

Chapter – III (xviii)

Forest Department

1 **Service/Cadre:-**
Posts:-

Rajasthan Forest Subordinate Service.
Forest Guard, Assistant Forester, Forester, Ranger
Grade-II, Ranger Grade-I.

2 **Representation from:-**

- (i) Rajasthan Foresters Welfare Association, Rajasthan, Jaipur.
- (ii) Rajasthan Van Vibhag Shramic Sangathan, Jaipur.
- (iii) Rajasthan Forest Ranger Officers Association.

3. **Demand:-**

(i) The demand is for higher pay scales for Forest Guard, Assistant Forester, Forester and Ranger Grade-I at par with the pay scales of analogous posts in Union Territory Cadre.

(ii) 5th Pay Commission had accepted parity in pay with comparable posts in Police Department; this has been maintained in 6th Pay Commission. Parity should be restored in the State also.

(iii) Forest Ranger Grade-I is the highest post in Rajasthan Subordinate Forest Service and is a gazetted post, but the pay scale is lower than similar highest post of the other subordinate services.

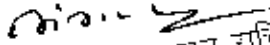
(iv) Organisational set up of Forest and Police Department are similar and Regional Forest Officer (1st Grade), is comparable to Circle Inspector (C.I.) of Police Department.

(v) Pandey Committee, constituted by Central Government recommended pay scale for Regional Forest Officer (R.F.O) Ranger (1st grade) at par with Circle Inspector (Police) and Tehsildar.

(vi) They have requested for granting the following:-

- (a) Pay scale of Forest Rangers Grade I be upgraded to Rs.8000-13000 and that of Forest Ranger Grade II to Rs.6500-10500.
- (b) To facilitate at least three promotions to an employee in entire service, there should be three recruitment levels, Modification in rules should be as follows :

	Existing levels of entry		Proposed entry levels.
1.	IFS	1.	IFS
2.	ACF(State Service)	2.	Range Officer (State Service)
3.	Range Forest Officer	3.	Forest Guard.
4.	Forester		---
5.	Forest Guard.		---


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- (vii) Other demands raised include :
- Hard Duty Allowance @ 20% and Mess Allowance @7% of Basic Pay;
 - Field staff should be given Petrol/Vehicle Allowance (for using own vehicle) ;
 - Grant of Roadways Travel Warrant, like Police.
 - Forest Officers posted at Training and Research Centers should be given 15% of Basic Pay as incentive with rent free residential accommodation

(viii) No. of affected persons: -

1. Forest Guard	-	4002
2. Assistant Forester	-	693
3. Forester	-	1026
4. Ranger Grade II	-	159
5. Ranger Grade I	-	264

4. **Factual Position & Views of the Committee:**

(I) Factual Position:

(i) The qualification of the post of Ranger Grade-I is B.Sc./B.Tech./B.Sc. Agriculture/ B.E. They are deputed for two years in service training in the Institution of Government of India. The Forest Ranger-I carry out the implementation of provisions of Rajasthan Forest Act, Wildlife Act, and prevention of Wildlife crimes.

(ii) Pay scales of these posts given in the RCS (Revised Pay) Rules, 1998, RCS (Revised Pay) Rules 2008 and in Central Government CCS(Revised Pay) Rules 1997 and CCS(Revised Pay) Rules 2008 are as follows :-

Forest

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 2008		Post	CCS (Revised Pay) Rules 1997	CCS (Revised Pay) Rules 2008	
		Pay Band	Grade Pay			Running pay band	Grade Pay
Forest Guard	2750-4400	5200-20200 (PB-1)	1800	Forest Guard	2750-4400	5200-20200 (PB-1)	2000
Assistant Forester	3200-4900	5200-20200 (PB-1)	2000	Head Forest Guard	3200-4900	5200-20200 (PB-1)	2400
Forester	4000-6000	5200-20200 (PB-1)	2400	Forester	4000-6000	5200-20200 (PB-1)	2800
Ranger Grade-II	5000-8000	9300-34800 (PB-2)	3200	Ranger Officer/ Assistant Forest Ranger	5500-9000	9300-34800 (PB-2)	4200
Ranger Grade-I	5500-9000	9300-34800 (PB-2)	3600	Post does not exist			

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Police

Post	RCS (Revised Pay) Rules 1998	RCS (Revised Pay) Rules 1998 (Revised Pay) Rules 2008		CCS (Revised Pay) Rules 2008 Central Govt.	
		Running pay band	Grade Pay	Running pay band	Grade pay
Constable	3050-4590	5200-20200 (PB-1)	1900	5200-20200 (PB-1)	2000
Head Constable	3200-4900	5200-20200 (PB-1)	2000	5200-20200 (PB-1)	2400
Assistant Sub Inspector	4000-6000	5200-20200 (PB-1)	2400	5200-20200 (PB-1)	2800
Sub Inspector	5500-9000	9300-34800 (PB-2)	3600	9300-34800 (PB-2)	4200
Inspector	6500-10500	9300-34800 (PB-2)	4200	9300-34800 (PB-2)	4600

(iii) Status and method of appointment and qualifications laid down in rules for Forest Officials in the State are as under :

Post	Mode of recruitment	Qualification/ experience
Forest Guard	100% by Direct Recruitment	Secondary
Assistant Forester	100% by Promotion	From Forest Guard, VIII passed + Certificate of Forest Guard Training
Forester	50 % by Direct Recruitment 50% by Promotion	Higher Secondary From Assistant Forester + Certificate of Training in a recognised Forester Training School + 5 years experience
Ranger Grade-II	100% by Promotion	From Forester, have Certificate of Training in a recognised Forester Training School and have 10 years experience on the post of Forester.
Ranger Grade-I	75% by Direct Recruitment 25% by Promotion	B.Sc./B.Sc. Agri./B.E. From Ranger Grade-II, having 5 years experience.

(iv) Sixth Central Pay Commission has made following recommendations in its report (at para No. 7.57.7):-

The Fifth CPC had established parity between following posts of the Forest Staff and Police:-

Forest Guard/ Forest Protection Guard	Constable
Head Forest Guard	Head Constable
Forester/ Analogous Post	Assistant Sub Inspector
Range Officer/ Senior Forest Ranger	Sub Inspector

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This parity shall need to be maintained. Keeping in view the upgradations recommended for various posts in Police, the Commission recommends following pay scales for comparable posts in the Forest Departments in various UTs :-

Designation	Recommended Pay Scales	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Forest Guard/ Forest Protection Guard	3200-4900	PB-1	2000
Head Forest Guard	4000-6000	PB-1	2400
Forester/ Analogous Post	4500-7000	PB-1	2800
Range Officer/ Senior Forest Ranger	6500-10500*	PB-2	4200

*On account of upgradation of the pay scales.

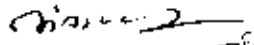
(v) There are several departments where pay scale of highest post of the Subordinate Service is higher than or similar to the Forest Ranger Grade I.

(vi) Presently no Hard Duty Allowance and/or Mess Allowance is paid to Forest Department employees/officers.

(vii) At present no Roadways Traveling warrant is a given to Forest Officers.

(viii) Following recommendations of Central 6th Pay Commission report has been accepted by the Central Government regarding training staff:- (Para No. 6.4.3.)

"Consequent to the Report of the Fourth Central Pay Commission, the Department of Personnel and Training (Training Division) in 1987 provided for training allowance at the rate of 30% of basic pay for Government officials working as faculty members other than permanent faculty members for autonomous training institutions aided by the Central Government which trained Group A Government officials. It further provided that only faculty members who were classified as outstanding should be retained. The provision for training allowance at the rate of 30% of basic pay was revised in 1992 and reduced to 15% given the resource crunch. It was further clarified that a faculty member proceeding for study or tour within the country would not be entitled to Training Allowance during the study period. The Government, on the recommendation of the Fifth Central Pay Commission, continued this allowance at the rate of 15% of Basic Pay in the revised scale of Pay. This allowance was not granted to the permanent faculty members of the training institutes and trainers."


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(ix) Presently, no Allowance/ Special Pay is admissible to officers posted in Training and Research Centers of Forest Department or in the other Training Institutes including HCM RIPA in Government of Rajasthan.

(x) Presently no Petrol/ Vehicle Allowance is admissible to Forest Officers.

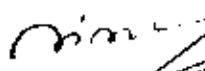
II. Views of the Committee:

(xi) From the table above it is clear that the prevailing pay scales of Forest Officials in the State have no parity with pay scales of Police personnel in the State. At the time of further upgradation of the pay scales of State Police Subordinate Service posts in March, 1998, after issue of RCS (Revised Pay) Rules 1998, pay scales of Forest Subordinate service post were also revised upwards, but it was marginal. Thus, the government did not grant parity in pay scales of Forest Officials with pay scales of Police personnel at that stage. This difference between the Police and Forest personnel is justified as the demands made on the law and order apparatus of the State has increased manifold. A long international border, influx of migrants, and pressure of vehicular traffic, urbanization, agitations have become challenges to be dealt with on a day to day basis. The threat of terrorism has added further to the problem of policing. In this context therefore the distinction in pay scales of Forest personnel with Police personnel needs to be continued.

(xii) As regards the demand for parity in pay scales of Forest Officer in the State with the pay scales of Forest Department in Union Territories, the Committee observes that the working conditions in the State for Forest Official are not as inhospitable when compared to various other states and union territories. Nor is the area of operation of similarly placed officials in the State and in Union Territories comparable. Therefore, keeping the relativities of pay structure in the government, the Committee is of the considered opinion that parity in pay scales, demanded by State Forest Officials, at par with officials of the Union Territories is not tenable. However, recommendations of the Committee made in this report shall lead to upgradation of the grade pays and consequent benefit under the ACP scheme for the post of Ranger Gr.-II and Ranger Gr.-I.

(xiii) The demand for reduction in levels of recruitment from five to three is a policy matter for consideration of the administrative department.

(xiv) The demand for Petrol Allowance/Vehicle Allowance is similar to the demand for Transport Allowance sanctioned by Central government to its employees. Matter of Transport


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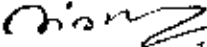
Allowance has been dealt with elsewhere in the report.

(xv) Demand for Hard Duty allowance @ 20% of pay and Mess Allowance are not supported by proper justification. Likewise demand for Roadways Travel Warrant (like for Police personnel) is also not well supported. Therefore, the Committee finds these demands as not being acceptable.

(xvi) The demand for grant of incentive @ 15% for those posted in training and research offices with rent free accommodation, is not found worth consideration as most of such offices are well located.

(xvii) However, it observed that the provisions for higher start from Rs.2890 to the Forest Guard in the pay scale of the post (Rs.2750-4400), as given in RCS (revised pay) Rules, 1998, has not been retained in the RCS (revised pay) Rules, 2008. This tantamounts to reduction in pay of the Forest Guard on appointment. Pay of in-service Forest Guard is not adversely affected, as he has already been given the benefit on appointment and his pay has been fixed accordingly in RCS (revised pay) Rules, 2008.

Therefore, the Government in Finance Department is advised to issue necessary clarification for this post and other similar cadres/posts.


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