

**REPORT OF THE COMMITTEE ON
COMPREHENSIVE RECRUITMENT PLAN
FOR
INDIAN FOREST SERVICE**



**A COMMITTEE OF
MINISTRY OF ENVIRONMENT AND FORESTS
GOVERNMENT OF INDIA
FEBRUARY 2011**

CHAPTER-1

INTRODUCTION

1.1 Background

The Ministry of Environment and Forest (MoEF), Government of India, set up a committee to have a realistic assessment of IFS officers required for next 20 years to manage the forests of the country. The committee had the following composition.

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|---|--|---------------------|
| 1 | Shri J C Kala, Former DG Forests and Secretary, MoEF | - Chairman. |
| 2 | Shri Vinod Rishi, Former Director IGNFA | - Member |
| 3 | Dr. Devendra Pandey, Former DG FSI | - Member |
| 4 | Shri C S Vedant, PCCF Karnataka | - Member |
| 5 | Director,IGNFA | - Member Secretary, |

The order of MoEF is annexed as Annexure -1

The committee co-opted Shri D. C. Khanduri as its member and requested Prof. Shashi Paul of IGNFA to assist it.

Initially the committee was given time upto 30.09.2010 but subsequently on the request of the committee it was extended till 31.01.2011. On 31.12.2010 a presentation of the preliminary findings of the committee was made before Hon'ble Minister, Environment and Forests. During this meeting the mandate of the committee was enlarged to include some other issues related to IFS recruitment; and these issues include the structure of IFS, method of the recruitment, deployment, incentives, broadening the subject stream in the IFS examination, recruitment process, and the lateral entry into IFS. For this additional mandate the tenure of the committee was extended up to 28.02.2011.

1.2 Main mandate of the Committee

The main mandate of the committee was to undertake a rational exercise to determine the number of IFS officers required cadre wise/year wise after taking into account the cadre strength, retirements, resignations and new challenges and initiatives. Subsequently, the committee worked on the issues of the structures, methods, deployment, incentives, broadening the subject stream in the IFS exam, recruitment process and lateral entry into IFS.

As the procedure and proportion for promotion quota is well laid out the committee took up the study for direct recruits only.

1.3 Methodology adopted

The methodology followed involved analysis and discussions by committee members including study of similar report for Indian Police Service, Capacity of Indira Gandhi National Forest Academy with respect to intake of maximum number of IFS probationers, promotion prospect of IFS officers in different states etc. In addition to this, consultations with state governments were also made through correspondence. For the revised mandate, consultations with heads of Dehradun based forestry institutions, some retired officers and PCCF of Uttarakhand state were undertaken. This issue was also discussed with faculty members of IGNFA.

In its first meeting, the committee decided to seek information from States on the new initiatives and challenges; forest & tree cover; State's perspective plan for next 20 years; challenges with regards to wildlife crimes, illicit fellings, encroachments, inter-state border issues, peoples participation etc., and in turn re-organisation of Forest Divisions based on forest beat re-organisation and requirement of additional squads; need to en-cadre ex-cadre posts and temporary additions; details of CDR and SDR posts; reasons for shortfalls in DR and promotion posts.

This report has been prepared based on the response received from the States, information available with IGNFA, analysis of various posts in the State Cadres, and personal feedback including discussions with officers in MoEF. Details of the meetings & proceedings of all the meetings are placed as Annexure-2.

CHAPTER-2

HISTORY OF FOREST MANAGEMENT AND THE INDIAN FOREST SERVICE

India is one of the first countries in the world to have started scientific management of its forests. In the year 1864 the then British India Government started the Imperial Forest Department and appointed Dr. Dietrich Brandis, a German botanist, Inspector General of Forests. Having recognized the need to have a premier forest service to manage the varied natural resources of the vast country and to organize the affairs of the Imperial Forest Department, *Imperial Forest Service* was constituted in 1867.

Having realized the importance of a multi-tier forest administration in the federal and provincial Governments for effective management of forest resources the British India Government also constituted Provincial Forest Service and Executive & Subordinate Services, which were quite similar to the present day forest administrative hierarchy.

The officers appointed to the Imperial Forest Service from 1867 to 1885 were trained in France and Germany. Thereafter, until 1905 they were trained at Coopers Hill, London, which had been one of the prestigious professional colleges of Forestry at that time. From 1905 to 1926 the Universities of Oxford, Cambridge and Edinburgh had undertaken the task of training the officers of the Imperial Forest Service. The Imperial Forest Research Institute, Dehra Dun, presently & popularly known all over the world as FRI was established at Dehra Dun in the year 1906. The baton to train the IFS officers was passed on to Forest Research Institute, which it did successfully from 1927 to 1932 and subsequently recruitment to the Imperial Forest Service was discontinued.

The subject of "Forestry" which was managed by the Federal Government until then, was transferred to the "Provincial List" by the Government of India Act, 1935. Subsequently, the Indian Forest College (IFC) was established in the year 1938 at Dehradun and the officers recruited to the Superior Forest Service by the provinces/states were trained there.

2.1 The Indian Forest Service

The Indian Forest Service, one of the three All India Services, was constituted in the year 1966 under the All India Services Act, 1951 by the Government of India.

The main mandate of the service is the management, conservation, development and administration of the forest resource and wildlife of the country according to the principles laid down in the National Forest Policy through related national and state laws. Since 1935 the management of the forests remained in the hands of the Provincial Governments and even today the Forest Departments are managing the forests of the country under the respective State governments.

2.2 Organization of the Service

The initial constitution of the Indian Forest Service had the following four categories of the officers

1. Initial Recruits (IR);
2. Emergency Commissioned/Short Service Commissioned (EC/SSC)
3. Direct Recruits also known as Regular Recruits (DR/RRs); and
4. Promotees (appointed from State Forest Service).

Initial Recruits:

With the constitution of the Service, the serving members of the State Forest Service borne on various State Governments and Union Territory Administrations were inducted into the Service and they were accordingly designated as "Initial Recruits" to the Service. All members under the "IR" category have since retired on superannuation.

Emergency Commissioned/Short Service Commissioned :

20 per cent of the permanent vacancies in the Indian Forest Service were filled by Direct Recruitment from the released "Emergency Commissioned" (EC) officers and "Short Service Commissioned" (SSC) officers and they were designated as ECs/SSCs and it continued till 28th January 1971. The last of the EC/SSC officers has since superannuated from the service in 2006.

Direct Recruits:

66.66 per cent of the cadre strength of the service is filled by Direct Recruitment done through the Union Public Service Commission (UPSC) by conducting an all India level competitive examination open to graduates with science background. After qualifying the written examination, the candidates have to appear for a personality test, a walking test and a standard medical fitness test.

Promotees:

33.33 per cent of the cadre strength of the service, as per the regulations, is to be filled by appointing eligible officers of the State Forest Service to IFS. Vacancies under promotion quota are determined by calculating 33.33% of the total Senior Duty Posts in the Cadre in addition to Central Deputation Reserve posts, State Deputation Reserve posts and Training Reserve.

2.3 Cadre Strength and Composition:

The Indian Forest Service, by virtue of being the youngest of the three All India Services, also happens to be the smallest. The total authorised cadre strength of the Indian Forest Service, as on 1st January, 2010, is 3034 which includes 2115 Direct Recruit and 919 Promotion posts. The total Senior Duty Posts (SDP) in the Indian Forest Service are 1853 and the remaining under various reserves.

Table Number 1

Break-Up of Total Authorized Cadre Strength as on 01.01.2010

Senior Duty Posts		1853	
Central Deputation Reserve @ 20%	364		
State Deputation Reserve @ 25%	457		
Training Reserve @ 3.5%	59		
Leave and Junior Reserve @16.5%	296		
Reserve Posts		1176	
Total Cadre Strength			3034
Direct Recruit Posts	2115		
Promotion posts	919		
Total Authorized Strength			3034

2.4 Cadres:

The Service consists of 24 State Cadres including three Joint Cadres namely the Assam-Meghalaya, Manipur-Tripura and Arunachal Pradesh-Goa-Mizoram and Union Territories (AGMUT). Every State/Joint cadre has a fixed strength of posts in various grades known as Senior Duty Posts (SDP). Details of distribution of strength of officers in various cadres are given in the Annexure-3.

As per the relevant regulations in force, the strength and composition of the service in each and every State/Joint cadre is to be reviewed at 5 yearly intervals by the Cadre Review Committee headed by the Cabinet Secretary who makes recommendations to the Central Government on the basis of the proposals received from the State Governments.

2.5 Cadre Authorities:

In respect of the IFS officers working under the administrative control of the States, the State Governments are notified as the Cadre Authorities. For those officers allotted to the Joint cadres of Assam-Meghalaya and Manipur-Tripura, there is a Joint Cadre Authority constituted by the respective State Governments under the All India Services (Joint Cadre) Rules, 1972. In respect of IFS officers of the Joint Arunachal Pradesh, Goa, Mizoram and Union Territories (AGMUT Cadre) earlier known as UT cadre, the Ministry (MoEF) functions as the Cadre Authority.

As per the Allocation of Business Rules of the Govt. Of India, the subject of the Indian Forest Service is allocated to the Ministry of Environment and Forests and thus it is the Cadre Controlling Authority for the Indian Forest Service and also the Nodal Ministry, and implements all Rules, Regulations made under the AIS Act in respect of the Indian Forest Service.

2.6 Designations of Senior Duty Posts:

The administrative hierarchy of Indian Forest Service in the Forest Departments in the States and Union Territories is as under in the descending order:-

- Principal Chief Conservator of Forests
- Additional Principal Chief Conservator of Forests
- Chief Conservator of Forests
- Conservator of Forests
- Deputy Conservator of Forests

On successful completion of the professional training in forestry and allied subjects at Indira Gandhi National Forest Academy, Dehradun, Foundation Course at Lal Bahadur Shastri National Academy of Administration, Mussoorie, the new recruits join their allocated cadres and work as Assistant Conservator of Forests. On completion of four years of service with reference to the Year of Allotment, the officers are appointed to the Senior Time Scale. On getting the Senior Time Scale the officers are entitled to be posted as Divisional Forest Officers or Deputy Conservators of Forests in charge of Forest Divisions.

2.7 Pay Structure:

After the implementation of Sixth Central Pay Commission Report the pay scales of posts in the Indian Forest Service are as under.

Table Number 2

Pay Scales in the IFS

Posts	Scale of Pay in Rs)	Garde Pay
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Principal Chief Conservator of Forests (Head of Forestry)	80000	APEX SCALE
Principal Chief Conservator of Forests	75500-80000	HAG + SCALE
Additional Principal Chief Conservator of Forests	67000-79000	HAG
Chief Conservator of Forests	37400-67000	10000 (PB-4)
Conservator of Forests	37400-67000	8900 (PB-4)
Deputy Conservator of Forests (Selection Grade)	37400-67000	8700 (PB-4)
(Junior Administrative Grade)	15600-39100	7600 (PB-3)
(Senior Time Scale)	15600-39100	6600 (PB-3)
(Junior Time Scale)	15600-39100	5400 (PB-3)

CHAPTER – 3

RECRUITMENT PATTERN OF INDIAN FOREST SERVICE

As stated earlier, Indian Forest Service (IFS) was re-constituted in 1966 and the first batch of RR wrote examination in 1967. Senior State Forest Service officers were inducted into IFS as Initial Recruits (IR) to fill up the senior duty posts of IFS and their Year of Allotment calculated by N1/N2 formula. Cadre strength was determined by adding 20% CDR, 25% SDR and 3.5% junior posts, to the senior duty posts. Provision of 16.5% was made towards leave reserve and thus the total cadre strength was worked out. One third of the strength was filled by promotion from SFS officers.

3.1 Status of IFS Recruitment

In the first batch, UPSC recruited less officers as against the retirement of about 150 officers; remaining posts were to be manned by IRs and SFS officers. In the subsequent years, recruitment was made by UPSC against the retirement of IR officers. However, in mid eighties, the requirements of States suddenly rose due to heavy investments in the forestry sector owing to externally aided projects. However, it got reduced drastically from 1995 onwards. Again the year 2009 shows a marked increase in numbers of RRs recruited to service.

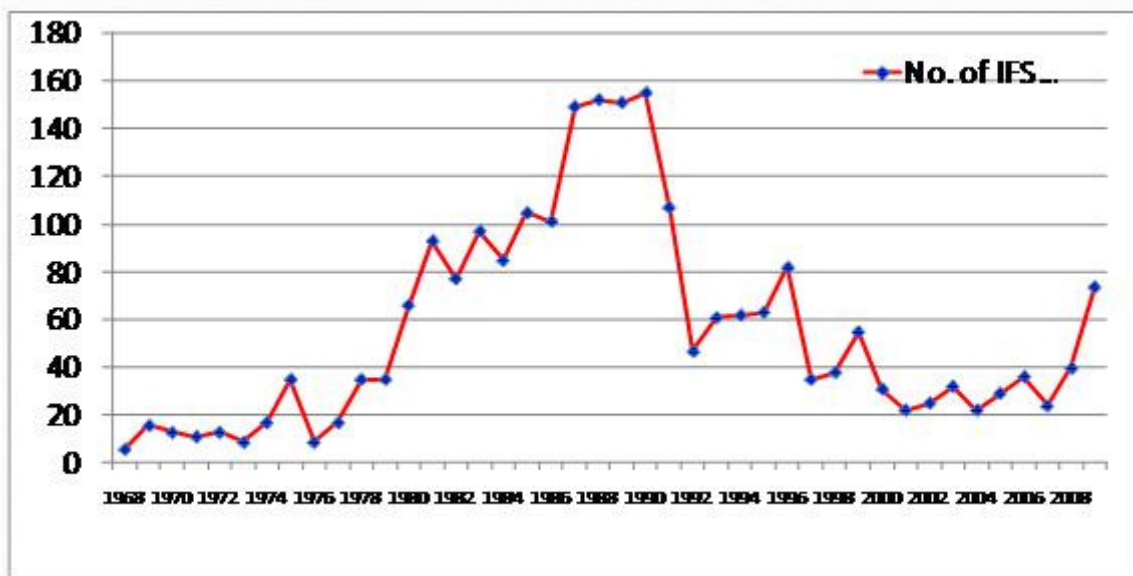
The following table & figure shows the Status of IFS Recruitment since its creation in 1966:

Table Number 3

PAST RECRUITMENT NUMBERS

Year	Number	Year	Number	Year	Number	Year	Number	Year	Number
1968	6	1977	66	1986	151	1996	38	2005	24
1969	16	1978	93	1987	155	1997	55	2006	35
1970	13	1979	77	1988	107	1998	31	2007	30
1971	11	1980	97	1989	63	1999	22	2008	40
1972	13	1981	85	1990	61	2000	25	2009	74
1973	9	1982	105	1991	62	2001	22		
1974	17	1983	101	1992	63	2002	27		
1975	35	1984	149	1994	82	2003	29		
1976	35	1985	152	1995	35	2004	25		

Figure – 1
PAST RECRUITMENT



3.2 Decadal Pattern of IFS Recruitment

If we calculate the pattern of recruitment on decadal basis then the picture obtained is presented in the following table;

Table Number 4

DECADAL PATTERN OF IFS RECRUITMENT

Year	Total number recruited	Average number recruited per year
1970-79	369	36.9
1980-89	1165	116.5
1990-99	449	44.9
2000-09	331	33.1

It is clear from above table that there are large variations in the number of officers recruited in the past 41 years. For 14 years the number recruited is less than 30 per year while for 12 years the number recruited is in excess of 75. Even the decadal average variations are large. Out of four decades it is around 35 for two decades but goes up to 116 for the 1980s.

This skewed induction not only affected the timely promotion and up-gradation of officers differently in different states, leading to frustration, it also adversely imposed extra burden on IGNFA's resources. A remedy to this situation was / is found by sending officers on deputation outside to other departments including to those totally unrelated, not requiring the experience or skills of forestry. Most of the deputed officers posted to unrelated sectors did not derive satisfaction of serving and their potential remained under-utilized. In many of the States, the demands for direct recruits were made in excess of the requirement to fill up the cadre post meant to be filled by promotion quota officers since they remained un-filled, as the select list was not finalized. Eventually, the spurt caused by finalization of promotion quota has led to sending officers on State deputation against the leave reserve posts. This situation is likely to repeat if induction is not streamlined / rationalized. A study in this regard was conducted by the Shri C.S.Vedant, Member of the committee, which is appended as Annexure-4

3.3 Retirement Pattern:-

As per the pattern of recruitment seen above the pace of retirement will accordingly be irregular. In certain years it will be low and in other years it is going to be very high. The pattern of retirements of RRs till 2036 is shown below:-

Table Number 5

RETIREMENT PATTERN OF RRs ON FIVE YEAR BASIS

PERIOD	NUMBER OF RETIREMENTS	AVG./YEAR
2012-2016	441	88
2017-2021	553	111
2022-2026	401	80
2027-2031	200	40
2032-2036	170	34
TOTAL= 2012-2036	1765	70.6 OR 71

(THESE FIGURES ARE AS PER CIVIL LIST OF MOEF AS ON 1.1. 2010.)**

For the period 2013 to 2024 retirements are going to be high as compared to average figure for 25 years. In the year 2017 alone there will be 142 retirements of RRs. After 2024 retirements will be less than the average figure for 25 years. Annual retirements of RRs is shown as Annexure-5

The prevailing scenario in the cadre management as explained earlier is because of the skewed recruitment leading to irregular pattern of retirements. If the future recruitments are made as per the vacancies arising out of retirements only, then the problems of promotion, stagnation and cadre management will be repeated in future with the demotivating effect on the officers. Hence, the recruitment to the service warrants careful analysis and remedial measures considering the past requirements of the sector and the trend and the likely future scenario.

CHAPTER 4

ASSESSING THE FUTURE REQUIREMENT

- 4.1 The mandate of the committee has been to assess the number of IFS officers required for the next 20 years. However, to arrive at a better picture, the assessment of the requirement of IFS officers has been made for 25 years in this report. In the first meeting of the committee it was decided to consult states about future initiatives and challenges as is perceived at state level. For this purpose letters were written to all states in May 2010 requesting them to project their requirements of the direct recruitment considering the new initiatives proposed and new challenges perceived. The Hon'ble Minister, Environment and Forests, also wrote letters to all states for sending the required information.
- 4.2 The committee is of the opinion that problem of stagnation and cadre management is not because of the total cadre strength but because of the skewed distribution of officers recruited in different years (refer to Table 3 above).

This issue was taken up by committee in its subsequent meetings and matter was discussed in great detail. After threadbare discussions it was concluded that the present cadre strength appears sufficient. Officers required for new initiatives in the states shall be available from the phasing out of old schemes. Hence, for the purpose of the long term planning the cadre strength of 3034(as on 01.01.2010) is taken as the requirement in the long run.

- 4.3 The normal procedure followed by MoEF for deciding the number of vacancies in each cadre each year is the number of vacancies due to retirements etc. and projecting the sum of all these vacancies to UPSC for recruitment. If the same procedure continues then the cycle of high recruitment is going to be repeated in the period of 2011-25 leading to repetition of cadre management problems being faced presently.

If we refer to the Table 5 given above, which shows retirements over next twenty five years, it can be seen that the average retirement of RRs is 71 /year. However, for the period from 2013 to 2024 it is higher than the average figure and reaches an average of 111/year for the period of 2017-2021. After 2024 it is less than the average figure of 71/year. Hence, it is felt by the committee that number around 70 should be recruited annually irrespective of the vacancies available. This will offset the bulk recruitment in the eighties over next about 25 years.

The present infra-structure at IGNFA is just sufficient for training this number with some little extra support. The details regarding the capacity of the IGNFA to train the new recruits and the additional requirements of the institution are given in Annexure-6.

4.4 The committee has tried to answer the following specific questions as under:

1) Is this number of around 70 as annual recruitment to IFS sufficient for the purpose of forest management in the country?

a) In our country there are 940 cadre posts of Dy.C.F. (Including 18 posts of C.Fs who are holding divisions in M.P).Out of these about 650 is for territorial divisions and rest are other divisions, at head quarter etc. $2/3^{rd}$ of these total posts comes to 626. The number around 70 will be good enough to take care of the Dy.C.F. level posts of each cadre, as period at Dy.C.F. level in the field is about 10 years. Also the near uniformity in the recruitment will also ensure timely progression in the career.

b) Total cadre strength of DRs in 2009(as on 1.1.2010) was 2115.If we divide this by a figure of 30(avg. career) then it comes to 70.5 or say 70.

2) How the shortfall for the period 2011-24 is going to be managed when there will be more number of vacancies and vice-versa in the period from 2025 onwards?

a) In the cadre structure, over and above the senior duty posts there are other posts i.e. CDR(20% of senior duty posts),SDR (25% of senior duty posts), Training reserve (3.5% of senior duty posts), Leave and Junior reserve posts (16.5% of senior duty posts). The present position of utilization of these posts *vis a vis* sanctioned strength is given in Table 6 below:

Table Number 6

POSITION OF UTILIZATION OF POSTS OTHER THAN SENIOR DUTY POSTS

CATEGORY	SANCTIONED STRENGTH	NUMBERUTILIZED
CDR	364	253
SDR	457	262
TRAINING RESERVE	59	91
LEAVE AND JUNIOR RESERVE POSTS	296	44
TOTAL	1176	650

Besides this there are 145 ex-cadre posts in different states.

(THESE FIGURES ARE AS PER CIVIL LIST OF MOEF AS ON 1.1. 2010.)**

It can be seen that at present only about 55% of the total posts are being utilized. This is at a time when the occupancy is probably at the highest level compared to that in the past, as a large number of officers are on deputation outside the forest department. Therefore, it is felt that even if all the vacancies are not filled-up as per cadre strength, it may not affect the working because cushion is available in the form of CDR, SDR, Training and Leave & Junior reserve posts. In long term interest if less number of officers than cadre strength are recruited for certain years then the mechanism of creation of supernumerary posts can be resorted to by that particular state as this is going to be a short term phenomenon. To mitigate the situation of excess in some states and shortfall in others in certain periods the mechanism of Inter- state deputations can also be used.

3) What if the new initiatives/challenges require more number than the present cadre strength, which is taken as the final figure in the coming years?

Officers required for new initiatives in the states shall be available from the phasing out of old schemes.

In case there are some new initiatives and challenges for which extra officers are required and through CADRE REVIEW extra posts are created then vacancies worked out in this report can be adjusted accordingly.

4) What will be the relevance of the cadre review mechanism if the number is fixed for coming 20 years.

It appears that the mechanism of cadre review will become redundant if the yearly number is fixed for coming 20-25 years. However it will not be so. Even if the number is fixed, some changes in the structure of cadre will be required. Posts temporarily upgraded (as a measure to tackle stagnation) need to be rationalized in the future when the problem of stagnation is over. So cadre review as per the existing provisions will be very much required.

Therefore, the average figure of around 70 as annual recruitment to IFS appears to be safe number to set right the present skewed distribution and future requirement of the forestry sector over next **about 25 years in India.**

4.5 Proposed Road Map of Recruitment To IFS :-

As on 1.1.2010 the total cadre strength of IFS in the country is 3034 and out of this the Direct Recruit posts are 2115. Assuming an average career span of 30 years for an officer, if this total number of Direct Recruit posts is divided by 30 it comes to 70.5 or 70. Taking

this figure as annual figure for recruitment for coming 25 years the average annual recruitment figures for each state cadre are worked out. To distribute the fractions in a better way and to take annual variations in the requirements of the recruitment into consideration the average recruitment has been worked out on five yearly basis. These details and comparative figures of retirements of Direct Recruits from 2012 to 2036 on five yearly basis

State	Cadre strength as on 1.1.10	Direct Recruitment Posts	Total RR posts div. by 30	Proposed Recruitment figure for 1 yr	Proposed Recruitment figure for 5 year	Retirements of RRs From 2012-16	Retirements of RRs from 2017-21	Retirements of RRs from 2022-26	Retirements of RRs from 2027-31	Retirements of RRs from 2032-36
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are shown in Table 7 below:-

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
AGMUT	183	128	4.26	4	21.2	15	34	14	11	15
Andhra Pradesh	118	83	2.76	3	13.8 or 14	18	19	16	11	10
Assam & Meghalaya	58	41	1.36	1	6.8 or 7	8	8	5	4	6
Bihar	130	91	3.03	3	15.15 or 15	27	20	20	11	5
Jharkhand	119	84	2.8	3	14.0 or 14	15	18	19	6	7
Gujrat	69	49	1.63	2	8.15 or 8	7	12	15	6	5
Haryana	106	74	2.46	2	12.3 or 12	19	31	10	3	3
Himachal Pradesh	106	58	1.93	2	9.65 or 10	9	9	12	7	11
Jammu & Kashmir	164	115	3.83	4	19.15 or 19	26	22	30	18	11
Karnataka	102	72	2.4	2	12 or 12	25	15	8	5	7
Kerala	296	208	6.93	7	34.65 or 35	55	63	54	13	7
Madhya Pradesh	131	92	3.06	3	15.3 or 15	11	27	26	5	5
Chhatisgarh	185	130	4.33	4	21.65 or 22	43	37	19	10	6
Maharashtra	115	81	2.7	3	13.5 or 13	6	23	10	7	6
Manipur & Tripura	42	30	1.0	1	5 or 5	4	8	1	1	2
Nagaland	141	99	3.3	3	16.5 or 17	23	34	16	3	4
Orissa	58	41	1.36	1	6.8 or 7	6	7	5	7	8
Punjab	145	102	3.4	3	17 or 17	15	25	9	10	7
Rajasthan	30	21	0.7	1	3.5 or 3	3	5	4	5	2
Sikkim	147	103	3.43	3	17.15 or 17	33	24	20	11	5
Tamil Nadu	217	152	5.06	5	25.3 or 25	20	49	34	21	10
Uttar Pradesh	107	75	2.5	3	12.5 or 13	7	15	18	7	10
Uttarakhand	115	81	2.7	3	13.5 or 14	17	17	15	9	12
West Bengal										
TOTAL	3033	2115		70	353	441	553	401	200	170

CHAPTER -5

STATEWISE AND YEARWISE PROPOSED RECRUITMENT

5.1 The committee examined the requirement of individual states keeping in view the overall mandate. Keeping in view the figures worked out in Table 7 the annual numbers are worked

out. However, in some cases the figures are slightly modified considering the retirements to reduce the shortfall in some particular years. This has resulted in some variation in the annual number of 70 suggested at the country level. The upper limit to keep the posts vacant has been kept at 33% of total of other than senior duty posts(CDR,SDR,LEAVE RESERVE and TRAINING).Details are furnished below:-

Table Number 8
TENTATIVE YEARWISE RECRUITMENT OF DRs. FROM 2012 TO 2036

S No.	Name of the State	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
1	AGMUT	4	4	3	3	3	4	4	4	4	4	4	4
2	Andhra Pradesh	4	4	4	5	5	4	4	4	5	5	4	4
3	Assam & Meghalaya	3	3	3	3	3	3	3	3	3	3	3	3
4	Bihar	2	1	1	1	1	2	1	2	2	1	1	1
5	Chhatisgarh	3	3	3	3	3	3	4	3	3	3	3	3
6	Gujarat	3	3	3	2	2	3	3	3	2	2	3	3
7	Haryana	1	1	2	2	2	2	2	2	2	2	2	2
8	Himachal Pradesh	5	4	4	4	4	4	3	3	3	3	2	3
9	Jammu & Kashmir	2	2	2	2	1	1	1	2	2	2	2	2
10	Jharkhand	4	4	4	4	4	5	4	4	4	4	3	3
11	Karnataka	5	5	4	5	5	5	5	4	4	5	4	4
12	Kerala	3	3	4	3	3	3	3	3	3	2	2	2
13	Madhya Pradesh	9	10	9	9	9	9	9	9	10	10	9	9
14	Maharashtra	7	8	6	6	5	5	5	5	5	5	5	5
15	Manipur & Tripura	2	2	2	2	2	2	3	3	2	2	2	2
16	Nagaland	1	1	1	1	1	1	1	1	1	1	1	1
17	Orissa	4	4	4	4	4	4	4	4	4	5	4	4
18	Punjab	1	2	2	1	1	1	1	1	1	2	1	1
19	Rajasthan	3	3	3	3	3	3	3	3	3	3	3	3
20	Sikkim	1	1	1	0	1	1	1	1	1	0	1	1
21	Tamil Nadu	5	5	5	5	5	5	5	5	4	4	4	5
22	Uttar Pradesh	5	5	5	5	5	6	6	6	6	6	6	6
23	Uttarakhand	2	2	2	2	2	2	3	3	2	2	3	3
24	West Bengal	3	3	3	3	3	3	3	3	3	3	3	3
	TOTAL	82	83	80	78	77	81	81	81	79	79	75	77

Contd.....

S No.	Name of the State	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
1	AGMUT	3	3	3	4	4	3	3	3	4	3	4	3	4
2	Andhra Pradesh	4	3	3	4	4	4	3	3	4	4	4	3	1
3	Assam & Meghalaya	3	3	3	3	3	3	3	3	2	3	3	3	3
4	Bihar	2	1	1	1	1	1	1	1	1	1	1	2	1
5	Chhatisgarh	3	3	4	3	3	3	3	3	3	3	2	2	2

S No.	Name of the State	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
6	Gujarat	3	2	2	3	3	3	2	2	3	3	3	2	2
7	Haryana	2	2	2	2	2	2	2	2	2	1	1	2	1
8	Himachal Pradesh	3	2	2	2	2	2	2	2	2	2	1	1	1
9	Jammu & Kashmir	2	2	2	2	2	2	2	2	2	3	2	2	2
10	Jharkhand	3	3	3	3	3	3	3	3	2	2	2	3	3
11	Karnataka	5	4	4	4	4	4	4	3	4	4	4	4	4
12	Kerala	2	2	2	2	2	2	2	2	2	2	2	2	2
13	Madhya Pradesh	9	8	8	6	6	6	6	6	6	6	6	6	2
14	Maharashtra	5	4	4	4	4	4	4	4	4	4	4	2	1
15	Manipur & Tripura	2	2	2	2	2	2	2	2	2	2	2	2	2
16	Nagaland	0	1	0	0	0	1	0	0	0	1	0	1	0
17	Orissa	3	3	3	3	3	3	3	3	2	2	2	1	0
18	Punjab	1	2	1	1	1	1	2	1	2	2	1	2	1
19	Rajasthan	3	2	3	3	3	3	2	2	3	2	2	1	1
20	Sikkim	1	0	1	1	1	1	1	1	0	1	1	0	0
21	Tamil Nadu	4	4	3	3	3	3	3	3	3	3	3	1	0
22	Uttar Pradesh	6	5	5	5	5	5	6	5	5	5	4	5	6
23	Uttarakhand	3	3	2	2	2	2	2	2	2	2	2	2	3
24	West Bengal	3	2	3	3	2	2	2	2	3	3	3	3	3
	Total	76	66	66	66	65	65	63	60	63	64	59	55	45

Note: (1) Based on the above table, States may submit their proposals to MoEF. Variation, if any, should be duly justified by the States. MoEF, after examining the proposals from the States may send their requisition to UPSC accordingly.

(2) Figures for 2036 are likely to increase by inclusion of retirement vacancies pertaining to retirements of some officers of 2009 batch who are not included in the civil list as on 1.1.10.

STATEWISE DETAILS

State wise details are furnished below.

5.2.1 STATE- ANDHRA PRADESH

With 63810 sq. Km of recorded forest, the State ranks next to Madhya Pradesh in forest cover and is being managed through 91 senior duty posts. The Cadre was last reviewed and notified on 8.12.2009.

Table Number 9.1

CADRE STRENGTH

Category	Cadre Strength
DCF	45
CF	23
CCF	11
APCCF	10
PCCF	02
TOTAL SDP	91
CDR	18
SDR	22
Leave	15
Training	03
Ex cadre*	-
Total	149

* EX CADRE POSTS-42(PCCF-4, APCCF-13, CCF-17, CF-4, DCF-5) .Ex cadre posts are created at higher level by keeping posts of lower level vacant

Table Number 9.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	3	5	6	6	9	11	7	5	5	3	4	4	3	7
Recruitment	4	4	4	5	5	4	4	4	5	5	4	4	4	3
CUMULATIVE DEFICIT /EXCESSE	+1	nil	-2	-3	-7	-14	-17	-18	-18	-16	-16	-16	-15	-19

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	3	0	3	1	5	0	1	1	3	0	1
Recruitment	3	4	4	4	3	3	4	4	4	3	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-19	-15	-14	-11	-13	-10	-7	-4	-3	nil	nil

REMARKS- 1. At the end of 25 years there will be no deficit.
2. Maximum shortfall is 19 number in 2025 and 2026. The shortfall can be accommodated by keeping maximum upto 33% of posts other than senior duty posts vacant.

5.2.2 STATE-AGMUT

This cadre consists of states of Arunachal Pradesh, Mizoram, Goa and Delhi along with Union Territories of A&N Islands, Chandigarh, Daman&Diu, Dadra&Nagar Haveli, Lakshadweep and Pondichery. Recorded forest area is 76190 sq.km. This forest area is managed by 112 Senior Duty Posts. The cadre was last reviewed and notified on 24.03.2009.

Table Number 10.1

CADRE STRENGTH

Category	Cadre Strength
DCF	58
CF	19
CCF	20
APCCF	10
PCCF	05
TOTAL SDP	112
CDR	22
SDR	28
Leave	18
Training	03
Ex cadre*	-
Total	183

Table Number 10.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	1	2	7	2	3	6	6	4	9	9	5	2	2	3
Recruitment	4	4	3	3	3	4	4	4	4	4	4	4	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+3	+5	+1	+2	+2	nil	-2	-2	-7	-12	-13	-11	-10	-1

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	2	5	1	1	3	1	2	2	2	2	7
Recruitment	3	4	4	3	3	3	4	3	4	3	4
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-09	-10	-07	-5	-5	-3	-1	nil	+2	+3	nil

REMARKS- 1. At the end of 25 years there will be no deficit
 2. Maximum shortfall is 13 number in 2022. The shortfall can be accommodated by keeping maximum upto 18% of posts other than senior duty posts vacant.

5.2.3 STATE-ASSAM MEGHALAYA

This cadre consists of two states i.e. Assam and Meghalaya. Assam has a recorded forest area of 27020 sq.km while in Meghalaya 9500 sq.km. area is recorded as forest. For managing this much forest area there are 72 Senior Duty Posts.

Table Number 11.1

CADRE STRENGTH

Category	Cadre Strength
DCF	44
CF	21
CCF	05
APCCF	0
PCCF	02
TOTAL SDP	72
CDR	14
SDR	18
Leave	12
Training	02
Total	118
Ex cadre	06

Table Number 11.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	0	2	5	7	4	4	5	2	4	4	2	4	4	3
Recruitment	3	3	3	3	3	3	3	3	3	3	3	3	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+3	+4	+2	-2	-3	-4	-6	-5	-6	-7	-6	-7	-8	-8

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	3	1	2	6	0	2	1	0	3	3	3
Recruitment	3	3	3	3	3	3	2	3	3	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-8	-6	-5	-8	-5	-4	-3	nil	nil	nil	nil

REMARKS- 1. At the end of 25 years there will be no deficit
 2. Maximum shortfall is 08 number in 2024-26 and 2029. The shortfall can be accommodated by keeping maximum upto 17% of posts other than senior duty posts vacant.

5.2.4 STATE-BIHAR

The state of Bihar has forest area of 6080 sq.km and there are 36 senior duty posts to manage these forests. Last cadre review was on 15.09.2006.

Table Number 12.1

CADRE STRENGTH

Category	Cadre Strength
DCF	18
CF	10
CCF	05
APCCF	02
PCCF	01
TOTAL SDP	36
CDR	07
SDR	09
Leave	05
Training	01
Total	58

Table Number 12.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	0	2	1	3	2	1	1	3	2	1	0	2	3	0
Recruitment	2	1	1	1	1	2	1	2	2	1	1	1	2	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+2	+1	+1	-1	-2	-1	-1	-2	-2	-2	-1	-2	-3	-2

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	0	1	0	3	0	0	2	1	2	0	1
Recruitment	1	1	1	1	1	1	1	1	1	2	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-1	-1	nil	-2	-1	nil	-1	-1	-2	nil	nil

REMARKS- 1. At the end of 25 years there will be no deficit

2. Maximum shortfall is 03 number in 2024. The shortfall can be accommodated by keeping maximum upto 14% of posts other than senior duty posts vacant.

5.2.5 STATE-CHHATISGARH

Forest area of the state is 59290sq.km.For this forest area there are 79 senior duty posts.

Cadre has been reviewed on 23.01.06

Table Number 13.1
CADRE STRENGTH

Category	Cadre Strength
DCF	45
CF	16
CCF	12
APCCF	04
PCCF	02
TOTAL SDP	79
CDR	16
SDR	20
Leave	13
Training	03
Total	131

Table Number 13.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	1	1	2	3	4	6	5	8	4	4	7	4	6	5
Recruitment	3	3	3	3	3	3	4	3	3	3	3	3	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+2	+4	+5	+5	+4	+1	nil	-5	-6	-7	-11	-12	-15	-17

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	4	3	1	0	0	1	1	1	0	1	2
Recruitment	4	3	3	3	3	3	3	3	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-17	-17	-15	-12	-9	-07	-05	-03	-01	nil	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 17 number in 2026-27. The shortfall can be accommodated by keeping maximum upto 33% of posts other than senior duty posts vacant.

5.2.6 STATE-GUJRAT

Gujarat state has recorded forest area of 18990 sq.km. For management of these forests there are 73 senior duty posts in the cadre and cadre has been last reviewed on 07.07.2009.

Table Number 14.1

CADRE STRENGTH

Category	Cadre Strength
DCF	36
CF	17
CCF	12
APCCF	06
PCCF	02
TOTAL SDP	73
CDR	14
SDR	18
Leave	12
Training	02
Total	119
Ex cadre	18

Table Number 14.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	3	2	3	4	3	6	4	6	2	0	8	3	5	2
Recruitment	3	3	3	2	2	3	3	3	2	2	3	3	3	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	nil	+1	+1	-1	-2	-5	-6	-9	-9	-7	-12	-12	-14	-14

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	1	0	2	1	2	1	0	2	2	2	1
Recruitment	2	3	3	3	2	2	3	3	3	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-13	-10	-09	-07	-07	-06	-03	-02	-1	-1	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 14 number in 2024-25. The shortfall can be accommodated by keeping maximum upto 30% of posts other than senior duty posts vacant.

5.2.7 STATE-HARYANA

Haryana has recorded forest area of 1550 sq.km and in the cadre (last reviewed in 2006) there are 43 senior duty posts.

Table Number 15.1

CADRE STRENGTH

Category	Cadre Strength
DCF	23
CF	11
CCF	06
APCCF	02
PCCF	01
TOTAL SDP	43
CDR	08
SDR	10
Leave	07
Training	01
Total	69
Ex cadre	08

Table Number 15.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	1	0	1	4	1	3	4	0	3	2	1	3	7	2
Recruitment	1	1	2	2	2	2	2	2	2	2	2	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	nil	+1	+2	nil	+1	nil	-2	nil	-1	-1	nil	-1	-6	-6

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	2	1	0	3	1	1	0	1	1	2	1
Recruitment	2	2	2	2	2	2	2	1	1	2	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-6	-5	-3	-4	-3	-2	nil	nil	nil	nil	nil

REMARKS- 1. At the end of 25 years there will be no deficit

2. Maximum shortfall is 6 number in 2024-26. The shortfall can be accommodated by keeping maximum upto 23% of posts other than senior duty posts vacant.

5.2.8 STATE-HIMACHAL PRADESH

State of Himachal Pradesh is endowed with recorded forest area of 37030sq.km. There are 63 senior duty posts in the cadre which was revised last in 2007.

Table Number 16.1

CADRE STRENGTH

Category	Cadre Strength
DCF	29
CF	17
CCF	11
APCCF	04
PCCF	02
TOTAL SDP	63
CDR	13
SDR	16
Leave	10
Training	02
Total	106

Table Number 16.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	4	5	1	5	4	9	6	7	5	4	1	3	2	2
Recruitment	5	4	4	4	4	4	3	3	3	3	2	3	3	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+1	nil	+3	+2	+2	-3	-6	-10	-12	-13	-12	-12	-11	-11

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	2	0	0	1	1	1	1	0	0	1	1
Recruitment	2	2	2	2	2	2	2	2	1	1	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-11	-9	-7	-6	-5	-4	-3	-1	nil	nil	nil

REMARKS- 1. At the end of 25 years there will be no deficit

2. Maximum shortfall is 13 number in 2021. The shortfall can be accommodated by keeping maximum upto 32% of posts other than senior duty posts vacant.

5.2.9 STATE-JAMMU & KASHMIR

State of Jammu & Kashmir has recorded forest area of 20230sq.km. In this cadre there are 65 Senior duty posts. Cadre was last reviewed in 2006.

Table Number 17.1

CADRE STRENGTH

Category	Cadre Strength
DCF	35
CF	16
CCF	09
APCCF	03
PCCF	02
TOTAL SDP	65
CDR	13
SDR	16
Leave	10
Training	02
Total	106

Table Number 17.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	3	1	2	0	3	1	1	2	2	3	0	3	2	3
Recruitment	2	2	2	2	1	1	1	2	2	2	2	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-1	nil	nil	+2	nil	nil	nil	nil	nil	-1	+1	nil	nil	-1

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	4	2	2	1	1	1	3	2	3	0	3
Recruitment	2	2	2	2	2	2	2	3	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-3	-3	-3	-2	-1	nil	-1	nil	-1	+1	nil

REMARKS- 1. At the end of 25 years there will be no deficit

2. Maximum shortfall is 3 number in 2026-28. The shortfall can be accommodated by keeping maximum upto 07% of posts other than senior duty posts vacant.

5.2.10 STATE-JHARKHAND

Total recorded forest area of the state is 23610 sq.km. There are 78 senior duty posts in the cadre which was last reviewed in 2004.

Table Number 18.1

CADRE STRENGTH

Category	Cadre Strength
DCF	31
CF	32
CCF	10
APCCF	03
PCCF	02
TOTAL SDP	78
CDR	16
SDR	20
Leave	13
Training	03
Total	130

Table Number 18.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	0	5	8	2	12	7	1	3	2	7	2	3	8	5
Recruitment	4	4	4	4	4	5	4	4	4	4	3	3	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+4	+3	-1	+1	-7	-9	-6	-5	-3	-6	-5	-5	-10	-12

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	2	5	2	3	1	0	0	3	0	1	1
Recruitment	3	3	3	3	3	3	2	2	2	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-11	-13	-12	-12	-10	-7	-5	-6	-4	-2	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 13 number in 2029. The shortfall can be accommodated by keeping maximum upto25% of posts other than senior duty posts vacant.

5.2.11 STATE-KARNATKA

Recorded forest area of state of Karnatka is 38720 sq. km. With senior duty posts of 100 the cadre was last reviewed in 2006.

Table Number 19.1

CADRE STRENGTH

Category	Cadre Strength
DCF	55
CF	25
CCF	13
APCCF	05
PCCF	02
TOTAL SDP	100
CDR	20
SDR	25
Leave	16
Training	03
Total	164

Table Number 19.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	7	4	4	5	6	10	4	0	4	4	6	8	6	7
Recruitment	5	5	4	5	5	5	5	4	4	5	4	4	5	4
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-2	-1	-1	-1	-2	-7	-6	-2	-2	-1	-3	-7	-8	-11

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	3	4	2	6	5	1	3	4	2	1	1
Recruitment	4	4	4	4	4	3	4	4	4	4	4
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-10	-10	-8	-10	-11	-9	-8	-8	-6	-3	nil

REMARKS- 1. At the end of 25 years there will be no deficit

2. Maximum shortfall is 11 number in 2025 and 2030. The shortfall can be accommodated by keeping maximum upto 17% of posts other than senior duty posts vacant.

5.2.12 STATE-KERALA

In Kerala state recorded forest area is 11220 sq. km. With total senior duty posts of 63 the cadre was last reviewed in 2008.

Table Number 20.1

CADRE STRENGTH

Category	Cadre Strength
DCF	32
CF	15
CCF	11
APCCF	03
PCCF	02
TOTAL SDP	63
CDR	12
SDR	15
Leave	10
Training	02
Total	102
Ex cadre	11

Table Number 20.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	5	3	5	3	9	7	2	2	2	2	1	4	2	1
Recruitment	3	3	4	3	3	3	3	3	3	2	2	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-2	-2	-3	-3	-9	-13	-12	-11	-10	-10	-9	-11	-11	-10

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	0	1	2	0	2	0	2	1	1	1	2
Recruitment	2	2	2	2	2	2	2	2	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-08	-7	-7	-5	-5	-3	-3	-2	-1	nil	nil

REMARKS- 1. At the end of 25 years there will be no deficit

2. Maximum shortfall is 13 number in 2017. The shortfall can be accommodated by keeping maximum upto 33% of posts other than senior duty posts vacant.

5.2.13 STATE-MADHYA PRADESH

State of Madhya Pradesh has recorded forest area of 95220 sq.km. With total senior duty posts of 180 this cadre was last reviewed in 2008.

Table Number 21.1

CADRE STRENGTH

Category	Cadre Strength
DCF	65
CF	34
CCF	68
APCCF	10
PCCF	03
TOTAL SDP	180
CDR	36
SDR	45
Leave	30
Training	06
Total	297

Table Number 21.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	7	10	4	19	15	14	18	13	11	7	13	15	13	8
Recruitment	9	10	9	9	9	9	9	9	10	10	9	9	9	8
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+2	+2	+7	-3	-9	-14	-23	-27	-28	-25	-29	-35	-39	-39

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	5	5	5	2	1	0	4	2	1	0	0
Recruitment	8	6	6	6	6	6	6	6	6	6	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-36	-35	-34	-30	-25	-19	-17	-13	-8	-2	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 39 number in 2024-25. The shortfall can be accommodated by keeping maximum upto33% of posts other than senior duty posts vacant.

5.2.14 STATE-MAHARASHTRA

In Maharashtra recorded forest area is 61940 sq.km. As per latest cadre review there are total 185 posts which include 113 senior duty posts.

Table Number 22.1

CADRE STRENGTH

Category	Cadre Strength
DCF	65
CF	31
CCF	12
APCCF	03
PCCF	02
TOTAL SDP	113
CDR	22
SDR	28
Leave	18
Training	04
Total	185

Table Number 22.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	7	10	6	9	11	10	5	9	7	6	6	3	6	3
Recruitment	7	8	6	6	5	5	5	5	5	5	5	5	5	4
CUMULATIVE DEFICIT (-)/EXCESSE(+)	nil	-2	-2	-5	-11	-16	-16	-20	-22	-23	-24	-22	-23	-22

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	1	1	3	2	2	2	1	3	1	1	0
Recruitment	4	4	4	4	4	4	4	4	4	2	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-19	-16	-15	-13	-11	-9	-6	-5	-2	-1	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 24 number in 2022. The shortfall can be accommodated by keeping maximum upto33% of posts other than senior duty posts vacant.

5.2.15 STATE-MANIPUR -TRIPURA

This joint cadre consists of states of Manipur and Tripura. Total recorded forest area is 23710 sq.km. In 2009 cadre review total 71 senior duty posts are sanctioned.

Table Number 23.1

CADRE STRENGTH

Category	Cadre Strength
DCF	37
CF	15
CCF	12
APCCF	05
PCCF	02
TOTAL SDP	71
CDR	14
SDR	17
Leave	11
Training	02
Total	115

Table Number 23.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	1	0	2	2	1	3	6	3	4	7	1	4	4	0
Recruitment	2	2	2	2	2	2	3	3	2	2	2	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+1	+3	+3	+3	+4	+3	nil	nil	-2	-7	-6	-8	-10	-8

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	1	0	3	0	2	2	2	2	0	1	1
Recruitment	2	2	2	2	2	2	2	2	2	2	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-7	-5	-6	-4	-4	-4	-4	-4	-2	-1	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 10 number in 2024. The shortfall can be accommodated by keeping maximum upto23% of posts other than senior duty posts vacant.

5.2.16 STATE-NAGALAND

Nagaland has recorded forest area of 8630sq. km. Cadre review of 2009 has authorized 26 senior duty posts in total cadre strength of 42.

Table Number 24.1

CADRE STRENGTH

Category	Cadre Strength
DCF	13
CF	06
CCF	04
APCCF	02
PCCF	01
TOTAL SDP	26
CDR	05
SDR	06
Leave	04
Training	01
Total	42

Table Number 24.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	0	2	1	0	1	0	2	5	1	0	0	0	0	1
Recruitment	1	1	1	1	1	1	1	1	1	1	1	1	0	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+1	nil	nil	+1	+1	+2	+1	-3	-3	-2	-1	nil	nil	nil

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	0	0	0	1	0	0	0	1	0	1	0
Recruitment	0	0	0	1	0	0	0	1	0	1	0
CUMULATIVE DEFICIT (-)/EXCESSE(+)	Nil	nil	nil	nil	nil	nil	nil	nil	nil	nil	nil

REMARKS- 1. At the end of 25 years there will be no deficit
 2. Maximum shortfall is 4 number in 2019-20. The shortfall can be accommodated by keeping maximum upto 33% of posts other than senior duty posts vacant.

5.2.17 STATE-ORISSA

In Orissa recorded forest area is 58140 sq.km. As per latest cadre review of 2008 there are 86 senior duty posts in a cadre of 141.

Table Number 25.1

CADRE STRENGTH

Category	Cadre Strength
DCF	44
CF	20
CCF	16
APCCF	04
PCCF	02
TOTAL SDP	86
CDR	17
SDR	21
Leave	14
Training	03
Total	141
Ex cadre	15

Table Number 25.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	4	4	2	6	7	6	10	7	4	7	5	5	3	2
Recruitment	4	4	4	4	4	4	4	4	4	5	4	4	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	Nil	nil	+2	nil	-3	-5	-11	-14	-14	-16	-17	-18	-18	-17

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	1	1	2	0	0	0	1	0	2	1	0
Recruitment	3	3	3	3	3	3	2	2	2	1	0
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-15	-13	-12	-9	-6	-3	-2	nil	nil	nil	nil

REMARKS- 1.At the end of 25 years there will be no deficit
2. Maximum shortfall is 18 number in 2023-24. The shortfall can be accommodated by keeping maximum upto33% of posts other than senior duty posts vacant.

5.2.18 STATE-PUNJAB

In Punjab recorded forest area is 3060 sq. km. For management of this area total 36 senior duty posts are authorized in a cadre of 58 as per latest cadre review of 2006.

Table Number 26.1

CADRE STRENGTH

Category	Cadre Strength
DCF	18
CF	09
CCF	06
APCCF	02
PCCF	01
TOTAL SDP	36
CDR	07
SDR	09
Leave	05
Training	01
Total	58

Table Number 26.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	1	2	2	0	1	0	0	0	4	3	1	1	0	2
Recruitment	1	2	2	1	1	1	1	1	1	2	1	1	1	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	Nil	nil	nil	+1	+1	+2	+3	+4	+1	nil	nil	nil	+1	+1

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	1	0	2	1	3	1	2	2	1	2	1
Recruitment	1	1	1	1	2	1	2	2	1	2	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+1	+2	+1	+1	nil	nil	nil	nil	nil	nil	nil

REMARKS- 1.At the end of 25 years there will be no deficit
2. There is no shortfall in any of the year.

5.2.19 STATE-RAJASTHAN

In Rajasthan recorded forest area is 32490 sq.km. In total cadre of 145 there are 89 senior duty posts as per 2009 cadre review.

Table Number 27.1

CADRE STRENGTH

Category	Cadre Strength
DCF	44
CF	16
CCF	21
APCCF	06
PCCF	02
TOTAL SDP	89
CDR	17
SDR	22
Leave	14
Training	03
Total	145

Table Number 27.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	2	1	5	4	3	4	7	6	5	3	5	1	2	0
Recruitment	3	3	3	3	3	3	3	3	3	3	3	3	3	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+1	+3	+1	nil	nil	-1	-5	-8	-10	-10	-12	-10	-9	-7

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	1	0	5	2	2	1	1	2	2	1	1
Recruitment	3	3	3	3	2	2	3	2	2	1	1
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-5	-2	-4	-3	-3	-2	nil	nil	nil	nil	nil

REMARKS- 1.At the end of 25 years there will be no deficit
2. Maximum shortfall is 12 number in 2022. The shortfall can be accommodated by keeping maximum upto21% of posts other than senior duty posts vacant.

5.2.20 STATE-SIKKIM

In Sikkim the recorded forest area is 5770 sq. km. As per latest cadre review of 2009 there are 19 senior duty posts in a total cadre of 30.

Table Number 28.1

CADRE STRENGTH

Category	Cadre Strength
DCF	10
CF	05
CCF	02
APCCF	01
PCCF	01
TOTAL SDP	19
CDR	03
SDR	04
Leave	03
Training	01
Total	30

Table Number 28.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	3	0	0	0	0	2	1	1	1	0	0	1	0	1
Recruitment	1	1	1	0	1	1	1	1	1	0	1	1	1	0
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-2	-1	nil	nil	+1	nil	nil	nil	nil	nil	+1	+1	+2	+1

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	2	0	2	1	0	2	0	1	1	0	0
Recruitment	1	1	1	1	1	1	0	1	1	0	0
CUMULATIVE DEFICIT (-)/EXCESSE(+)	nil	+1	nil	nil	+1	nil	nil	nil	nil	nil	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 2 number in 2012. The shortfall can be accommodated by keeping maximum upto18% of posts other than senior duty posts vacant.

5.2.21 STATE-TAMILNADU

In Tamil Nadu state recorded forest area is 22870 sq.km. There are 90 senior duty posts in a cadre of 147 as per latest cadre review of 2009.

Table Number 29.1

CADRE STRENGTH

Category	Cadre Strength
DCF	39
CF	16
CCF	23
APCCF	10
PCCF	02
TOTAL SDP	90
CDR	18
SDR	22
Leave	14
Training	03
Total	147
Ex cadre	04

Table Number 29.2

YEAR WISE RETIREMENTS and PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	7	4	7	3	12	8	4	4	3	5	5	4	6	2
Recruitment	5	5	5	5	5	5	5	5	4	4	4	5	4	4
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-2	-1	-3	-1	-8	-11	-10	-9	-8	-9	-10	-9	-11	-9

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	3	5	2	1	2	1	1	2	2	0	0
Recruitment	3	3	3	3	3	3	3	3	3	1	0
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-9	-11	-10	-8	-7	-5	-3	-2	-1	nil	nil

REMARKS- 1.At the end of 25 years there will be no deficit

2. Maximum shortfall is 11 number in 2024 &-27. The shortfall can be accommodated by keeping maximum upto19% of posts other than senior duty posts vacant.

5.2.22 STATE-UTTAR PRADESH

In Uttar Pradesh recorded forest area is 16830 sq. km. There are 133 senior duty posts in cadre of 217 as per notification dated 18.12.2009.

Table Number 30.1

CADRE STRENGTH

Category	Cadre Strength
DCF	67
CF	26
CCF	33
APCCF	05
PCCF	02
TOTAL SDP	133
CDR	26
SDR	33
Leave	21
Training	04
Total	217

Table Number 30.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	4	4	2	4	6	13	9	9	8	10	10	11	9	2
Recruitment	5	5	5	5	5	6	6	6	6	6	6	6	6	5
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+1	+2	+5	+6	+5	-2	-5	-8	-10	-14	-18	-23	-26	-23

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	2	6	1	4	7	3	4	1	2	2	1
Recruitment	5	5	5	5	6	5	5	5	4	5	6
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-20	-21	-17	-16	-17	-15	-14	-10	-8	-5	nil

REMARKS- 1. At the end of 25 years there will be no deficit
 2. Maximum shortfall is 26 number in 2024. The shortfall can be accommodated by keeping maximum upto 31% of posts other than senior duty posts vacant.

5.2.23 STATE-UTTARAKHAND

In Uttarakhand the recorded forest area is 34660 sq. km. The cadre notification of 07.07.2009 stipulates total cadre strength 107 and senior duty posts 66.

Table Number 31.1

CADRE STRENGTH

Category	Cadre Strength
DCF	33
CF	12
CCF	14
APCCF	04
PCCF	03
TOTAL SDP	66
CDR	13
SDR	16
Leave	10
Training	02
Total	107

Table Number 31.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	0	1	1	3	2	4	4	3	2	2	4	6	3	4
Recruitment	2	2	2	2	2	2	3	3	2	2	3	3	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	+2	+3	+4	+3	+3	+1	nil	nil	nil	nil	-1	-4	-4	-5

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	1	1	2	1	2	1	3	0	1	1	5
Recruitment	2	2	2	2	2	2	2	2	2	2	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-4	-3	-3	-2	-2	-1	-2	nil	+1	+2	nil

REMARKS- 1. At the end of 25 years there will be no deficit
 2. Maximum shortfall is 5 number in 2025. The shortfall can be accommodated by keeping maximum upto 12% of posts other than senior duty posts vacant.

5.2.24 STATE-WEST BENGAL

In West Bengal the recorded forest area is 11880 sq. km. For management of these forests a cadre of 115 has been notified on 11.12.2007. Senior duty posts are 69.

Table Number 32.1

CADRE STRENGTH

Category	Cadre Strength
DCF	36
CF	21
CCF	08
APCCF	02
PCCF	02
TOTAL SDP	69
CDR	13
SDR	17
Leave	11
Training	02
Total	115

Table Number 32.2

YEAR WISE RETIREMENTS AND PROPOSED RECRUITMENT

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Retirement	4	3	4	4	2	7	4	4	1	1	5	1	3	0
Recruitment	3	3	3	3	3	3	3	3	3	3	3	3	3	2
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-1	-1	-2	-3	-2	-6	-7	-8	-6	-4	-6	-4	-4	-2

Year	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Retirement	6	3	2	0	2	2	3	5	1	1	2
Recruitment	3	3	2	2	2	2	3	3	3	3	3
CUMULATIVE DEFICIT (-)/EXCESSE(+)	-5	-5	-5	-3	-3	-3	-3	-5	-3	-1	nil

REMARKS- 1. At the end of 25 years there will be no deficit
2. Maximum shortfall is 8 numbers in 2019. The shortfall can be accommodated by keeping maximum upto 28% of posts other than senior duty posts vacant.

CHAPTER 6

OTHER ISSUES RELATED TO RECRUITMENT

This chapter deals with some other issues related to recruitment of IFS. These issues include structure, methods, deployment, incentives, broadening the subject streams for IFS exam, introduction of an objective test as filter to address the mismatch between the large number of applicants and those who write the examination seriously and issue of lateral entry into the forest service. These issues are parts of the additional mandate given to committee by the Hon'ble Minister, Environment and Forests, Govt. Of India, during the meeting held on 31.12.10. This committee tried to address these issues but it is felt that the issues being very serious, need further wider consultations with a large number of the stake holders. Due to the shortage of time not enough time could be devoted to these issues by the committee. The views expressed in this chapter are, thus, the result of limited consultations with local officers mostly based at Dehradun. It is suggested that MoEF may take-up further consultations on these issues through an appropriate mechanism. The views of the committee are detailed below:-

6.1 BROADENING THE SUBJECT STREAM IN THE IFS EXAMINATION:-

This issue has been under discussion at various levels to quite some time. The committee also took up this issue formally as per revised mandate. The views of the committee on this issue are as follows:-

IFS was constituted in the year 1867. While laying down the requirements of the basic qualifications for the selection of officers to the forest service, after its constitution, Brandis wrote” **Attention should be paid particularly to scientific requirement, especially in natural sciences and they should be competent to survey a forest and to plan and construct forest roads. Although climate and vegetation of India is different yet the fundamental principles of forest management are the same everywhere and persons whose practical experience is supplemented by scientific education will be able to apply these principles in the forests of another country.**” Although the conditions then and now have changed greatly, the fundamental principles governing the management of the resource remain the same.

Those who argue in favour of broadening the subject stream (by including humanities stream) feel that the role of foresters has changed and now they have to play multifarious role including engagement with multiple stakeholders. That the concepts of the classical management of forests are no more relevant. And that forestry is more about people rather than of trees. They also say that the development of scientific orientation required can be acquired during the training at IGNFA.

Committee discussed this issue in detail and following viewpoint emerged:-With the 1988 forest policy the role of foresters has undergone a change. Now they no longer are confined to the boundaries of forests, they have to work outside forests to safeguard the interests of forests. These job requirements call upon the foresters to have additional skills

of working with people, communication skills etc. However, the basic job of forest management remains more or less the same. The present management system needs additional skills not required earlier. Every forester need to acquire them. Broadening the subject stream may give a few officers from these streams an advantage in certain requirements of the job but the basic understanding of the science which is presumed while imparting the training at IGNFA and further during the service career can hardly be oriented during the short training at IGNFA. Those who study humanities subject generally leave the science and the mathematics subjects at around 10th standard. The way these people think leaves them far from scientific and analytical kind of approach. The need today is not of bringing people of other streams into forestry domain but to equip every officer with the additional skills of dealing with people and communication. Therefore, it is felt that present scheme may continue (only science graduates entering the service) as basics of forestry have not changed and need for scientific temperament to manage forest ecosystem is still very much relevant. It may even increase in future as the specialization in various related fields becomes the order of the day. This scientific temperament and development of basic knowledge cannot be developed during training of academy as the inputs are of higher level related to understanding the ecosystem and its management aspects. To equip the officers with additional skills, it is very much necessary to have sufficient inputs of the subjects like social science, economics and other new skills during in-service trainings and during training in IGNFA. The Academy may, therefore, prepare exhaustive modules for this in consultation with appropriate institutions and other stakeholders.

Forestry is management of renewable resources(the same way as engineers manage non-renewable resources)and the trend worldwide is to treat forestry as a scientific profession and present system looks in tune with other countries of the world.

Here it is also pertinent to mention the National Forest Policy which says that forestry should be recognized both as a scientific discipline as well as profession. It also says that academic and professional qualifications in Forestry should be kept in view for recruitment to the INDIAN FOREST SERVICE and the state forest service. The makers of the national forest policy also did not support broad basing of the subject stream for the entry into the forest service. Therefore, it is suggested by the committee that present system may continue and special attention may be given to inputs on additional skills during the training.

6.2 OBJECTIVE TEST AS FILTER:-

It has been mentioned by the MoEF in the proceedings of the meeting held on 31.12.10 that UPSC has raised the issue of introduction of an objective test as filter to address the mismatch between the answer sheets to be evaluated and the final selection. It is being suggested that general study and English qualitative analysis could make this filter. Answer sheets of optional subjects of only those candidates who qualify the bench mark in the general studies and English would be taken up for evaluation. It is also mentioned that the recruitment process should capture the persons with aptitude for outdoor /forest.

Committee considered these two issues together and after discussions it was felt that the idea of developing a filter may be accepted. The General study and English as suggested by UPSC may be appropriate in addition to the aptitude test for affiliation to outdoor/forest job. This can facilitate entry of candidates with right aptitude as well as can reduce the number of answer sheets to be evaluated by UPSC.

The details of Aptitude test can be worked out by MoEF and UPSC. It may include group discussion like entrance tests for army and management schools.

6.3. STRUCTURE:-

As discussed in the foregoing chapter the structure of the service, in all the cadres, in which all the officers work is as follows, starting with the junior most to the highest level;

1. Deputy Conservator of Forests
2. Conservator of Forests
3. Chief Conservator of Forests
4. Additional Principal Chief Conservator of Forests
5. Principal Chief Conservator of Forests

The Deputy Conservator of forests (D.C.F.) works at division level (division boundaries may or may not coterminous with district boundary) and execute different schemes and programs of the government. All other levels perform the supervisory functions.

The present designations particularly D.C.F and CF are well established in the minds of the public. Changes in these designations may lead to confusion in the minds of the public affecting public service. Hence, it is suggested to retain the present structure. Only aspects like clear duty chart for CCF and APCCF, functional integration at supervisory level may be put in place.

These are very broad ideas and to fine tune them MoEF may consider assigning the job to some professional institute like IIMs.

6.4 INCENTIVES: -

The committee discussed the issue of incentives to IFS officers. It is felt that this is an All India Service and has to lead the department from front. No special financial incentives are required for this service. However, the committee felt that to recognize the good services FOREST MEDALS on the line of Police medals may be instituted by Government.

6.5 LATERAL INTAKE:-

This issue was also deliberated and it was concluded that this is a specialized service and trained to handle the various issues in the functioning of the department. Hence, there is no scope for the induction of officers of the other department into IFS. However, institutes like Forest Survey of India who are already using the services of the officers of other services may continue to do so, with modification of promotional

avenues to exceptional officers wherever required. However, since the scope for such openings is very limited or negligible it does not warrant institutionalizing the system. Hence it is suggested that there is no need to introduce Lateral Intake into IFS.

ANNEXURES

ANNEXURE – 1

No.15011/10/2010-IFS.II
Government of India
Ministry of Environment and Forests
Paryavaran Bhavan, CGO Complex,
Lodi Road, New Delhi-110003.
Dated the 5.03.2010

ORDER

17.03.2010

It has been decided to constitute a Committee to conduct a study so as to enable the Central Government to map Comprehensive Recruitment Plan for Indian Forest Service with an aim to make a realistic assessment of the number of Officers that would be required over the next 20 years to manage the forests of the Country. The Committee shall comprise of the following:-

- i) Shri J C Kala, Secretary & Director General of Forests (Retired) – Chairman
- ii) Shri Vinod Rishi - Member
- iii) Dr. Devendra Pandey- Member
- iv) Shri C.S. Vedant, APPCF & CEO, Lake Development Authority, Bangalore – Member
- v) Director, IGNTA Dehradun- Member Secretary

2. The Committee will undertake a rational exercise for the optimum number of IFS officers cadrewise/yearwise required after taking into account cadre strength, retirements/resignations, new challenges in forest management particularly degradation, habitat destruction, participatory management and all the impediments in State Forest Management.

3. The Committee shall submit report to this Ministry in a time bound manner within 30.09.2010.

(Vivek Saxena)
Director
Telefax 24362065

1. Chairman/Members of the Committee
2. PS to MEF(E&F I/C), Sr. PPS to Secretary (E&F), Sr. PPS to DGF, PS to JS(HKP)
3. NIC for posting on the website of this Ministry
4. Under Secretary (AIS-I), Department of Personnel & Training, North Block, New Delhi-110001

DETAILS OF MEETINGS

Total six meetings of the committee were held as detailed below:-

S.Number	Meeting Date	Venue
1.	5 th May 2010	New Delhi
2.	2 nd July 2010	New Delhi
3.	27 th September 2010	New Delhi
4.	11 th December 2010	Dehradun
5.	24 th January 2011	Dehradun
6.	26 th February 2011	Dehradun

MEETING PROCEEDINGS

Proceedings of the Meeting held on 05.05.2010 of Committee to conduct a study to map Comprehensive Recruitment Plan for Indian Forest Service over the next 20 year. (Committee constituted by MoEF vide order Number15011/10/2010-IFS II dt. 05.03.2010 / 17.03.2010.

First meeting of the committee was held in Van Vigyan Bhawan R.K.Puram New Delhi at 11:00am on 05.05.2010. This meeting was chaired by Sh. J.C.Kala, Secretary & Director General of Forests (Retd.). Following members attended the meeting :-

1. Dr. Devendra Pandey, DG FSI (Retd.)
2. Sh. C.S. Vedant , APCCF Karnataka
3. Dr. R.D.Jakati, Director, IGNFA Member Secretary.

Among the nominated members Sh. Vinod Rishi Retd. Director IGNFA could not attend the meeting.

Sh. Vivek Saxena Director IFS MoEF along with Sh. C.M. Sharma Under Secretary MoEF attended the meeting as special invitee.

At the outset, Dr. R.D. Jakati Member Secretary welcomed all present and proposed to co-opt Sh. D.C. Khanduri as member of the committee in view of his vast experience including that of working in National Forest

Commission. It was accepted by Chairman and all other members. Sh. D.C. Khanduri also attended the meeting.

It was pointed out by the Chairman and members that order issued by MoEF constituting the committee

Figure 2

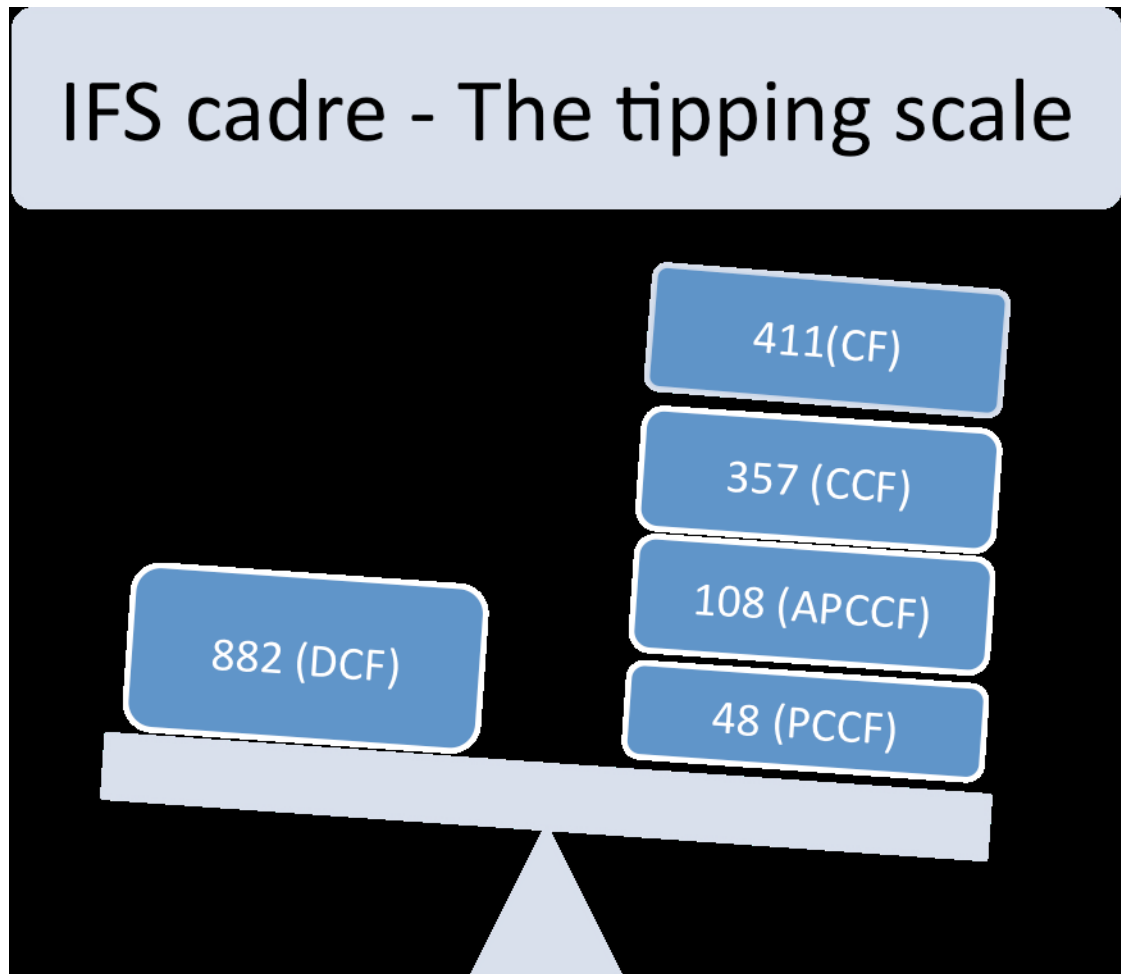
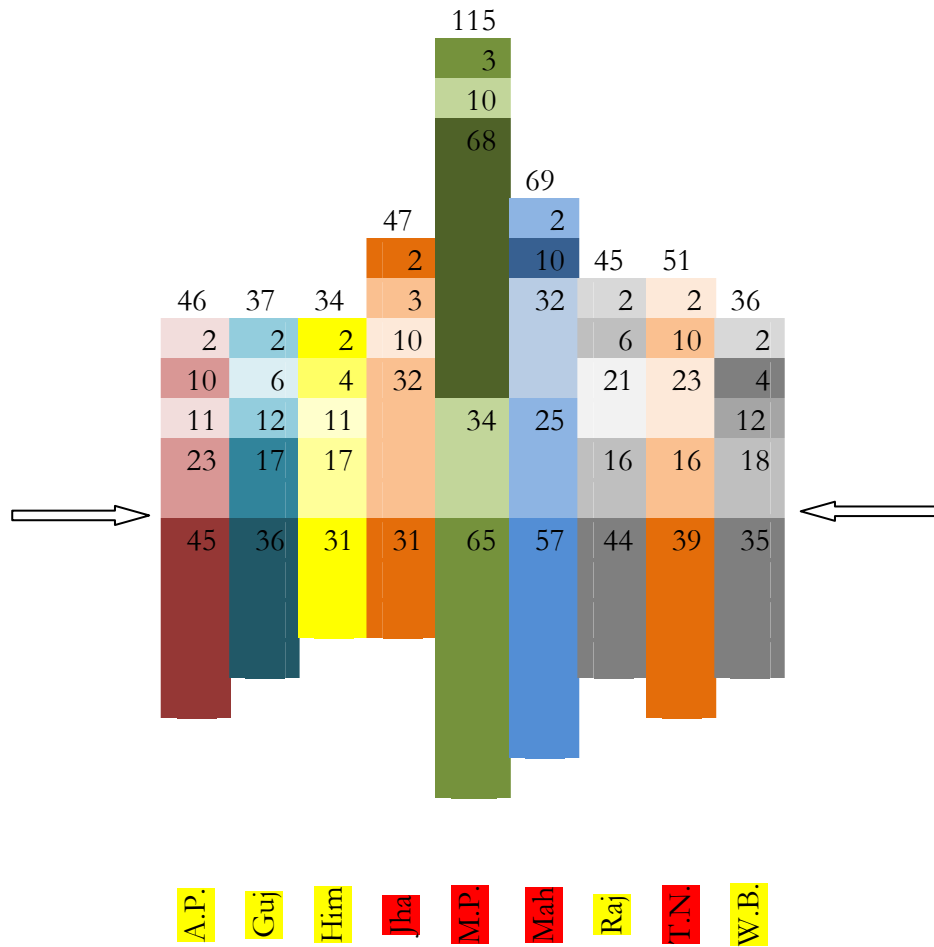


Figure 3



Top Heavy Organisation

Do these numbers auger well for the service? This question has no easy answer. There are no rules or guidelines to help us understand what these numbers ideally should be and how far askew we are from those ideal numbers. We have to draw our own inferences by studying the effect produced by a particular organisational structure on promotional avenues at different points of time. This is a difficult, time-consuming and laborious task because; (i) such a study has to be done for each state separately, (ii) cadre review orders issued by the Government in respect of the states are not easily accessible, and (iii) data about retirement of IFS officers at different levels of hierarchy is likely to be difficult to obtain. Yet an attempt has been made here to study the problems for a few states where such data was readily available and draw some inferences and see if these inferences are capable of generalisation and help us in defining the problem.

The VIth Pay Commission looked into the problem of the lack of promotional avenues for the IFS and recommended that the number of posts in the supervisory levels could be increased to 50% in order to provide better promotion opportunities. In other words the commission recommended a more cylindrical than conical organisation structure. The commission went on to recommend that the disparity between IAS and IFS in matters of promotion should not exceed 2 years.

The conical organisation is the preferred structure in Government because it affords better command and control over the department. Such organisations are not necessarily more efficient or better at delivering the goods. Yet the conical structure makes it easy for the government to interact with one head than several persons, each one dealing with a limited departmental responsibility. But such organisations are bureaucratic, prone to ossification of rules of business, less flexible or innovative to grasp the changes and challenges emerging in the real world. Sometimes the goal of such organisations becomes self-perpetuation rather than delivering public goods. But flat-topped organisations too have their own problems. Inter-disciplinary coordination becomes a major problem. The problem of right-hand-not-knowing-what-the-left-hand-is-doing or each division following contrary policies arises. We will now present an analysis of the cadre structure of some key states and draw some broad conclusions.

Karnataka

The structure of this state cadre has undergone reviews in 1986, 1989, 1997 and most recently in 2006. The number of posts at various levels approved by Government of India in these reviews is presented in table – 2.

Table – 2

Senior duty post under the state Government	Number sanctioned at the time of initial constitution in 1968	Number sanctioned in the cadre review order dated 6. 8. 1986	Number sanctioned in the cadre review order dated 15. 12. 1989	Number sanctioned in the cadre review order dated 31. 12. 1997	Number sanctioned in the cadre review order dated 15. 9. 2006
PCCF			1	2	2
APCCF					5
CCF	2	2	4	6	13
Additional CCF	2	3	1		
CF	10	11	17	20	25
DCF	50	57	68	72	55
Total	64	73	91	100	100

The supervisory level posts in this cadre have increased from 22% (of the senior duty posts under the state government) to 45%, while executive level posts have shrunk from 70% to 55% over the same time period. The increase in the numbers of executive level posts resulted in lumpy recruitment in certain years. This created pressure upon the government to create more posts in the supervisory levels to ease the stagnation problem. New levels of PCCF and APCCF have come into existence in 1989 and 2006 respectively. The level of Additional CCF between CCF and CF has been abolished in 1997. Yet this state is nowhere near providing promotions to IFS officers. As on 1st October 2010, IAS officers of 1996 batch had been promoted to Secretary level (pay band 4, grade pay Rs. 10,000). This is equivalent to the CCF level. But IFS officers up to 1988 batch only have been promoted to the CCF level. Therefore it is apparent that even after making the organisation more cylindrical, the promotional opportunities have not improved substantially.

ANNEXURE-5

RETIREMENTS OF DIRECT RECRUIT IFS OFFICERS FROM 2012-2036

**THESE FIGURES ARE AS PER CIVIL LIST OF MOEF AS ON 1.1. 2010.

State	2012	2013	2014	2015	2016	2017
AGMUT	1	2	7	2	3	6
Andhra Pradesh	3	5	6	6	9	11
Assam Mehalaya	0	2	5	7	4	4
Bihar	0	2	1	3	2	1
Jharkhand	0	5	8	2	12	7
Gujrat	3	2	3	4	3	6
Haryana	1	0	1	4	1	3
Himachal Pradesh	4	5	1	5	4	9
Jammu & Kashmir	3	1	2	0	3	1
Karnataka	7	4	4	5	6	10
Kerala	5	3	5	3	9	7
Madhya Pradesh	7	10	4	19	15	14
Chhatisgarh	1	1	2	3	4	6
Maharashtra	7	10	6	9	11	10
Manipur Tripura	1	0	2	2	1	3
Nagaland	0	2	1	0	1	0
Orissa	4	4	2	6	7	6
Punjab	1	2	2	0	1	0
Rajasthan	2	1	5	4	3	4
Sikkim	3	0	0	0	0	2
Tamil Nadu	7	4	7	3	12	8
Uttar Pradesh	4	4	2	4	6	13
Uttarakhand	0	1	1	3	2	4
West Bengal	4	3	4	4	2	7
<i>TOTAL</i>	68	73	81	98	121	142

Contd...

STATE	2018	2019	2020	2021	2022	2023	2024	2025	2026
AGMUT	6	4	9	9	5	2	2	3	2
Andhra Pradesh	7	5	5	3	4	4	3	7	3
Assam Mehalaya	5	2	4	4	2	4	4	3	3
Bihar	1	3	2	1	0	2	3	0	0
Jharkhand	1	3	2	7	2	3	8	5	2
Gujrat	4	6	2	0	8	3	5	2	1
Haryana	4	0	3	2	1	3	7	2	2
Himachal Pradesh	6	7	5	4	1	3	2	2	2
Jammu &	1	2	2	3	0	3	2	3	4

Kashmir									
Karnataka	4	0	4	4	6	8	6	7	3
Kerala	2	2	2	2	1	4	2	1	0
Madhya Pradesh	18	13	11	7	13	15	13	8	5
Chhatisgarh	5	8	4	4	7	4	6	5	4
Maharashtra	5	9	7	6	6	3	6	3	1
Manipur									
Tripura	6	3	4	7	1	4	4	0	1
Nagaland	2	5	1	0	0	0	0	1	0
Orissa	10	7	4	7	5	5	3	2	1
Punjab	0	0	4	3	1	1	0	2	1
Rajasthan	7	6	5	3	5	1	2	0	1
Sikkim	1	1	1	0	0	1	0	1	2
Tamil Nadu	4	4	3	5	5	4	6	2	3
Uttar Pradesh	9	9	8	10	10	11	9	2	2
Uttarakhand	4	3	2	2	4	6	3	4	1
West Bengal	4	4	1	1	5	1	3	0	6
<i>TOTAL</i>	116	106	95	94	92	95	99	65	50

Contd...

State	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
AGMUT	5	1	1	3	1	2	2	2	2	7
Andhra Pradesh	0	3	1	5	0	1	1	3	0	1
Assam Mehalaya	1	2	6	0	2	1	0	3	3	3
Bihar	1	0	3	0	0	2	1	2	0	1
Jharkhand	5	2	3	1	0	0	3	0	1	1
Gujrat	0	2	1	2	1	0	2	2	2	1
Haryana	1	0	3	1	1	0	1	1	2	1
Himachal Pradesh	0	0	1	1	1	1	0	0	1	1
Jammu & Kashmir	2	2	1	1	1	3	2	3	0	3
Karnataka	4	2	6	5	1	3	4	2	1	1
Kerala	1	2	0	2	0	2	1	1	1	2
Madhya Pradesh	5	5	2	1	0	4	2	1	0	

										0
Chhatisgarh	3	1	0	0	1	1	1	0	1	2
Maharashtra	1	3	2	2	2	1	3	1	1	0
Manipur Tripura	0	3	0	2	2	2	2	0	1	1
Nagaland	0	0	1	0	0	0	1	0	1	0
Orissa	1	2	0	0	0	1	0	2	1	0
Punjab	0	2	1	3	1	2	2	1	2	1
Rajasthan	0	5	2	2	1	1	2	2	1	1
Sikkim	0	2	1	0	2	0	1	1	0	0
Tamil Nadu	5	2	1	2	1	1	2	2	0	0
Uttar Pradesh	6	1	4	7	3	4	1	2	2	1
Uttarakhand	1	2	1	2	1	3	0	1	1	5
West Bengal	3	2	0	2	2	3	5	1	1	2
TOTAL	45	46	41	44	24	38	39	33	25	35

1) Figures for 2036 are likely to increase by inclusion of retirement vacancies pertaining to retirements of some officers of 2009 batch who are not included in the civil list as on 1.1.10.

ANNEXURE-6

STRENGTHENING OF TRAINING OF IFS OFFICERS IN IGNFA

INTRODUCTION-

Indira Gandhi National Forest Academy Dehradun was established in 1987 by upgrading the erstwhile Indian Forest College which was established in the year 1938. Basic mandate of the academy is to train fresh recruits of Indian Forest service. Subsequently the responsibility of conducting in service training courses for IFS officers was added to the mandate of IGNFA. However, training of fresh recruits to IFS is the basic mandate and occupies central place in the scheme of things. The issue discussed here is confined to the training of freshly inducted IFS officers at the IGNFA after their selection under the standard procedure followed on the results declared by the Union Public Service Commission.

BACKGROUND-

Indian Forest service was re-constituted under the All India Services Act, in the year 1966, and first batch of IFS was trained by this institute during the period 1968-1970. After that, every year recruitment is done and probationers come to this academy for training,

along with foreign trainees of neighboring countries. The strength of IFS officers to be trained varied from 6 to 155 in different years. The period of 1982 to 1988 saw the biggest batches of probationers. It created problems in the Cadre Management for the Indian Forest Service and the induction of fresh recruits into IFS was reduced. From 1995 to 2008 batches were very small. The drastic fluctuations in the pattern of recruitment have created management problems for the cadre. To streamline cadre management the Ministry Of Environment and Forest constituted a committee under the chairmanship of Sh.J.C.Kala Secretary and DGF (retd.) to suggest remedial measures. The task given to committee was to undertake a rational exercise to determine the optimum number of IFS officers cadre wise/year wise required over the next twenty years so that the fluctuations are smoothed out. This committee, in its second meeting held on 2nd July 2010, considered that the number of IFS officers to be recruited every year will be affected also by the capacity of IGNFA in terms of maximum number of recruits it can train in one session.

(Sh.Vinod Rishi Ex-Director IGNFA was assigned the responsibility of working out the details with inputs from Director IGNFA. The following details are the result of exercise undertaken by Sh.Vinod Rishi and Director IGNFA,Dr.R.D.Jakati .)

CRITICAL FACTORS-

For a training institute critical factors are Human Resources and Infrastructure. In the present case also these two factors are the guiding principles for the proposals.

1) INFRASTRUCTURE-

To carry out trainings smoothly and effectively a training institute requires appropriate and adequate infrastructure support. In this the lecture halls (including Labs etc.) and hostel accommodation are of prime importance. Present position of these two items in IGNFA is as below-

a) Lecture Halls-

Presently Academy has the following lecture halls:

1. Lecture Hall. Number 1—Capacity 85 seats
2. Lecture Hall. Number 2 --Capacity 85 seats
3. Lecture Hall Number 3 --Capacity 54 seats
4. Lecture Hall Number 4-- Capacity 60 seats
- 5.Engineering Lab -- Capacity 35 seats
- 6.Biology Lab --- Capacity 40 seats
- 7.Examination Hall--- No exclusive Exam Hall

Besides this there are two conference rooms one with seating capacity of 60 and other with seating capacity of 30.

b) Hostels—

At present IGNFA has the following hostels:

1	New hostel	100 rooms
2	Old hostel	66 rooms, (A,B,C and D,E Blocks)
3	Executive hostel	30 rooms

Out of these New hostel is used for the accommodation of Probationers. A, B&C blocks of Old Hostel with 36 rooms and executive hostel with 30 rooms are used for in-service courses. D & E blocks of Old hostel have been renovated and 30 rooms on twin sharing basis for probationers are available. Quality of accommodation for IFS Probationers needs upgradation to bring it at par with other two academies dealing with training of All India Services.

c) Mess-

There are three dining places for the trainees-

Old Mess-	Capacity 100
Executive mess-	Capacity 40
New hostel Mess-	Capacity 100

Executive mess is used for the purpose of in-service trainings and the old mess and new hostel mess are used for probationers.

In view of the above details, for probationers IGNFA has lecture halls with a capacity of 284 in four units. For accommodation of probationers there are 130 rooms (D&E block of OLD hostel included). Considering twin sharing for D & E blocks of old hostel maximum accommodation is for 160 probationers.

The dining facility is the bottleneck. The maximum number which can be accommodated is 100 in two batches and this brings down the number to 50 in each batch. Otherwise about 160 probationers in two batches or 80 in each batch can be accommodated with additional dining facilities, if they are available.

Future Scenario-

With the large batches of in service courses proposal for construction of another Executive hostel is under consideration of MoEF. If another Executive hostel is constructed then all the rooms of old hostel (quality aspect needs to be looked in) can be spared for the IFS probationers. In that case the accommodation available for IFS probationers will be 166 rooms and on single occupancy basis a batch of about 83 can be accommodated, provided dining facilities are created.

HUMAN RESOURCES

This part of IGNFA consists of two parts

- a) FACULTY
- b) SUPPORT STAFF

FACULTY-

Needless to say this is the most important constituent of a training institute. Present position of Faculty in IGNFA is as below:-

- 1) Director-1
- 2) Additional Director-1
- 3) Professors-2
- 4) Additional Professors-6
- 5) Associate Professors--6

This position of Faculty is continuing almost for last 20 years and some posts of Assistant Professors are abolished over the years and there are some changes in the designations like Additional Director (previously Joint Director), Additional Professors (previously Associate Professors) .Previously with all this strength Academy was handling IFS Probationers training only and the number of Probationers was less than 50 in one batch. In addition to training inputs all the administrative responsibilities are also handled by the faculty members. This includes maintenance of infrastructure, mess management, vehicle management, store procurement, computer and IT related works, administration and finance matters. To elaborate it further, it is pertinent to mention that these officers are dealing directly with executive level staff as the middle tier of group II Officers is missing. There is no Administrative Officer post, there is no Finance officer (Though a budget of about Rs 25 crores is being handled), There are no post of guest house manager, mess manager, estate manager and other administration and maintenance supervision staff.

From mid nineties in-service training for senior batches of the IFS was also added to the mandate of academy. From 1996 a 10 week long training, for state forest service officers, inducted into IFS was started and this is continuing till date. In the year 2000 Advanced Forest Management (AFM) trainings were started for officers at various level of seniority (10 years, 17 years and 21 years). These courses were of two week and three week duration. These formed the background for further development of the in-service AFM courses. Since last year i.e. 2009-10 modified version of AFM trainings under the name of MID CAREER TRAININGS (MCT) has been started. These trainings are of longer duration (1month and 2months) with two weeks foreign module and one week IIM module inbuilt in each training. Besides this, trainings like Joint Services Training for three All India Services, Training for representatives of Corporate sector, One week compulsory training for IFS officers ,Reunion Workshops etc. are also conducted. There is no corresponding enhancement in the human resource to handle the additional mandate of the IGNFA. The adverse effect on the training of the IFS probationers has been felt.

It is clear from the previous para that activities of IGNFA have increased manifold from 1996 onwards. There are also proposals to add trainings for other stakeholders like members of higher judiciary and Members Parliament. Number of IFS Probationers is also on the increase from 2009 batch and is likely to remain near same level in coming years. Hence further increase in workload can be expected.

If we talk about the required strength of faculty members then the situation demands an increase in the faculty members of IGNFA with the current enhanced mandate of the Academy. However, keeping the size of the organization at the current level in mind, a limited increase in the faculty members is desirable. The better alternative appears to reduce the administrative work load of faculty members by adding a middle tier of group II officers to provide support for infrastructure maintenance and organizational part of the training activities on the pattern of the LBSNAA AND SVPNPA. This will give more time to faculty members to add to the quality of training, training inputs and conduct of trainings.

To meet the demands of the current situation following posts need to be created in the IGNFA to handle the administrative and finance related works along with maintenance works.

- 1) Administrative Officer (A.C.F. Level)
- 2) Finance Officer
- 3) Estate Officer (ACF LEVEL)
- 4) Estate managers 3(R.O. Level)
- 5) Computer and IT managers (3 numbers with hardware, IT and GIS background)
- 6) Mess manager (R.O. Level)
- 7) Store in-charge and Procurement officer (ACF Level)
- 8) Store manager (R.O.Level)
- 9) Dy.Procurement Officer (R.O.Level)
- 10) Transport Officer (R.O. Level)

Recruitment Rules for these posts may be defined. There is an advantage in inducting ACFs and R.Os. on deputation to IGNFA for the above mentioned posts wherever possible. These levels of officers can be of great help in the above matters as they normally have adequate experience and can relate easily to various aspects linked with field training.

Number of faculty at Associate Professor level can be increased by three-four posts to meet the demand of Mid Career Training Courses.

MINISTERIAL STAFF and other support staff –

As a limitation even with the current level of mandate to be served by IGNFA, there is a great need to enhance the strength of the ministerial staff and other support staff. The ministerial staff position of 1992 needs to be restored and guidelines of GOI for reduction of posts may not be applied to IGNFA because of small number. Also the officers may be provided with Personal Assistants as per their entitlement to enhance their efficiency.

DISCUSSION

With the number of posts & infrastructural requirements discussed above, in place in the present scenario each batch can have maximum number of 80 probationers.

However, there are other factors besides the classroom, hostel and mess. Most important among the other factors are tours and practicals. Touring component of training is spread over nearly six months and forest ecosystems of different climatic zones are studied extensively. This is supplemented by different field exercises. For maintaining the quality of inputs and to arrange logistics at different places a very large group is difficult to manage. In one group maximum number of 40 can be accommodated. As mentioned in foregoing paras our laboratories also cannot accommodate more than 40 numbers at a time. Conducting practicals for groups bigger than this at one time is also difficult.

In view of above it is felt that ideal number in one batch is 40. However at best two groups of 40 for tours and practicals can be handled. Hence, from quality point of view a batch of officers of more than 80 is not desirable.
