

GUIDELINES

FOR THE TRAINING OF FORESTERS AND FOREST GUARDS BEING ORGANISED BY THE STATE GOVERNMENTS

Forestry Sector is faced with a number of new challenges due to population pressure and emerging needs of the civil society. To cope with the situation, there has to special focus and emphasis on the human resource development aspects at all levels. Foresters and Forest Guards are at the cutting edge of the forestry hierarchy who are always in constant touch with the people catering to their forestry related needs. They are main catalysts for implementation of the forest related rules, regulations, conservation and development activities. The efficiency and effectiveness of the State Forest Department depends much on the performance level of these officials. Training of these officials, therefore, must be of high quality and standards which can be achieved through enriching and updating the course contents keeping in view the emerging needs on the forestry sector, providing adequate facilities for the training of these personnel and modification of the training Rules accordingly. The training of these levels is an exclusive domain of the state/UT governments and they have formulated their own rules and regulations for the same.

2 It has been observed that there is no uniformity in the rules for educational qualifications for recruitment to the levels of foresters and forest guards among the states/ UTs. The qualifications for the foresters vary from high school level to intermediate level. Duration of the course also varies from six months to one year. The number of subjects covered in the training course varies from 10 to 18 in various states. Similarly, minimum educational qualifications for recruitment to the post of a forest guard varies from 6th standard to high school pass; duration of training

from 3 to 11 months and the number of subjects covered in the training course vary from 3 to 10 among the various states. In a few states, a large number of foresters/forest guards are not being imparted induction training even after completion of several years of service. Such untrained officials feel constrained in discharging their duties professionally and efficiently.

3 In order to maintain uniformity and professionally train the new entrants to deal with the emerging needs/trends in forestry and wildlife, the Government of India after making necessary consultations with the State/UT governments, have formulated the following guidelines for the training of the foresters and forest guards and the state training institutions imparting such trainings.

1 **Performance in training to govern seniority**

It is observed that in most of the cases the foresters and forest guards' trainees are treated as in-service officials and their performance in the training course does not affect seniority. As a result many of them do not take the training seriously. On the other hand, there are a few states where the training in is not considered as a part of the service and such trainees are paid monthly stipend only. This creates financial disparity and puts them to certain disadvantages over the in-service trainees. To ensure proper discipline and maintain adequate seriousness in the training programme, **a provision should be made in Recruitment Rules of the state that while determining the seniority, the state will also take into account the performance during the Training. The formula for determining the seniority will give 100% weightage to the marks obtained in the competitive examination and 50% weightage to the marks obtained during the training. Further, during the period of training, trainees will be governed by the Training Rules of the Institution.**

2 **Entry point in trainings and service**

It is noticed that this in-service training generally does not precede entry into the service. This creates considerable quality degradation. To bring quality improvement and proper utilization of manpower, **the entry point in training, should coincide with the entry point in the service.** If there is any backlog, the same could be cleared through organizing special courses and having larger batches (in the case of foresters and forest guards). **In order to give importance to training the official should not be confirmed in service unless he completes his training.**

3 **Period of Training:**

At present large variations exist in respect of duration of training of foresters and forest guards. Considering (i) contents of syllabi (ii) higher academic qualifications of Trainees and (iii) field oriented training programmes, **there should be uniform duration of six months for the training of foresters and forest guards.**

4 **Minimum educational qualifications:**

At present different minimum educational qualifications are being followed in different states. In the interest of service and efficiency, the following minimum educational qualifications should be adopted uniformly, by all the states.

Foresters	- Class 10+2 pass with science.
Forest Guards	- Class 10 pass or equivalent.

5. **Medium of Training:**

The medium of training at various levels should be as follows:

Foresters	-	The official language of the State or English.
Forest Guards	-	The official language of the State or English.

6. **Training courses and course contents:**
- 6.1 **At present only induction training is imparted after direct recruitment to various levels. Quite often such induction training at lower levels (Forester, Forest Guards) is imparted several years after one joins the service. There is heavy backlog of untrained officials in many states.** Therefore, induction training immediately after recruitment should be made mandatory.
- 6.2 **It is felt that adequate emphasis for practical training is not being laid in existing curricula for forestry training. Hence, the revised course contents for the foresters and forest guards giving due weightage to practicals, field exercises and study tours is appended as Annexure I and Annexure II, respectively.**
- 6.3 **Also, in to-day's fast changing scenario, induction training alone is not sufficient to meet the changing requirements throughout ones' career. Therefore, the refresher courses at periodic intervals, say 3 to 5 years, be conducted for the foresters and forest guards to update their knowledge and skill. Specialized short duration courses, for those posted on specialized jobs, are also required to be conducted to improve the knowledge and skills of the officials.** A list of special courses and the institutions identified is given at Annexure III.
- 6.4 The faculty members of Forestry Training Institutions should be imparted training under Training of Trainers (TOT) Programme. Promotion linked courses, which involve change of duties/responsibilities, should be organized from time to time.

6.5 At present there is no established time frame to review and update the existing curricula. Hence, the curricula of existing courses should be reviewed and updated at least once in every five years to meet the changing requirements. The Review Committee may start functioning during the fourth year.

7. Minimum needs of an institution for effective training:

It is felt that conditions of some of the training institutions are quite inadequate in the following aspects:

- Campus,
- Buildings,
- Faculty position,
- Vehicles,
- Equipment,
- Laboratory,
- Library,
- Other staff position,
- Incentives.

Hence, there is a strong case for improving the above mentioned aspects for strengthening of the institutions. To economize expenditure and optimize resources,

- i. The GOI are of the view that every state, instead of having a number of training institutes, may have one or two well-equipped institutions to ensure proper training.
- ii. Forester and Forest Guard training be imparted at the same school.
- iii. The annual intake capacity per batch should not exceed 40.

- iv. New institute may be opened as per the norms fixed by the GOI. While opening a new institute the Director, Forest Education shall be consulted.
- v. Such training Institute should be located at an appropriate place after careful scrutiny of various aspects like basic amenities and other infrastructural facilities. **Details of requirements for a Model Institution are given at Annexure IV. The list of the Foresters and Forest Guards Training Schools/Institutions in the various states along with intake capacity of each school/institution is given at Annexure V.**

8. Selection, development and incentives to trainers:

The selection procedure of trainers in different forestry training institutes needs to be given more serious considerations. Quite often those who are posted in these institutions do not possess adequate field experience. Further, the officers with right aptitude and qualifications for training are not attracted to work in such training institutions for want of adequate incentives and facilities commensurate with the high responsibilities they are entrusted as trainers. To overcome this problem, the following should be adopted:

- a. No officer until he has put in nine years of service, preferably in a field posting be considered for faculty position in any of the training Institutes. Preference may be given to those who have undergone Training of Trainers (TOT) Courses.

- b. PCCF (Training)/ CCF (Training)/ CF (Training) and Head of the Training Institutions should be associated in selection of a faculty member.
- c. The officer selected as faculty, if not already undergone Training of Trainer (TOT) course, should be sent for such course immediately.

9. Incentives

Trainer's job is quite challenging and demanding. A good trainer has not only to be academically sound but should also possess proper aptitude for the job. At present, quite often, difficulties are faced by training institutions to get suitable officers. In the absence of adequate incentives, selection of suitable faculty is badly affected which adversely affects the quality of training imparted in the institution. Therefore, all faculty members including the Director/ Principal of the Institution, **should be given an incentive of 15% of the basic pay as training allowance, as sanctioned by Government of India in the case of IGNFA and State Forest Service Colleges. The faculty should also be provided with rent-free residential government accommodation.**

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