

ANNEXURE – 2
(See Proceedings of the Committee : Para 5 (i))

LIST OF PARTICIPANTS (Meeting on 31.07.2010)

1. *Shri.T.M. Manoharan, Principal Chief Conservator of Forests & Head of Forest Force, Kerala*
2. *Shri.C.K.Sreedharan, Rtd. Principal Chief Conservator of Forests, Tamil Nadu*
3. *Prof. E. Kunhikrishnan, Department of Zoology, Kerala University, Thiruvananthapuram*
4. *Shri.N.Gopinathan, Chief Conservator of Forests (Vigilance)*
5. *Shri.R.Surendran, KFDA President*
6. *Shri.Syed Hashim Husain, KFDA General Secretary*
7. *Shri.B.Udayakumar, Kerala Forest Rangers Association*
8. *Shri.K.Jayakumar, President, KFPSA*
9. *Shri.M.V.Baby, General Secretary, KFPSA*
10. *Dr.B.S.Corrie, Chief Conservator of Forests*

SUMMARY OF SUGGESTIONS/OPINIONS BY ASSOCIATIONS

1. KERALA FOREST DRIVERS ASSOCIATION

- Change of name from ‘Kerala Forest Protective Staff’ to ‘Kerala Forest Protection Force’
- Include drivers in the category of Forest Subordinate Service and change of designation as suggested in the notification submitted to Government in 1998.
- To provide separate and special pay and allowances and also service conditions to the forest protection staff including drivers.
- Distinguishing junior and senior drivers by giving one, two and three ‘V’ mark in the uniform.
- Provide the post of Vehicle Supervisor to the senior most driver which will be the only promotion for the drivers.
- In Ranges and Stations the staff can go for patrol by turn or shift. But the driver has always to move irrespective of the staff on patrol and hence necessary arrangement for lessening the burden.
- Compulsory name plate to all protective staff including drivers.
- Allow P cap to drivers. Green for juniors and Khakhi for seniors.
- Allow brown leather with govt. emblem instead of canvas belt to drivers.
- Provide whistle chord in uniform to drivers also.

- Permit to use black leather shoe as uniform instead of brown canvas shoe.
- Compulsory training for drivers including arms training .
- Timely maintenance of vehicles- appoint region wise vehicle supervisors from the senior most drivers.
- Avoid purchase of 4 wheel drive Bolero. Purchase better equipped vehicles in consultation with drivers and the vehicle companies.
- Daily wage drivers should not be used in the official vehicles of senior forest officials and flying squad divisions.
- Misuse of vehicles in the ranges should be stopped
- Provide arms to protective staff
- Provision for Wireless/Walkie talkie.
- All vehicles in he department should have only permanent drivers. This is needed to enhance the prestige of the force and also from the point of view of security.
- Filling up of vacancies of drivers through employment exchange only as is done in police.
- All jeeps in the department to have olive green colour with white colour front bumper. Companies can be instructed to supply such vehicles.
- Revolving lamp atop of the vehicle of all senior officials and range/station.
- Uniformity in display board depicting name of the department in vehicles
- Drivers badge for drivers whether permanent or temporary should be made compulsory in addition to the driving license.
- Avoid driving of vehicle by officials other than drivers.
- When forest department vehicle meets with an accident, department should take action to get personal bail and also to meet the expenditure for fighting the case.
- Quarters should be provided to the protective staff including all drivers. But the quarter should not be kept as a monopoly by anyone when they are transferred.
- Make arrangement for installation of night visible boards depicting the details of the department in all divisions.
- Plantation maintenance should be for 5 years.
- Tribals should be given land for cultivation.

2. KERALA FOREST PROTECTIVE STAFF ASSOCIATION

A. FOREST PROTECTION

Staff should be equipped to face the existing and emerging challenges in forest protection which include self protection against deadly

attacks, provision for modern equipments and their uses, new and effective investigation techniques etc. Modernisation should aim at enhancing the capabilities, confidence and morale of the staff.

- New and scientific investigation techniques should be used for investigation for which staff should be equipped by providing with the assistance of Police Department.
- Present system of realizing loss from staff when the culprits and thondi are not recovered should go. When case is not traced within a specific period, the case should be investigated at higher level with provision for monitoring.
- To investigate wild life crime cases wild life crime bureau should be started. Enquiry in airport, railway stations and port should be made through special mechanisms.
- Change in the working style of the vigilance wing. Wing should take up enquiry of cases where there is delay in investigation at the beat/section/station level.
- Only those who have completed training and probation alone should be posted to vigilance wing.
- In addition to regular station/range patrolling special patrolling on line with police patrolling in NH should be done by Vigilance Wing.
- The policy of reducing the number of check posts may not be wise. Check posts should be strengthened and made corruption free.
- Rapid action force in each division. The force should consist of only forest officers. They should be handpicked and well trained.
- Intelligence set up at each district level with monitoring from the HQ. Staff to be well trained.
- Permanent mechanism to enquire into forest and wild life cases which have inter-state ramifications.
- Universalise Forest Station system with out posts, lock ups, store for arms, vehicles, wireless, repeater stations etc.
- Provision for rifle and pistol to ranges and facility and training for maintenance.
- Mobile phones to forest officials, walkie-talkie, GPS, binoculars and digital cameras.
- Computerisation of range offices and stations and provide computer training.
- Modern fire fighting including fire engine in each range, and helicopter in each circle should be considered.
- Building for all stations/outposts etc.
- To make forest protection effective review of the extent of ranges and stations. Review of cadre strength with a ratio of 1:2:6:12 in the case of Rangers, Deputy Rangers, Foresters and Forest Guards. (204+408+1224+2448) and a forest guard for each 2 Sq.km.

- Total consolidation of forest land with jundas.
- CrPC protection for forest officers who use arms within the forests.
- Empower forest officials to arrest persons who obstruct duty outside forest areas also.
- Minimum delegation of powers to Deputy Rangers.
- Satellite monitoring for locating gunja cultivation and fire.
- Strengthen VSS activities.
- Rehabilitation of tribals from within the protected areas.
- Reorganisation of divisions to co-terminus the boundary with the district boundary.
- Conservator of Forests as District head.
- Special cell and staff for FMIS.
- No eco-tourism within deep forests. Levy of eco-cess . Part of the amount to be utilized for the benefit of tribals and forest staff.
- Forest courts in each district. Cell for legal advise at each district.
- Two wheelers for section/station staff.
- Digitised forest maps for each station/outpost/section.
- Provision for ration,communication,transport, and recreation facilities for staff in camps.
- Deployment of staff for duties other than duties prescribed in forest code to be stopped.
- Medical officer in wild life sanctuaries and national parks.

B. FORESTRY WORKS

- The system of forestry works have brought lot of bad name to the department. The present convenor system should go and works should be tendered.
- Inspection of civil works through qualified persons. Reporting officer and the contractor to be made responsible for lapses
- Revision of FSR timely.

C. EFFICIENCY OF STAFF

- Stipulate working hours as 8 hours. Adequate time for rest and recreation.
- Need review about suspension. There is need to complete disciplinary action cases within 6 months. Insistence for NOC for the whole period of service at the time of service is not appropriate.
- Periodic training and refresher courses for staff within and outside the department and state

D. BASIC FACILITIES

- Basic facilities for staff is totally in-adequate- Provision for good building, water, electricity, quarters etc. should be the priority.
- Special care should be taken in respect of lady officers.
- Enough number of quarters for stay with family should be made available.

E. TRAINING

- Training should be taken seriously.
- Induction training to new recruits, periodic training to others.
- Periodic review of syllabus to ensure adequacy of syllabus.
- Trainers should be well qualified officers and selected out of a panel.
- They should have undergone TOT (Training of Trainers)
- Affiliate Kerala Forest School with some University within Kerala for award of a degree.

F SOCIAL FORESTRY WING

- Strengthen Social Forestry Wing . Improvement of relations with public should be prime importance.

G SERVICE CONDITIONS

- Better pay and service conditions for forest officers should be considered.

H GENERAL

- Forest staff to strive for better relationship with the public.
- Man-Animal conflict should be seen very seriously. Local committees of forest officials, police, revenue and peoples representatives should be a permanent set up. Electrical fencing, trenches etc. should be maintained with the participation of panchayats.
- No exotics for afforestation
- For effective co-ordination of activities amongst various departments, an officer at the rank of CCF to be posted in the secretariat.
- Liaison and joint action with environment department.
- Ban plastic in forest areas especially in wild life sanctuaries.
- Reward for those who help the department to provide information about offenders and to locate the thondi.
- Enhancing the insurance amount of Rs.1.00 lakhs.

3. KERALA FOREST RANGERS ASSOCIATION

- Convenor system should go. Instead tender system like in PWD can be adopted.
- Long term tender for final felling works. Tender should cover raising plantation and maintenance for 3 or 4 years and insisting on 100 per cent stock.
- Reserve areas should remain undisturbed. Activities like collection of seedlings from the reserve and planting the seedlings in ANR/RDF should not take place.
- Eco-tourism brings additional work load to the existing staff. No new areas should be opened for eco-tourism.
- Decide carrying capacity for each eco-tourism area, bring out guidelines regarding code of conduct in such areas, declare as no plastic area and provide additional staff.
- Consolidation of forest boundaries.
- Final decision on pre 1.1.77 areas, status of reserved trees in Pattayam areas, NRF areas Food Production areas and CHR areas to ensure smooth relationship with public.
- Set up forensic lab. An understanding to expedite results from the forensics lab.
- Cyber Cell in the FD with an ACF as the Head and ROs as Nodal Offices in each district.
- Exclusive Public Prosecutors for arguing the case of forest department.
- Financial support for staff who are involved in private complaints as a corollary to duty.
- Rationalisation of staff strength.

4. ASSOCIATION OF GAZETTED FOREST OFFICERS KERALA

- Re-organise divisions to co-terminus their boundaries with that of district boundary.
- Create new divisions if needed.
- Territorial divisions to be made responsible for the protection of reserves.
- Social Forestry divisions to be re-named as Urban Forestry division with functions of social forestry as well as regulatory functions of tree felling outside the reserve forest areas.
- All territorial divisions to have forest stations.
- One circle for two or three districts.

- Flying Squad division to be re-named as Vigilance wing. Vigilance wing should be set up in all districts.
- All districts should have wild life division to monitor wild life within the forests and to ensure compliance of captive elephant management rules.
- Buildings for all KFD office. Maintenance of buildings should be given importance.
- Provide vehicles to all offices from station onwards. Permanent drivers to be appointed for all vehicles. Adequate fund for maintenance and replacement of vehicles.
- Mobile phone net work up to forest station. Exclusive intranet facility within the Department. Updation of data base and e-file system.
- Modern arms to be provided in stations, small arms to officers from station head onwards in territorial, wild life and vigilance wing.
- Disaster management/crisis management squads in each district.
- Delegation of adequate administrative and financial powers.
- Standard data book and standard specifications for various forestry works and yearly revision of Schedule of rates.
- Approval for the proposed new forest code.
- Amendments to various Acts being implemented by the forest department.
- HRM plan for recruitment, placement, career advancement, training needs, recreation etc.
- Modification of recruitment policy to ensure recruitment of technically qualified staff for the department.
- Policy for better placement and career advancement.
- Frequent refresher courses and also improving the present quality of training. Improvement of infrastructure needs of the training institutes

5. INDIAN FOREST SERVICE ASSOCIATION

- There is need to boost the morale of the staff.
- There should be clarity of vision
- Department should be oriented towards pro-protective actions.
- Positioning or re-positioning of the department for better output.
- 10 days work and 5 days off for field staff has to be thought of.
- Enough fund should be made available for technology advancement.