Expert Group/ Committee.
- iii. Financial assistance would be for up- gradation of facilities for providing training to the fellows nominated for training. Further, the assistance provided for equipments, consumables, etc would be exclusively meant for training needs and not for strengthening the normal activities of the institutes and not for normal and regular needs to the Institution.

- iv. The grant will be released to the Head of the institute and a utilization certificate will be furnished by the institute as per GFR.
- v. The Institute will maintain separate account of the funds received under the scheme and will furnish the audited statement of accounts, carried out by 'statutory audit body' of the institute.

**(2) Short Term Fellowships**

- i. Short term training (1-3 months) in Indian institutions to the researchers employed as regular faculty (not above the age of 55 years)
- ii. Short Term Fellowships for training abroad in identified areas (1-3 months) to persons employed as regular faculty (not above the age of 55 years).
- iii. Short term specialized training (1-3 months) to mid-career or senior Level faculty of medical colleges working/involved with three other approved schemes of DHR.

**(3) Long Term Fellowships:**

- i. Long term training fellowships at Indian Institutions to persons employed as regular faculty, not above the age of 45 years.
- ii. Long Term Fellowships for training abroad in identified priority areas (6 to 12 months) to persons employed as regular faculty, not above the age of 45 years.
- iii. Long term training (6-12 months) to the faculties of medical colleges in Indian institutes (at least 2 persons per medical college per year) working/involved with three other approved schemes of DHR.

**(4) Programme specifically for Women:**

Short /Long term training in Indian institutes followed by fellowship to women candidates who have had a break in their career but having demonstrable aptitude towards health research in front line and emerging areas.

**(5) Scholarships /fellowships programme to young scientists in newer areas for three years**

These fellowships aim to fulfill the objectives of creation of inclination / attitude of research among the young bright students from the medical colleges / universities.

**(6) Start-up Grant for projects:**

The Start- up grant, with an average cost of Rs. 30 lakh per research project, for three years, will be considered for each fellow /trainee, who has developed a research project

**(7) Strengthening of research through the establishment of online courses and web portal on health research for students, faculty and other researchers.**

**(8) Support to Scientific/Professionals/Association/Bodies.**

**(9) To encourage health research personnel [Non-resident Indian (NRI), Persons of Indian Origin (PIO), Overseas Citizen of India (OCI)] serving abroad, to come back to India for undertaking research in identified areas.**

This initiative aims to bring back and attract Indian scientists working abroad to pursue medical/health research in India. There will be provision to support brilliant medical doctors/scientists of Indian origin from all over the world who wish to return to India, to take up research positions in the ICMR or other medical college/institute of their choice to pursue the objective. The norms/amount of stipend and other financial assistance for granting fellowships under this category would be similar to the existing schemes of Department of Science & Technology and Department of Biotechnology.

**V. DETAILED GUIDELINES AND TERMS & CONDITIONS OF FUNDING OF VARIOUS COMPONENTS**

**(1) Guidelines for funding of Short Term Fellowship (1-3 months) in Indian institutes**

**A. Eligibility:**

- i. Only Indian citizens working in Indian institutes are eligible.
- ii. They should hold M.D./ M.S./ M.D.S. or MBBS/BDS/ MVSc./ M.Sc./M.Pharma/M.Tech or equivalent with Ph.D. in health / biomedical research
- iii. Faculty having at least three years experience in the college/institute as a regular employee.
- iv. Person's upto 55 years of age as on last date of receipt of application will be eligible.
- v. They should not have availed any fellowship of duration of one month or above duration from any of the agency of Govt. of India / State Govts for the same subject of training/research project.
- vi. The fellowship is for 1-3 months. Fellowship is non- transferrable.

**B. Funding mechanism:**

- i. A consolidated stipend of Rs. 40,000/- per month for a period of stay in host institute, which is at different station from the parent Institute. In case, the training is at the same station, the rate of stipend payable will be Rs.20,000/- per month.
- ii. Expenditure on travel will be as per the T.A. rules of the parent organization.
- iii. One time contingency grant of Rs. 20,000 (maximum) to meet the expenses of local taxi charges, attending meetings etc.
- iv. The amount (stipend and contingency) will be placed at the disposal of the parent institute for disbursement to the fellow as per the prescribed norms and the parent institute will submit the utilization certificate under the GFRs for the expenditure incurred.
- v. The amount released under the scheme will be kept in a separate account by the concerned institute and a separate account of expenditure will be maintained.

- vi. The institute shall submit the utilization report and audited statement of accounts carried out by the statutory body of the institute.

**(2) Guidelines for Short Term Fellowship (1-3 months) in foreign institutes**

**A. Areas identified for fellowship:**

Toxicology,
Genomics
Proteomics
Geriatrics
Stem cell research.
Any other area recommended by the committee as per National Health Policy/ National Health Goals

**B. Eligibility:**

- i. Only Indian citizens working in Indian institutes are eligible.
- ii. They should hold M.D./ M.S./ M.D.S. or MBBS/BDS/ MVSc./ M.Sc./M.Pharma/M.Tech or equivalent with Ph.D. in health / biomedical research
- iii. Faculty having at least three years experience in the college/institute as a regular employee.
- iv. Person's upto 55 years of age as on last date of receipt of application will be eligible.
- v. They should not have availed any fellowship of duration of one month or above duration from any of the agency of Govt. of India / State Govts for the same subject of training/research project.
- vi. The fellowship is for 1-3 months. Fellowship is non- transferrable.

**C. Funding mechanism:**

- i. A consolidated stipends of US \$ 3000/- per month (or equivalent in other foreign currency) for the period of stay in host institute abroad.
- ii. Cost of air passage in economy class by Air India from the parent institute to the foreign host institute by the shortest possible route.
- iii. One time contingency grant of Rs. 30,000 (maximum) to meet the expenses of local taxi charges visa fee and Health insurance, attending meetings etc and Rs.20,000/- for attending meetings.
- iv. A grant of US \$ 600 for fellowship duration for attending conferences /institutes of interest may be given with the recommendations of the Guide in the foreign host institute.
- v. The stipend will be given to the 'selected fellow' through bank transaction In the beginning the equivalent amount in Indian Rupees for first month will be paid to the fellow as advance stipend

- vi. The expenditure incurred in the head ‘contingency’ will be reimbursed to fellow after production of the original voucher.

**(3) Short term specialized training (1-3 months) to mid-career or senior Level faculty of medical colleges working/involved with three other approved schemes of DHR.**

Same principals and guidelines will apply as in respect of ‘Short Term Fellowship (1-3 months) in Indian institutes’.

**(4) Guidelines for Long Term Fellowship (6-12 months) in Indian institutes:**

**A. Area identified for fellowship:**

Toxicology,	Quality Control (QC) and Quality Assurance (QA)
Genomics	Modern Biology
Proteomics	Biotechnology
Geriatrics	Genetics
Stem cell research.	Drugs Chemistry
Clinical Trials	Operational Research
Good Clinical Practices (GCP)	Health Informatics
Good laboratory Practices (GLP)	Medical Ethics
Disease Modeling	Health Economics
Environmental Health	Any other area recommended by the committee as per National Health Policy/ National Health Goals
Mental Health/Clinical Psychology	

**B. Eligibility:**

- i. Only Indian citizens working in Indian institutes are eligible.
- ii. Having M.D./ M.S./ M.D.S. or MBBS/BDS/ MVSc./ M.Sc./ M.Pharma/ M.Tech or equivalent with Ph.D. in topic related to health research.
- iii. Faculty having at least three years experience in the institute as regular employee.
- iv. Candidate should be below 45 years of age as on last date of receipt of application
- v. They should not have availed any fellowship of duration of one month or above duration from any of the agency of Govt. of India / State Govts for the same subject of training/research project.
- vi. Fellowship is non-transferable.

### **C. Funding mechanism:**

- i. A consolidated stipend of Rs. 40,000/- per month for a period of stay in host institute, which is at different station from the parent Institute. In case, the training is at the same station, the rate of stipend payable will be Rs.20, 000/- per month.
- ii. Expenditure on travel will be as per the T.A. rules of the parent organization.
- iii. One time contingency grant of Rs. 30,000 (maximum) to meet the expenses of local taxi charges, attending meetings etc, and Rs.20,000/- for attending meetings.
- iv. The amount (stipend and contingency) will be placed at the disposal of the parent institute for disbursement to the fellow as per the prescribed norms and the parent institute will submit the utilization certificate for the expenditure incurred.
- v. The amount released under the scheme will be kept in separate account by the concerned institute and a separate account of expenditure will be maintained.
- vi. The institute shall submit the utilization certificate under GFR and audited statement of accounts carried out by the statutory body of the institute.

### **(5) Guidelines for Long Term Fellowship (6-12 months) in foreign institutes**

**Areas identified for fellowship are the same as for Short Term Fellowship (1-3 months) in foreign institutes.**

#### **A. Eligibility:**

1. Only Indian citizens working in Indian institutes are eligible.
2. They should hold M.D./ M.S./ M.D.S. or MBBS/ BDS/ MVSc./ M.Sc./M.Pharma/ M.Tech or equivalent with Ph.D. in health / medical research
3. Faculty having at least three years experience in the college/institute as a regular employee.
4. Persons upto 45 years of age as on last date of receipt of application will be eligible.
5. They should not have availed any fellowship of duration of one month or above duration from any of the agency of Govt. of India / State Govts for the same subject of training/research project.
6. The fellowship is for 6-12 months. Fellowship is non -transferrable.

#### **B. Funding mechanism:**

1. A consolidated stipends of US \$ 3000/- per month (or equivalent in other foreign currency) for the period of stay in host institute abroad. May be revised as per the criteria of DBT/DST.
2. Cost of air passage in economy class by Air India from the parent institute to the foreign host institute by the shortest possible route.
3. One time contingency grant of Rs. 50,000 (maximum) to meet the expenses of local taxi charges visa fee and Health insurance, attending meetings etc and Rs.20,000/- for attending meetings.



4. A grant of US \$ 600 for a period upto 6 months and US \$ 1200 for period 6-12 months for attending conferences /institutes of interest may be given with the recommendations of the Guide in the foreign host institute.
5. The stipend will be given to the 'selected fellow' through bank transaction. In the beginning the equivalent amount in Indian Rs. for the first month will be paid to the fellow as advance stipend.
6. The expenditure incurred in the head 'contingency' will be reimbursed to fellow after production of the original voucher.

**(6) Long term training (6-12 months) to the faculties of medical colleges in Indian institutes working/involved with three other approved schemes of DHR.**

Same principals and guidelines will apply as in respect of 'Long Term Fellowship (6-12 months) in Indian institutes'

**(7) Fellowships for women scientists who had break in career to bring them into mainstream of health research**

A large proportion of women undertake bio-medical education at graduation, post-graduation and doctorate level. But the present number of working women in bio-medical research appears to be low than the expected and needs to be addressed. The problems faced are several, but significantly, most often the "break in their careers" arises out of motherhood and family responsibilities. The option for revival of their profession is presently unavailable due to restrictions in age and qualification and no system at present addresses these issues. Under this scheme, women scientists will be encouraged to pursue research in identified areas of bio-medical/ health research.

**(A) Category of Scholarships:**

There will be following two categories of fellowships, based on the qualification and experience of the candidates:

**Category A:** Women who are M.D./ M.S./ M.D.S. or MBBS/ BDS/ MVSc./ M.Sc./ M.Pharma/ M.Tech with Ph.D.

**Category B:** Women who are MBBS /BDS or M.Sc. /M.Tech. /M.Pharma with two years of research or clinical experience.

**(B). Eligibility**

- i. Only Indian women citizen and presently unemployed and having qualifications as prescribed for category A or category B will be eligible in respective category.
- ii. Having M.D./ M.S./ M.D.S. or MBBS/ BDS/ MVSc./ M.Sc./ M.Pharma/ M.Tech or equivalent with Ph.D. in topic related to health research for category- A.

- iii. Having MBBS / BDS. or M.Sc. /M. Pharma /M. Tech or equivalent. Atleast two years' experience after the degree for category -B.
- iv. The woman scientist shall be submitting the research plan in either of the identified area through any medical college/bio-medical research institute under one faculty member.
- v. Candidate already in job or registered for Ph.D. or having any other fellowship or support are not eligible.
- vi. Candidate having research publication in indexed journals will be given preference.
- vii. Women of 30-50 years of age as on last date of receipt of application are eligible.
- viii. Fellowship is to the applicant scientist and area specific and cannot be transferred.

### **(C) Funding mechanism**

- i. The fellow shall submit a research proposal and shall be working with or under the supervision of a regular faculty of a Research Institute.
- ii. **Category A:** A fellowship of Rs. 70,000/- per month (for medical persons) and Rs. 60,000/- pm for non-medical persons for a period of 3 years. A contingency grant upto Rs.10.00 lakhs per year will be given to meet the expenses of consumables / field work related work and for attending the meetings, etc.
- iii. **Category B:** A fellowship of Rs. 55,000/- per month (for medical persons) and Rs. 50,000/- per month (for non- medical persons) for a period of 3 years. A contingency grant upto Rs.10.00 lakhs per year will be given to meet the expenses of consumables / field work related work and for attending the meetings, etc.
- iv. The amount (fellowship and contingency) will be released to the institute in favour of the Head, and will be kept in separate account.
- v. The audited statement of accounts of the scheme, done by the 'statutory audit body', will be obtained.
- vi. Work of the fellow will be reviewed periodically by expert group and shall continue only after receiving the satisfactory report from the expert panel.

### **(8) Scholarships /fellowships programme to young scientists in newer areas for three years**

#### **Scholarships /fellowships programme to young scientists in newer areas for three years:**

These fellowships aim to fulfill the objectives of creation of inclination / attitude of research among the young bright students from the medical colleges / universities. In the programme student having bright academic record who are perusing their degrees i.e. MD/MS/MDS/MBBS/ M.Pharma/ M.Tech/ M.Sc. etc. will be identified and will be given scholarships upto three years in cutting edge areas of health research. These fellows will be carrying out their research activities under the supervision of some faculty member of institute/ medical college. The fellowship will be awarded on year to year basis, not exceeding three years, based on the

satisfactory progress/ research output. The age limit for the candidate is 35 years. Two categories of the fellowships are given below:

- Category A - Fellow who hold MD/ MS/MDS/ or PhD in bio-medical sciences at a stipend of Rs.70,000/- per month for Medical and Rs.60,000/- per month for Non-medical and a contingency grant upto Rs. 10.00 lakhs per year
- Category B - Fellow who are MBBS /BDS/ MVSc. or M.Sc. in bio-medical sciences and having at least 2 years working experience in bio-medical field. The approximate expenditure for this fellowship is stipend of Rs.55,000/- per month for Medical and Rs.50,000/- per month for nonmedical and contingency grant upto Rs 10.00 lakhs per year.

**The terms and conditions of funding will be the same as applicable to women scientists who had break in career to bring them into mainstream of health research**

**(9) Guideline for the start-up grants.**

-The broad area for research shall be the public health issues and activities and priority areas of national importance.

- a. The candidates would be required to submit the Detailed Research Plan. (indicating the design of the study, the total number of cases/samples/animals to be studied, the mode of selection of subjects specially in experiments involving human beings, equipment and other materials to be used, methodology/techniques to be employed for evaluating the results including statistical methods any potential to obtain patents etc.)
- b. The broad outline of the application format are given below:
  - i. Title of the Project
  - ii. Name, designation and address of the Guide
  - iii. Tenure of the study
  - iv. Objectives
  - v. Present knowledge and relevant bibliography (please give here only the most relevant references complete with the author's name(s), title of the article, and name of the Journal, year, and volume and page number).
  - vi. Methodology and Techniques (giving all relevant details like study design, selection of subjects, experimental model, techniques, study proforma etc.).
  - vii. What is aimed to be achieved by the study?
  - viii. How is it likely to advance or add to the existing knowledge in relation to human health?

***[Note: The rational and basis for selecting start up research projects would be the standard criteria, namely, novelty of idea/concept; potential of clinical/public health application;***

*design/methodology & capability of fellow/faculty; infrastructure in the Institute and part of priorities for health research and of national importance]*

- c. The staff employed for the project work will be paid as per ICMR approved norms and engaged purely on contractual basis/ on consolidated salary and will be governed by the terms & conditions of the institute where the project is carried out.
- d. The bio-data of the principle investigator and co-investigators should be submitted alongwith the proposal.
- e. The investigators should submit the annual progress report and the final report on completion of the project on prescribed format.
- f. The project fund will be released to the institute where the project work is being carried out. A separate account will be maintained at the institute for the scheme.
- g. The institute will submit the audited statement of accounts done by the statutory audit of the institute.
- h. The Utilization certificate shall be submitted as per provisions of GFRs.

## **VI. Intellectual Property Rights (IPR)**

Prevailing law or guidelines issued by Govt., as amended from time to time, will be followed on the IPR issue and in case the research output is used for public health system, its price will be controlled by the Government.

## **VII. Mode of Selection**

7.1 Selection of the “Fellows” will be made through a two tier system of screening. Screening based on the details provided in the prescribed applications by an Expert/ Selection Committee at ICMR, based on merit, by specially constituted Committee by the Secretary DHR. Candidate must route their applications through the Head of the institute agreeing to the terms and conditions.

7.2 The proposals duly recommended by the Screening Committee and Evaluation Committee of ICMR fulfilling technical and administrative criteria would be referred to the DHR for final approval. The same would be placed before the Approval Committee, headed by Secretary, DHR & DG, ICMR and would inter alia have Financial Adviser (Health), Joint Secretary, DHR, HoD from the ICMR and any other members as may be constituted with the approval of Secretary, DHR & DG, ICMR.

## **VIII. Strengthening of research through the establishment of online courses and web portal on health research for students, faculty and other researchers.**

Much of the biomedical research being carried out in the country today is confined to selected institutions of the country. It is important that the research is encouraged in all parts of the country, especially rural and remote areas. One of the reasons for the limited reach has been the lack of easy access to knowledge and support for research. On the other hand a strong IT network programme exists to connect different institutions through National Knowledge

Network (NKN). The activity will be carried out in close coordination / association with Medical Council of India, Department of Information Technology, National Knowledge Network and other stakeholders. This programme will help prospective institutions and individuals to access resources- both financial and technical on research and promote research across the country. This facility will include the following facilities:

- Online courses along with contact Programmes in relevant institutions
- On line resource material for researchers
- On line mentoring for researchers
- Inter active forums and e groups for researchers

### **Area of research**

Quantity Analysis and Quantity Control, Good Clinical Practices, Medical Ethics, Good Laboratory Practices, Disease Modeling, Environment Health, Health Economies, Operational Research, Clinical trials etc.

### **Funding mechanism:**

1. A committee of experts will be constituted in each area to identify the need assessment and to draft the course or study materials for students, faculty and researchers.
2. The detail teaching / interactive material for each topic of the discipline/ area will be drafted by engaging the experts on contractual basis.
3. A web portal will be designed having interactive facilities.
4. A team of the expert for each discipline area will be identified to interact with researchers and to answers their queries.
5. The content of the course will be uploaded on the web portal of the Department of Health Research.
6. A feedback will be obtained from each user to improve the content of the course, study material and communicative skill so that the course has maximum penetration / utilization.
7. The progress / up gradation of the scheme will be reviewed periodically
8. The existing portal of NPTEL setup by IITs and IISERs will be studied and expert opinion from these organizations will also be sought to identify the pitfalls.

## **IX. Support to Scientific/Professionals/Association/Bodies:**

9.1 The S&T Professional Bodies and Academes of Science play an important role in creating cohesiveness amongst scientific community by organizing technical meetings, seminars, conferences and workshops as well as bringing out scientific journals, technical bulletins, proceedings of networking events, formulation of guidelines, etc. The primary focus of this

component is to extend financial support to such scholarly bodies, like the National Academy of Medical Sciences, Indian National Science Academy, National Academy of Sciences India, Indian Academy of Sciences, Indian Medical Association etc., as also discipline specific associations in the fields of Medicine, Surgery, Microbiology, Pathology etc. for the aforesaid events with a view to promote higher standards in medical/health research and for devising guidelines for policy making and prevention and management of different diseases.

9.2 Financial support to such scientific societies/associations etc. will be provided inter alia for the following activities:

- To organize the Workshop/Symposia/Conference/Brain Storming Sessions to identify and prioritize the research area of national relevance. The maximum ceiling for funding under this component would be Rs.5 lakhs per event.
- To develop the guidelines for various diagnostic and management pattern of various diseases. This will help the Govt. of India in developing guidelines for disease-specific areas and also in the introduction of new innovations into the public health system. Funding will be decided based on the examination of proposals received and clearance by the relevant expert committee, constituted with the approval of Secretary, DHR.
- To evaluate the efficacy and cost effectiveness of any specific technology in the relevant field of public health importance and make suitable recommendations to the DHR. Funding will be decided based on the examination of proposals received and clearance by the relevant expert committee.
- Support will also be extended to bring out the proceedings, guidelines and recommendations etc. emerging from the scientific events as well as specially constituted expert groups as mentioned above.

**X. Guidelines for Programme to encourage research personnel [Non-resident Indian (NRI), Persons of Indian Origin (PIO), Overseas Citizen of India (OCI)] serving abroad, to come back to India for undertaking health research in identified areas.**

**Objective of the Scheme:**

10.1 A large number of Indian scientists go to foreign countries, especially the European and North American countries, after completing their education in India and many of them are working in reputed medical/health research organizations. A number of these scientists are willing to return back to India to serve the country in the field of health research, provided they get suitable opportunities. Since many of these scientists have exposure to high technologies in the front areas of research, country will benefit greatly if they are provided some platform to work in Indian institutes. **The Department of Health Research (Ministry of Health & Family Welfare), Government of India, has launched the programme “to encourage research personnel [Non-resident Indian (NRI), Persons of Indian Origin (PIO), Overseas Citizen of India (OCI)] serving abroad, to come back to India for undertaking research in identified areas”.**

10.2 This Scheme has been designed to provide contractual research positions to the Indian scientists settled abroad who are willing to come back to India on a fulltime basis or for short duration to pursue medical/health research in India and take up health research projects in collaboration with Indian scientists, particularly in areas of national priority.

10.3 There will be provision to provide financial support to the brilliant medical doctors/scientists of Indian origin from all over the world who wish to return to India, to take up research positions in the ICMR or other medical college/institute of their choice to pursue the objective. Under the scheme, the NRI/OCI/PIO will be submitting the proposal in the various areas of medical/health/biomedical research, developed in collaboration with Indian researcher, who should be a regular employee of Govt. research institution or medical college in India. Though all areas in medical/health/biomedical research are proposed to be covered under the scheme in view of the need to generate new knowledge on a wide range of subjects, focus will be on priority areas of Health Research in 12<sup>th</sup> Plan document.

### **Eligibility**

- Only persons of Indian origin, non-resident Indian, and oversea citizen of India, as defined by Government of India, and currently working abroad.
- Having M.D./ M.S. / M.D.S. or M.Tech / MVSc./ M.Sc./M. Pharma /M. Tech or equivalent with Ph.D. in topic related to health research.
- The candidate shall be submitting the research plan in the areas identified for programme for research studies in collaboration with a faculty working in Indian institute as regular employee.
- Candidate should be below the age of 45 years.
- Programme is scientist and area specific and cannot be transferred.
- Work of the fellow will be reviewed periodically by expert group and shall continue only after receiving the satisfactory report from the expert panel.

### **Mode of Selection:**

10.4 Selection of the research project of NRI/OCI/PIO will be made through two tier system of screening. Preliminary screening will be based on the details provided in the prescribed applications format followed by evaluation of the research project of short listed candidates by the Expert Committees constituted by Secretary, Department of Health Research

### **Funding under the scheme:**

- a. Each selected researcher shall be eligible to receive a consolidated amount of Rs.12.00 lakhs per annum, for 3 years, extendable upto a maximum period of 5 years.
- b. In case the researcher finds a permanent position during the tenure of the position, the remuneration shall be discontinued from the day he/she joins in permanent position but

- he/she may continue with the Scheme availing Research Grant portion for the project, for the balance period to carry out research at the new position.
- c. Provision would be available for supporting a research staff out of Research Grant during the tenure of the award.
  - d. In the event of getting employment elsewhere other than the present Host Institute, the Awardee could also be allowed to move the research student along with him/her to new place within the country.
  - e. Additional Funding would be available for research studies/projects costing up to Rs.1.00 crore for the entire duration of the study (i.e., maximum, for 5 years). The proposed expenditure on the study would not include the expenditure on the salary of the Research Scientist.
  - f. The selected proposal of the NRI/OCI/PIO would be funded under this scheme for project duration of up to three years, extendable at the discretion of the Expert Committee up to a maximum of 5 years.
  - g. The Research Grant for the project which mostly will be of laboratory nature; shall be trifurcated into three broad budget heads with the following indicative break up:
    - Recurring (including Project Manpower, Travel, Consumables & Contingencies - 60%
    - Capital Equipment - 35%
    - Overhead - 5%
    - However, Travel and Contingencies would be limited to 10% each.
  - h. Each Awardees needs to provide proposal with detailed break up as above for utilization of Research Grant and the Host Institution needs to adhere the approved breakup for entire project period.
  - i. The amount (consolidated salary and fund for the research project) will be released in favour of the Head of the Host Indian Institution, where the research project will be undertaken, and will be kept in separate account.

**Roles and requirements of host institutions:**

- i. Host institutions should be encouraged to provide a congenial atmosphere for the awardees to excel in their work.
- ii. Access to all common infrastructural facilities, acceptable laboratory and office space (Independently or on shared basis), computing, library access, etc.,
- iii. Host-institution's willingness to consider the candidate for a permanent position in due course will be subject to meeting, rules, regulations and all relevant statutory requirements.
- iv. Furnishing of the Utilization Certificate (UC) and the audited statement of account from the audit authority, as applicable to the Host Institute, as per the provisions of the General Financial Rules.



## **MONITORING OF THE SCHEME:**

10.5 The work/progress will be evaluated periodically by the Expert Committee constituted by Secretary DHR & DG, ICMR following the guidelines being adopted at ICMR.

## **PROJECT ADMINISTRATION:**

10.6 For Project administration at the National Level, Project Management & Implementation Unit (PMIU) have been set up in the Department of Health Research & ICMR, No regular posts will be created at the PMIUs. All the manpower for the Project Management & Implementation Units at DHR and ICMR, will engaged on contractual basis, as indicated in **Annexure-II**.

## **IMPLEMENTING AGENCY:**

10.7 The scheme will be implemented through the ICMR and the DHR will exercise the overall managerial control. Funds for implementation of the scheme in respect of approved projects/proposals will be released by DHR to the ICMR.

\*\*\*\*\*

**Annexure-I****Component-wise physical targets and estimated expenditure of the scheme of Human Resource Development for Health Research for the period 2017-18 to 2019-20**

S. No.	No. of Fellowships/ Projects	2017-18	2018-19	2019-20	Total for 3 years
<b>Physical Targets</b>					
1.	Short Term Fellowship abroad	15	20	30	65
2.	Long term Fellowship abroad	20	30	40	90
3.	Short term Fellowship at Indian Institutes	30	50	70	150
4.	Long term Fellowship at Indian Institutes	30	50	70	150
5.	Women Scientists who have had break in career Category 'A' Category 'B'	15	20	30	65
6.	Scholarship /Fellowship Programme to young Scientist in newer areas for three years	15	20	30	65
7.	To encourage health research personnel (NRIs/PIOs/OCI) to come back to India	5	8	10	23
8.	Support to institution	8	9	10	27
9.	Start-up grant / No. of projects	30	45	60	135
10.	Support to Conferences	5	10	15	30
11.	<b>Total Fellowship</b>	<b>173</b>	<b>262</b>	<b>365</b>	<b>800</b>
<b>Financial Targets (Rupees in crore)</b>					
12.	Total Budgetary Estimate (Scheme component) including committed expenditure of on-going projects.	24.15	44.37	63.04	131.56
13.	PMIU Staff Expenditure	0.56	0.56	0.56	1.68
14.	Administrative expenses for meetings/evaluation/professional services, TA/DA, etc.	0.35	0.35	0.35	1.05

<b>15.</b>	<b>Total (Financial)</b>	<b>25.06</b>	<b>45.28</b>	<b>63.95</b>	<b>134.29</b>
------------	--------------------------	--------------	--------------	--------------	---------------

**Annexure-II**

**Revised remuneration of contractual staff at PMIU for HRD Scheme**

**A. Department of Health Research:**

<b>S.No.</b>	<b>Name of the post</b>	<b>No. of posts</b>	<b>Estimated cost per month</b>	<b>Estimated cost per annum</b>
1.	Project Manager	1	Rs.70,000-90,000/-	Rs.10,80,000/-
	Scientist- C (Medical )	1	Rs.75,000/-	Rs.9,00,000/-
2.	Scientist- C (Non-Medical)		Rs.70,000/-	
3.	Finance Manager	1	Rs.50,000/- to Rs.55,000/-	Rs.6,60,000/-
4.	Data Entry Operators	2	Rs.16,000/- to Rs.20,000/-	Rs.4,80,000/-
5.	Multi-Task Staff	2	Rs.12,000/- to Rs.15,000/-	Rs.3,60,000/-
	<b>Total</b>	<b>7</b>		<b>Rs.34,80,000/-</b>

**B. Indian Council of Medical Research (ICMR)**

<b>S.No.</b>	<b>Name of the post</b>	<b>No. of posts</b>	<b>Estimated cost per month</b>	<b>Estimated cost per annum</b>
1.	Scientists- D (Medical/ Non-Medical)	1	Rs.80,000/-	Rs.9,60,000/-
2.	Administrative Officer	1	Rs.35,000/- to Rs.45,000/-	Rs.4,80,000/-
3.	Data Entry Operators	2	Rs.16,000/- to Rs.20,000/-	Rs.3,60,000/-
4.	Multi-Task Staff	2	Rs.12,000/- to Rs.15,000/-	Rs.3,60,000/-
	<b>Total</b>	<b>6</b>		<b>Rs.21,60,000/-</b>
<b>Total for PMIUs (A+B)</b>		<b>13</b>		<b>Rs.56,40,000/-</b>

**Note:**

(i) 5% annual increase will be given

(ii) Remuneration of contractual staff in the category of MTS/DEO/Office Assistant, etc. would be linked to Minimum Wages Act.

## **Administrative Clarifications in the Scheme for ‘Human Resource Development for Health Research’**

1. The fellows trained under HRD Scheme would be awarded Certificates by DHR, after completion of their fellowship/project/training as per the guidelines of the scheme
2. The Terms of Reference for evaluation of applications by Technical Evaluation Committee and Screening Committee has been prepared and approved

### **3 Support to Institutes**[S.No: 4.1(A) at Page No.: 3 of Guidelines]

*Existing provision in Guidelines:* Duration of training to be provided by the Institutes selected under Support to Institutes component of the scheme is not defined in the Guidelines.

*Administrative clarification:* It is proposed that Institutes under the support to institutions component will have to submit a *training schedule/module for a short term duration of 1 to 3 months or a long term duration of 6-12 months*. This is necessitated so that fellows selected for the short term and long term fellowship in Indian Institutes can be trained in these Institutes.

### **4. Start-up Grant for projects** [S.No: 4.6 at Page No: 4 of Guidelines]

*Existing provision in Guidelines:* The Start- up grant, with an average cost of Rs. 30 lakh per research project, for three years, will be considered for from each fellow /trainee, who has developed a research proposal.

*Administrative clarification:* The Start- up grant for the project @ Rs. 30 lakh per research project for three years, will be considered from each fellow /trainee (after approval by TEC and Approval Committee), *who have completed HRD fellowship* and developed his/her research project.

### **5. Short Term Fellowship (1-3 months) in Indian Institutes** [S.No: 1 at Page No:5 of Guidelines]

*Existing provision in Guidelines:* Areas identified for Short Term Fellowship (1-3 months) in Indian Institutes are not mentioned.

*Administrative clarification:* It is proposed that areas identified for Short Term Fellowship (1-3 months) in Indian Institutes would be same as for Long Term fellowship in Indian Institutes.

## **6. Eligibility criteria for short term /long term fellowships in India/abroad:**

*Existing provision in Guidelines:* Candidates should hold M.D./ M.S./ M.D.S. or MBBS/BDS/ MVSc./ M.Sc./M.Pharma/M.Tech or equivalent with Ph.D. in health / biomedical research.

*Administrative clarification:* It is proposed that candidates holding M.D./ M.S./ M.D.S. or 'equivalent' degree recognized by MCI/DCI or MBBS/BDS/ MVSc./ M.Sc./M.Pharma/M.Tech or equivalent with Ph.D. in health / biomedical research can apply for fellowships under the scheme.

*Justification:* The clarification regarding eligibility criteria was to include all medical degrees equivalent to M.D. / M.S. / M.D.S as recognized by Medical Council of India (MCI/DCI) to be included in the guidelines

## **7 Eligibility for short term fellowship in Indian Institutes [Page No: 5 S.No: 1(A) of Guidelines]**

*Existing provision in Guidelines:* Faculty having at least three experience in the college/ institute as a regular employee.

*Administrative clarification:* Faculty having at least three 'years' experience in the college/institute as a regular employee.

## **8. Eligibility criteria for fellowship to women scientists who had break in career to bring them into mainstream of health research [Guidelines: Page No:9]**

*Existing provision in Guidelines:* Duration of break in career and reason for break in career is not defined in eligibility criteria for fellowship to women scientists who had break in career to bring them into mainstream of health research.

*Administrative clarification:* It is proposed that candidates should have a minimum of 1 year break in career which should be substantiated with valid reasoning while submitting the application. Women candidates with break due to motherhood, family reasons will be preferred. Break in career due to medical reasons should be supported by proper certificate from Govt. hospitals. If break in service has been awarded due to administrative reasons, such cases would not be considered.

## **9 Eligibility criteria for fellowship to young scientists in newer areas for three years [Guidelines : Page No:10]**

*Existing provision in Guidelines:* Maximum age limit for fellowship to young scientists is not mentioned in the eligibility criteria.

*Administrative clarification:* It is proposed that age of candidates should be less than 35 years for Category A and less than 30 years for Category B on the date submission of the application.

*Justification:* The category A is for fellowsholding M.D./ M.S./ M.D.S. or MBBS/ BDS/ MVSc./ M.Sc./ M.Pharma/ M.Tech with Ph.D in bio-medical sciences who are unemployed or employed on contractual or temporary jobs so age limit of 35 years maximum will be suitable for fellows completing PhD OR Post-Doctoral programmes

Similarly category-B is for fellows holding Holding MBBS /BDS/MVSc or M.Sc. /M.Tech. /M.Pharma or equivalent in bio-medical sciences who are unemployed or employed on contractual or temporary jobs so age limit of 30 years maximum will be suitable for fellows who have completed post-graduation.

According to the guidelines if fellow is selected for permanent job /transferred to any other institute, from the present Institution, he/ she will be allowed to shift the project along with him to the new Institute, provided both institute submit the No Objection Certificate.

## **10 Financial mechanism for fellowship to women scientists/young scientists**

[Guidelines:

PageNo: 9,10]

*Existing provision in Guidelines:* It is not clear whether the fellowship to women/young scientists would be sanctioned along with research project.

*Administrative clarification:* It is proposed that fellowship to women/young scientists would be sanctioned along with research project i.e. fellowship and research project being sanctioned simultaneously.

*Justification:* Unlike long term and short term fellowship programmes availed by permanent faculty/fellow working in Govt institutes or Private institutes recognized by DSIR, the young scientist and women scientist scheme is specifically for unemployed fellows so the fellowship with stipend and project need to be awarded simultaneously

## **11. Eligibility criteria for Programme to encourage research personnel [Non-resident**

**Indian (NRI), Persons of Indian Origin (PIO), Overseas Citizen of India (OCI)]**

**Serving abroad, to come back to India for undertaking health research in identified Areas [Guidelines: Page No: 14]**

*Existing provision in Guidelines:* Minimum research experience required in foreign country as NRI/PIO/OCI is not defined in the eligibility criteria.

*Administrative clarification:* It is proposed that candidate should have at least three years of research experience in the foreign country as NRI/PIO/OCI; after obtaining the essential qualification, based on DBT/DST guidelines.

## **12 Age relaxation:**

*Existing provision in Guidelines:* There is no existing provision for age relaxation in the Guidelines SC/ST/OBC, Women and Physically Handicapped applicants.

*Administrative clarification:* It is proposed that Age relaxation of 5 years would be given to candidates belonging to SC/ST/OBC and physically challenged category. Attested copies of supporting documents in this regard must be enclosed except for short term fellowships in India/abroad where the maximum age limit is 55 years.