AGENDA NOTES

for

55th Meeting of

Board of Governors

INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION
(An Autonomous Council of Ministry of Environment, Forest and Climate Change, Government of India)
P.O. New Forest, Dehradun-248006 (Uttarakhand)
55th Meeting

of

Board of Governors

Indian Council of Forestry Research and Education
(An autonomous Council of Ministry of Environment, Forest and Climate Change, Government of Indian)
Dehradun (Uttarakhand)
<table>
<thead>
<tr>
<th>Sl.</th>
<th>Agenda Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Confirmation of the minutes of 54th meeting of Board of Governors held on 20th January 2017</td>
</tr>
<tr>
<td>2</td>
<td>Action taken on the decisions in previous meeting of Board of Governors</td>
</tr>
<tr>
<td>3</td>
<td>Annual Report for the year 2016-17</td>
</tr>
<tr>
<td>4</td>
<td>Annual Audited Accounts for the year 2016-17</td>
</tr>
<tr>
<td>5</td>
<td>Budget Component - Wise Budget Estimates (B.E.) and Revised Estimates (RE) for 2017-18 and Budget Estimates for 2018-19</td>
</tr>
<tr>
<td>6</td>
<td>Revision of Emoluments and Rules of Research Fellowships</td>
</tr>
<tr>
<td>7</td>
<td>Rules for ICFRE Award of Excellence in Forestry</td>
</tr>
<tr>
<td>8</td>
<td>Rules for Recruitment and Promotion for Group ‘A’ Scientific Posts</td>
</tr>
<tr>
<td>9</td>
<td>Rectification in ICFRE Technical Service Rules 2013</td>
</tr>
<tr>
<td>10</td>
<td>Re-Constitution of Research Advisory Group (RAG) and Research Policy Committee (RPC)</td>
</tr>
<tr>
<td>11</td>
<td>Deciding the level of Director of Institute of Forest Bio-diversity (IFB), Hyderabad</td>
</tr>
<tr>
<td>12</td>
<td>Amendment in recruitment rules for deputation of IFS/SFS officers in ICFRE</td>
</tr>
<tr>
<td>13</td>
<td>Enhancement of powers to settle the medical claim under ICFRE Pensioners Health Scheme (ICFREPHS)</td>
</tr>
<tr>
<td>14</td>
<td>Establishment of Centre for Forest Policy Research (CFPR) at ICFRE</td>
</tr>
<tr>
<td>15</td>
<td>Cost of Administering of ICFRE General Provident Fund</td>
</tr>
<tr>
<td>16</td>
<td>Revision of Auditor’s Fee</td>
</tr>
<tr>
<td>17</td>
<td>Revision of Administrative &amp; Financial power to Director General, ICFRE and Director of Institutes</td>
</tr>
<tr>
<td>18</td>
<td>Adoption of 7th Central Pay Commission in ICFRE</td>
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<tr>
<td>19</td>
<td>Status of Funding of KV FRI, Dehradun and KV TFRI, Jabalpur</td>
</tr>
<tr>
<td>20</td>
<td>Any other agenda with the permission of the Chair</td>
</tr>
</tbody>
</table>
Agenda Item No. 55.01

CONFIRMATION OF THE MINUTES OF 54th MEETING OF BOARD OF GOVERNORS HELD ON 20th JANUARY 2017

A copy of the minutes of 54th meeting of the Board of Governors of ICFRE held on 20.01.2017 (Annexure 55.01.01) was circulated amongst the members vide Council’s letter No. 58-21/54th/2016-ICFRE dated 20th February 2017. No comments have since been received from the Members.

Resolution

The minutes of 54th meeting of the Board of Governors of ICFRE held on 20.01.2017 are placed for confirmation of the Board.
F.No. 1-5/2016-RT

Dated: 14.02.2017

To
The Secretary,
Indian Council of Forestry Research and Education,
PO New Forest, Dehradun-248006,
Uttarakhand.

Sub: Approved Minutes of the 54th meeting of BOG, ICFRE -regarding

Sir,

Please refer to your letter no. 58-21/54th /2016-ICFRE dated 20.12.2016 on the subject cited above. In this context, please find enclosed herewith copy of the approved minutes by the Secretary (EF&CC) & Chairman, BoG, ICFRE, Dehradun.

2. This is for your kind information and further needful please.

Yours faithfully,

(Dr. Suneesh Buxy)
Dy. Inspector General of Forests (RT)
MINUTES OF 54TH MEETING OF
BOARD OF GOVERNORS OF ICFRE, DEHRADUN
HELD ON 20.01.2017 AT
INDIRA PARYAVARAN BHAWAN, MINISTRY OF ENVIRONMENT,
FORESTS AND CLIMATE CHANGE, NEW DELHI

Present:

1. Shri Ajay Narayan Jha, IAS
   Secretary to the Govt. of India and
   Chairman, BOG of the ICFRE,
   Ministry of Environment, Forests & Climate Change,
   Indira Paryavaran Bhawan,
   New Delhi
2. Dr. S.S. Negi, IFS
   Director General of Forests and
   Special Secretary to the Govt. of India,
   Vice Chairman, BOG of the ICFRE
   Ministry of Environment, Forests & Climate Change,
   Indira Paryavaran Bhawan,
   New Delhi
3. Dr. Anil Kumar
   Additional Director General Forests (FC) & Director, IIFM, Bhopal
   Ministry of Environment, Forests & Climate Change,
   Indira Paryavaran Bhawan,
   New Delhi
4. Shri P.K. Dash,
   Additional Secretary and Financial Advisor,
   Ministry of Environment, Forests & Climate Change,
   Indira Paryavaran Bhawan,
   New Delhi
5. Dr. Vinod Mathur
   Director,
   Wildlife Institute of India,
   Dehra Dun
6. Dr. Shashi Kumar
   Director,
   Indira Gandhi National Forest Academy,
   Dehra Dun
7. Dr. Akhilesh Gupta
   Representative of the Secretary to the Government of India,
   Department of Science and Technology,
   Delhi
8. Dr. Saibal Dasgupta  
   Director General,  
   Forest Survey of India,  
   Dehra Dun
9. Dr. Shashi Kumar  
   Director General,  
   Indian Council of Forestry Research and Education,  
   Dehra Dun
10. Dr. Nageshwara Rao  
    Vice Chancellor,  
    Kumaun University, Nainital, Uttarakhand
11. Dr. Suneesh Buxy  
    Deputy Inspector General Forest (RT)  
    Ministry of Environment, Forests & Climate Change,  
    Indira Paryavaran Bhawan,  
    New Delhi
12. Shri Gopal Krishn Agrawal,  
    Raipur
13. Dr. U. Prakasham IFS  
    Director, TFRI  
    Jabalpur
14. Dr. R.S.C. Jayaraj IFS  
    Director, Rain Forest Research Institute,  
    Jorhat
15. Dr. T.S. Rathore  
    Arid Forest Research Institute,  
    Jodhpur
16. Dr. N.S.K. Harsh,  
    Scientist 'G', Forest Research Institute,  
    Dehradun.  
    Special Invitee
17. Dr. A.S. Rawat  
    DDG (Admin.), ICFRE
18. Dr. Vipin Chaudhary  
    DDG (Extension), ICFRE

At the outset, Dr. Shashi Kumar, Director General, ICFER and Member Secretary of the BOG of ICFRE extended a warm welcome to Shri Ajay Narayan Jha, Secretary to the Government of India and Chairman of BOG, ICFRE and all other esteemed Members of the BOG, including new members present in the meeting.

With the permission of the Chair after self introduction, the agenda items were discussed ad seriatim.
**Agenda Item No. 1**

CONFIRMATION OF THE MINUTES OF 53\textsuperscript{RD} MEETING OF BOARD OF GOVERNORS HELD ON 05\textsuperscript{TH} FEBRUARY 2016

A copy of the minutes of 53\textsuperscript{rd} meeting of the Board of Governors of ICFRE was circulated amongst the members vide Council's letter No.58-21/53\textsuperscript{rd}/2016-ICFRE. Since no comments were received from the members, the Board confirmed the minutes.

**Agenda Item No. 2**

ACTION TAKEN ON THE DECISIONS IN PREVIOUS MEETING OF BOARD OF GOVERNORS

Board Noted the Action Taken.

**Agenda Item No. 3**

ANNUAL REPORT OF THE ICFRE FOR THE YEAR 2015-16

The DDG (Extension), ICFRE made a presentation on the achievements of the Council for the year 2015-16.

The Board desired that the Annual Report of ICFRE for the year 2015-16 be reformatted and to highlight its achievements in simple, lucid language with scientific terms / names explained in a manner that can be appreciated even by non-technical readers. While the Board desired that the quality of photographs should be good and it should be of adequate size, it also desired that the report should include list of society and BoG members, patents secured, commercialization of technologies etc. The Board further directed that the suggestions of the Board Members be obtained within 7 days and the modified draft annual report be then circulated to all members. The Board further directed to include message of President, ICFRE, Society and Chairman BoG in the Annual Report.

**Agenda Item No. 4**

BUDGET COMPONENT – WISE BUDGET ESTIMATES (B.E.) AND REVISED ESTIMATES (RE) FOR 2015-16 AND BUDGET ESTIMATES (B.E.) 2016-17
The Board was apprised that the Ministry has already allocated budget for 2017-18 amounting to Rs. 171 Crores as against the proposed budget of Rs. 210 crores. The Board further desired that annual receipt should also be shown in budget as it forms integral part of budget. Board also desired that institute-wise revenue allocation and expenditure should be brought to the knowledge of the Board as part of the Annual Budget. The Board directed that the priority may be given to the 16 Research Initiatives as desired by Hon’ble MEF&CC.

The Board approved the Revised Estimate for the year 2016-17.

Agenda Item No. 5

IMPLEMENTATION OF THE RECOMMENDATION OF THE WORK MEASUREMENT COMMITTEE IN PARA 7.9 OF ITS REPORT W.E.F. 1.1.2006 IN RESPECT OF ASSISTANT AND RESEARCH OFFICERS OF ICFRE.

The Board approved the agenda item for Implementation and desired that the conditions set out by the Finance Ministry should be adhered to.

Agenda Item No. 6

ADOPTION AND APPROVAL OF RESEARCH / TECHNICAL SERVICE RULES FOR TECHNICAL STAFF OF ICFRE ON LINES OF ICAR

The Board concurred with the proposal subject to ratification by the Ministry of Environment, Forest and Climate Change.

Agenda Item No. 7

AMENDMENT IN THE RECRUITMENT AND PROMOTION RULES FOR THE POST OF ASSISTANT CONSERVATOR OF FORESTS

The Board approved the proposal with an amendment that the promoted incumbent should undergo induction training / refresher course as decided by the DG, ICFRE.

[Signature]
Agenda Item No. 8

AMENDMENT IN THE COMPOSITION OF DEPARTMENTAL PROMOTION / SELECTION / RECRUITMENT COMMITTEE MEETING

The Board approved the agenda for implementation.

Agenda Item No. 9

AMENDMENT IN ICFRE GROUP ‘A’ (SCIENTIFIC POSTS) RULES

The Board Approved the Agenda incorporating following amendments in relevant places:

1. If the posts of Scientist B to be filled up by promotion cannot be filled up for some reasons these should be filled up through deputation subject to the condition that the appointment on deputation does not exceed 10% of cadre strength.

2. The Board further decided that the minimum level of Scientists to be appointed on deputation should be Scientist C.

Agenda Item No. 10

MODIFICATION OF PROVISIONS IN INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION PENSIONERS HEALTH SCHEME (ICFREPHS) AND ITS STRENGTHENING

1. The Board approved the amendment in Clause 3.3 of Chapter II of rules of ICFREPHS with effect from date of implementation of ICFREPHS as follows:-

<table>
<thead>
<tr>
<th>Existing</th>
<th>Proposed amendment</th>
</tr>
</thead>
<tbody>
<tr>
<td>The pensioners/family pensioners may opt to pay one time ICFREPHS contribution and the amount payable will be ten times the annual contribution payable at the time of retirement. The amount of one time contribution or contribution by exercising option to avail medical facilities under ICFREPHS shall be deposited in the ICFREPHS Account.</td>
<td>The pensioners/family pensioners may opt to pay one time ICFREPHS contribution and the amount payable will be ten times the annual contribution payable at the time of retirement. <strong>The amount of one time contribution or contribution by exercising option to avail medical facilities including interest earned on FDRs, Saving accounts and amount of other incomes, if any, under ICFREPHS shall be deposited in ICFREPHS account.</strong></td>
</tr>
</tbody>
</table>

2. Regarding enhancing the existing powers to settle medical claim, the Board decided that the detailed proposal should be submitted to the Ministry and should be placed before the BOG thereafter.
3. Regarding making the ICFREPHS corpus sustainable, the Board desired that the present system prevalent in various institutes like IIM, Lucknow etc. should be studied and a suitable proposal should be submitted to the Ministry.

**Agenda Item No. 11**

**REIMBURSEMENT OF MEDICAL CLAIM BILLS EXCEEDING RS. 2.00 LAKHS UNDER ICFREPHS – SETTLEMENT OF CASE OF SHRI B.P. SINGH, RETD. CHIEF PHARMACIST, LATE SHRI D.R. RATHOD, EX- R.A. I, FRI DEHRADUN AND ASHU AHUJA W/O LATE SHRI A.N. AHUJA, EX. E&AO**

Board approved the following medical claim bills:

a) Rs. 2, 52,019/- in respect of Shri B.P Singh, Retd. Chief Pharmacist,
b) Rs. 5,38,835/- in respect of Late Shri D.R. Rathod, Ex. RA I and
c) Rs. 22,93,038/- in respect of Smt. Ashu Ahuja w/o Late Shri A.N. Ahuja, E&AO

**Agenda Item No. 12**

**APPOINTMENT OF STATUTORY AUDITOR FOR AUDIT OF ACCOUNTS AND BALANCE SHEET OF ICFRE**

The Board recommended the proposal that the accounts of the society shall be subject to an annual audit by the Accountant General or by a Chartered Accountant from a panel of at least three CAG empanelled Chartered Accountants, willing to take up audit of ICFRE and based at Dehradun to be provided/nominated by the Comptroller and Auditor General, Government of India.

**Agenda Item No. 13**

**CONSIDERATION OF PAST SERVICE RENDERED IN THE FEEDER GRADE FOR PROMOTION AS QUALIFYING SERVICE FOR PROMOTION**

The Board desired that the issue be referred first to the Ministry for examination.

**Agenda Item No. 14**

**DECIDING THE LEVEL OF DIRECTOR OF INSTITUTE OF FOREST BIODIVERSITY (IFB) HYDERABAD**

[Signature]

8 55th Meeting of BoG
The Board desired that a detailed proposal for creation / upgradation of the post be submitted to the Ministry with full justification.

Agenda Item No. 15

AMENDMENT IN THE RULES AND REGULATIONS FOR APPOINTMENT ON THE POST OF DEPUTY DIRECTOR GENERALS AND DIRECTORS OF THE INSTITUTES UNDER ICFRE

The Board deferred the agenda.

Agenda Item No. 16

INCLUSION OF DEPUTY DIRECTOR GENERALS OF ICFRE AS EX-OFFICIO MEMBER OF THE BOARD OF GOVERNORS

The Board desired that the proposal be placed before the Society after obtaining the concurrence of the Ministry.

Agenda Item No. 17

PROPOSAL FOR REVIVAL OF 53 ABOLISHED POSTS OF SCIENTISTS OF ICFRE AND ITS INSTITUTES

The Board desired that the proposal be first referred to the Ministry for obtaining the concurrence of IFD.

Agenda Item No. S1

ANNUAL AUDITED ACCOUNTS OF ICFRE FOR THE YEAR 2015-16

The Board desired that the Balance Sheet should be re-submitted to the Ministry after incorporating the following:

a) The abstract statement of income and expenditure for each ICFRE Institute should be made part of Balance Sheet. The sources for revenue under miscellaneous head should be shown separately.

b) Asset register should be completed within three months.

c) The suspense account of RFRI should be audited and the consequent report along with suitable justification should be submitted to Ministry for consideration, whereupon the Board was apprised that the audit of the account is already underway and the report shall be furnished shortly. Inquiry report may be submitted to Ministry.
d) Statement of account, certificates of utilization, list of assets created, expenditure and balance of One Time Special Grant should be brought to the knowledge of the Board.

e) The Board directed that CA to be present in BoG meeting when Annual Accounts are discussed.

Agenda Item No. S2

ICFRE GROUP ‘A’ (SCIENTIFIC POSTS) RULES

The Board desired the proposal should first be referred to the FE Division, of MoEF&CC and thereafter be placed before the BOG.

Agenda Item No. S3

AMENDMENT IN PROCEDURE FOR COMPLETION OF APAR OF DIRECTOR GENERAL / DEPUTY DIRECTOR GENERAL / DIRECTOR AND SCIENTIST ‘G’

The Board approved proposal as per the agenda approved by the Chairman, BoG as per table:-

<table>
<thead>
<tr>
<th>Level</th>
<th>Reporting Authority</th>
<th>Reviewing Authority</th>
<th>Accepting Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>DDG’s/Directors of Institutes under ICFRE/Secretary, ICFRE</td>
<td>DG, ICFRE</td>
<td>DGF&amp;SS, MoEF&amp;CC</td>
<td>Secretary (E,F&amp;CC) &amp; Chairman, BoG</td>
</tr>
<tr>
<td>Scientist-‘G’</td>
<td>Director of Institute</td>
<td>DG, ICFRE</td>
<td>DGF&amp;SS, MoEF&amp;CC</td>
</tr>
</tbody>
</table>

The further deliberated on the following and recommended that:

1. As requested by Board members the Board decided that the non-official members of Board should be facilitated for visiting 2-3 Institutes of ICFRE for gaining knowledge of working of ICFRE and the resulting expenditure on lodging and travelling be borne by the council in accordance with the prevalent Government norms.

2. Dr. Nageshwarra Rao, VC, Kumaun University opined that there should be a better coordination between ICFRE and the Universities / Institutions imparting Forestry education. The Board further desired that financial assistance may be extended to the Universities / Institutions subject to availability of budget as was being done in the past.
Agenda Item No. 55.02

ACTION TAKEN ON THE DECISIONS TAKEN IN PREVIOUS MEETING OF BOARD OF GOVERNORS

The status of action taken on issues discussed during 54th Meeting of the Board of Governors are as under:

Agenda item No 1 - Confirmation of the minutes of 53rd meeting of Board of Governors held on 05th February 2016

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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<tbody>
<tr>
<td>A copy of the minutes of 53rd meeting of the Board of Governors of ICFRE was circulated amongst the members vide Council’s letter No.58-21/53rd /2016-ICFRE. Since no comments were received from the members, the Board confirmed the minutes.</td>
<td>No action required</td>
</tr>
</tbody>
</table>

Agenda item No 2 - Action taken on the decisions in previous meeting of Board of Governors

<table>
<thead>
<tr>
<th>Observations of the Board</th>
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</thead>
<tbody>
<tr>
<td>Board Noted the Action Taken.</td>
<td>No action required</td>
</tr>
</tbody>
</table>

Agenda item No 3 - Annual Report of the ICFRE for the year 2015-16

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<thead>
<tr>
<th>Observations of the Board</th>
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<td>The Board desired that the Annual Report of ICFRE for the year 2015-16 be reformatted and to highlight its achievements in simple, lucid language with scientific terms / names explained in a manner that can be appreciated even by non technical readers. While the board desired that the quality of photographs should be good and it should be of adequate size, it also desired that the report should include list of society and BoG members, patents secured, commercialization of technologies etc. The board further directed that the suggestions of the Board Members be obtained within 7 days and the modified draft annual report be circulated to all members. The Board further directed to include message of President, ICFRE Society and Chairman, BOG in the Annual Report.</td>
<td>The Annual Report has been published after incorporating observations of the Board and has been adopted by the ICFRE Society in the 23rd Annual General Meeting held on 28.09.2017.</td>
</tr>
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</table>
Agenda item No 4 - Budget component – wise Budget Estimates (B.E.) and Revised Estimates (R.E.) for 2015-16 and Budget Estimates (B.E.) 2016-17

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<tr>
<td>The board was apprised that the Ministry has already allocated budget for 2017-18 amounting to Rs. 171 Crores as against the proposed budget of 210 crores. The Board further desired that annual receipt should also be shown in budget as it forms integral part of budget. Board also desired that institute wise revenue and expenditure should be brought to the knowledge of the board as part of annual budget. The Board directed that the priority may be given to the 16 research initiatives as desired by the Hon’ble MEF&amp;CC.</td>
<td>The requisite changes have been made as per the direction of the Board.</td>
</tr>
<tr>
<td>The Board approved the Revised Estimate for the year 2016-17.</td>
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Agenda item No 5 - Implementation of the recommendation of the Work Measurement Committee in Para 7.9 of its Report w.e.f. 1.1.2006 in Respect of Assistant and Research Officers of ICFRE.

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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</thead>
<tbody>
<tr>
<td>The Board approved the agenda item for Implementation and desired that the conditions set out by the Finance Ministry should be adhered to.</td>
<td>Notification to the effect issued vide Council’s F.N. 63-19/2016-ICFRE dated 01.03.2017. The work of implementation of recommendations of Work Measurement Committee has been completed.</td>
</tr>
</tbody>
</table>

Agenda item No. 6 - Adoption and approval of Research / Technical Service Rules for Technical Staff of ICFRE on lines of ICAR

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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</thead>
<tbody>
<tr>
<td>The Board concurred with the proposal subject to ratification by the Ministry of Environment Forests and Climate Change.</td>
<td>Approval of the MoEF&amp;CC has been obtained vide letter No. 1-21/2012-RT dated 22.02.2017 and the ICFRE Technical Service Rules-2013 have been notified vide No. 63-19/2016-ICFRE dated 01.03.2017. The process of Induction in the Technical service has been completed by ICFRE and its Institutes.</td>
</tr>
</tbody>
</table>
Agenda item No. 7 : Amendment in the recruitment and promotion rules for the post of Assistant Conservator of Forests

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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</thead>
<tbody>
<tr>
<td>The Board approved the proposal with an amendment that the promoted incumbent should undergo induction training / refresher course as decided by the DG, ICFRE.</td>
<td>Notification of amendment in recruitment and promotion rules for the post of Assistant Conservator of Forests issued.</td>
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</tbody>
</table>

Agenda item No. 8 : Amendment in the composition of Departmental Promotion / Selection / Recruitment Committee Meeting

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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</thead>
<tbody>
<tr>
<td>The Board approved the agenda for implementation.</td>
<td>Composition of Departmental Promotion / Selection / Recruitment Committee amended.</td>
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</tbody>
</table>

Agenda item No. 9 : Amendment in ICFRE Group ‘A’ (Scientific Posts) rules

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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<tbody>
<tr>
<td>The Board Approved the Agenda incorporating following amendments in relevant places: 1. If the posts of Scientist B to be filled up by promotion cannot be filled up for some reasons these should be filled up through deputation subject to the condition that the appointment on deputation does not exceed 10% of cadre strength. 2. The Board further decided that the minimum level of Scientists to be appointed on deputation should be Scientist C.</td>
<td>Group ‘A’ (Scientific Posts) rules to the extent approved by the Board have been amended.</td>
</tr>
</tbody>
</table>

Agenda item No. 10 - Modification of provisions in Indian Council of Forestry Research and Education Pensioners Health Scheme (ICFREPHS) and its strengthening

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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<tbody>
<tr>
<td>Regarding enhancing the existing powers to settle medical claim, the board decided that the detailed proposal should be submitted to the Ministry and should be placed before the BOG thereafter.</td>
<td>Proposal for enhancement of powers was submitted to the Ministry vide ICFRE letter No. 11-01/PHS/2013-ICFRE dated 23.06.2017. The Ministry vide letter No. 2-48/2011-FE dated 01.11.2017 conveyed approval of the Competent Authority with the concurrence of Integrated Finance Division for enhancement of financial powers of authorities of ICFRE for settlement of medical claims under ICFREPHS as proposed above subject to approval of Board of Governors of ICFRE and also that there is no diversion of grant-in-aid received from Ministry / Government of India to support ICFRE Pensioners Health Scheme. Accordingly agenda item is being placed for</td>
</tr>
</tbody>
</table>
Regarding making the ICFREPHS corpus sustainable, the Board desired that the present system prevalent in various institutes like IIM, Lucknow etc. should be studied and a suitable proposal should be submitted to the Ministry.

### Agenda item No. 11  - Reimbursement of medical claim bills exceeding Rs. 2.00 lakhs under ICFREPHS – settlement of case of Shri B.P. Singh, Retd. Chief Pharmacist, Late Shri D.R. Rathod, Ex- R.A. I, FRI Dehradun and Ashu Ahuja w/o Late Shri A.N. Ahuja, Ex. E&AO

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<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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| Board approved the following medical claim bills:  
  a) Rs. 2,52,019/- in respect of Shri B.P Singh, Retd. Chief Pharmacist,  
  b) Rs. 5,38,835/- in respect of Late Shri D.R. Rathod, Ex. RA I  
  and  
  c) Rs. 22,93,038/- in respect of Smt. Ashu Ahuja w/o Late Shri A.N. Ahuja, E&AO | Reimbursement made in accordance of approval of the board. |

### Agenda item No. 12 - Appointment of statutory auditor for audit of accounts and balance sheet of ICFRE

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
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<tbody>
<tr>
<td>The Board recommended the proposal that the accounts of the society shall be subject to an annual audit by the Accountant General or by a Chartered Accountant from a panel of atleast three CAG empanelled Chartered Accountants willing to take up audit of ICFRE and based at Dehradun to be provided / nominated by the Comptroller and Auditor General, Government of India.</td>
<td>Amendment made in Clause 33 of Bye-Laws of ICFRE regarding statutory auditor for auditing accounts of ICFRE notified.</td>
</tr>
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</table>

### Agenda item No. 13 - Consideration of past service rendered in the feeder grade for promotion as qualifying service for promotion

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Board desired that the issue be referred first to the Ministry for examination.</td>
<td>Issue was referred to the Ministry. The Ministry has not acceded to the request of ICFRE. The directions of the Ministry are being adhered too.</td>
</tr>
</tbody>
</table>
### Agenda item No. 14 - Deciding the level of Director of Institute of Forest Biodiversity (IFB) Hyderabad

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The board desired that a detailed proposal for creation / upgradation of the post be submitted to the Ministry with full justification.</td>
<td>Detailed proposal on the subject was submitted to the Ministry. The Ministry has directed ICFRE to submit a detailed proposal indicating financial implication as well as matching savings after obtaining the approval of the Board for further processing. The detailed proposal on the subject is placed as agenda item for consideration of the Board.</td>
</tr>
</tbody>
</table>

### Agenda item No. 15 - Amendment in the rules and regulations for appointment on the post of Deputy Director Generals and Directors of the Institutes under ICFRE

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Board deferred the agenda.</td>
<td>No action required</td>
</tr>
</tbody>
</table>

### Agenda item No. 16 - Inclusion of Deputy Director Generals of ICFRE as Ex-officio member of the Board of Governors

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Board desired that the proposal be placed before the Society after obtaining the concurrence of the Ministry.</td>
<td>Proposal on the subject shall be placed before the ICFRE Society.</td>
</tr>
</tbody>
</table>

### Agenda item No. 17 - Proposal for revival of 53 abolished posts of Scientists of ICFRE and its Institutes

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Board desired that the proposal be referred to the Ministry for obtaining the concurrence of IFD.</td>
<td>As per directives of the Board, the proposal was submitted to the Ministry for obtaining concurrence of IFD. As communicated by the Ministry vide its letter No. 2-18/2015-FE dated 28.11.2017 the IFD has not concurred while opining that the proposal does not justify the requirement for revival of posts which were abolished long before.</td>
</tr>
</tbody>
</table>
### Agenda item No. S1 - Annual audited accounts of ICFRE for the year 2015-16

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Board desired that the Balance Sheet should be re-submitted to the Ministry after incorporating the following:</td>
<td>Necessary changes have been incorporated in the Annual Audited Accounts of ICFRE for the year 2015-16 and the same has been published in the Annual Report of the ICFRE and adopted by the ICFRE Society vide its 23rd Meeting held on 28.09.2017</td>
</tr>
<tr>
<td>a) The abstract statement of income and expenditure for each ICFRE Institute should be made part of Balance Sheet. The sources for revenue under miscellaneous head should be shown separately.</td>
<td></td>
</tr>
<tr>
<td>b) Asset register should be completed within three months.</td>
<td></td>
</tr>
<tr>
<td>c) The suspense account of RFRI should be audited and the consequent report along with suitable justification should be submitted to Ministry for consideration, whereupon the board was apprised that the audit of the account is already underway and the report shall be furnished shortly. Enquiry report may be submitted to Ministry.</td>
<td></td>
</tr>
<tr>
<td>d) Statement of account, certificates of utilization, list of assets created, expenditure and balance of One Time Special Grant should be brought to the knowledge of the board.</td>
<td></td>
</tr>
<tr>
<td>e) The Board directed that CA to be present in BOG Meeting when annual accounts are discussed.</td>
<td></td>
</tr>
</tbody>
</table>

### Agenda item No. S2 - ICFRE Group ‘A’ (Scientific posts) rules

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Board desired the proposal should first be referred to the FE Division, of MoEFCC and thereafter be placed before the BOG.</td>
<td>As per directions of the Board the matter was referred to the Ministry. The Ministry directed to devise the draft rules which are in consonance with the instructions of DoPT after the matter of admissibility of MCA, M.Sc. (IT) etc. under the realm of FCS are finalized. The Ministry further directed to frame the rules in consonance with rules of MoEF&amp;CC on the subject. The ICFRE Group ‘A’ (Scientific Posts) Rules have been drafted As per the directives / guidelines of the Ministry and are being placed as an Agenda for consideration of the board.</td>
</tr>
</tbody>
</table>

### Agenda item No. S3 - Amendment in procedure for completion of APAR of Director General/Deputy Director General/Director and Scientist ‘G’

<table>
<thead>
<tr>
<th>Observations of the Board</th>
<th>Action Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Board approved the proposal as per the agenda approved by the Chairman BOG as per table given at the end of the matrix.</td>
<td>Amendment in procedure for completion of APAR as approved by the Board has been made.</td>
</tr>
<tr>
<td>Agenda item - With the Permission of Chair</td>
<td>Action Taken</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>--------------</td>
</tr>
<tr>
<td><strong>Observations of the Board</strong></td>
<td><strong>Action Taken</strong></td>
</tr>
<tr>
<td>1. As requested by Board members the Board decided that the non official members of the Board should be facilitated for visiting 2-3 institutes of ICFRE for gaining knowledge of working of ICFRE and the resulting expenditure on lodging and travelling be borne by the Council in accordance with the prevalent Government Norms.</td>
<td>Appropriate order on the subject has been issued. Shri Gopal Krishan Aggarwal, member BoG has availed the facility approved by the Board.</td>
</tr>
<tr>
<td>2. Dr. Nageshwara Rao, VC, Kumaun University opined that there should be a better coordination between ICFRE and the Universities / Institutions imparting Forestry education. The Board further desired that financial assistance be extended to the Universities / Institutions subject to availability of budget as was being done in the past.</td>
<td>A demand of ₹ 6.00 Crores for allotment of budget for the purpose is submitted to the Ministry. A proposal of Grant-in-aid for the Universities is also being prepared for submission to the HRD Ministry for funding.</td>
</tr>
</tbody>
</table>
Agenda Item No. 55.03

ANNUAL REPORT OF THE INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION FOR THE YEAR 2016-17

The Draft Annual Report of the Indian Council of Forestry Research and Education (ICFRE) for the year 2016-17 is placed for consideration and approval.

The Annual Report has 6 chapters (including Balance Sheet) based on the format approved in the XLII meeting of BoG of ICFRE held on 18-6-2010 and 12-7-2010. The titles of the chapters are given below:

Title
Messages
Members of ICFRE Society
Members of Board of Governors
Overview

Chapter 1 Introduction
- The Council
- Mission/Vision
- ICFRE National Presence
- Professional Support
- Visitors
- All India Coordinated/Multi- institutional Projects

Chapter 2 Research Highlights
- Ecosystem Conservation and Management
- Forest Productivity
- Genetic Improvement
- Forest Management
- Wood Products
- Non-wood and Forest Products (NWFPs)
- Forest Protection

Chapter 3 Education Vistas

Chapter 4 Extension Panorama

Chapter 5 Administration and Information Technology

Chapter 6 Balance sheet

Annexures
- RTI
- Email and Postal addresses
- Abbreviations

Overview
The Annual Report discusses about the research projects undertaken by various institutes that have been grouped in the relevant sections. All India Coordinated Research Projects (AICRPs)/ Multi Institutional Projects (MIPs) are presented separately.
Summary of projects

<table>
<thead>
<tr>
<th>Projects</th>
<th>Completed Projects</th>
<th>Ongoing Projects</th>
<th>New Projects initiated during the Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan</td>
<td>39</td>
<td>73</td>
<td>79</td>
</tr>
<tr>
<td>Externally Aided</td>
<td>37</td>
<td>109</td>
<td>54</td>
</tr>
<tr>
<td>Total</td>
<td>76</td>
<td>182</td>
<td>133</td>
</tr>
</tbody>
</table>

1. Significant achievements:
Varieties/Clones developed and released
In pursuance of the mandate of ICFRE to develop improved germplasm of forest tree species, the Council and its Institutes have been working on the subject and have developed improved germplasm of many forest tree species and has released high performing and disease resistant clones of *Eucalyptus, Casuarina* and shisham, *Melia*, sarpagandha with a envisaged production gain of more than 20%. The developed germplasm is being made available to the State Forest Departments and farmers for use in plantations.

1.1 Varieties / clones developed by Forest Research Institute, Dehradun and released by VRC held on 27.02.2017 for northern India
- Cultivated varieties of *Melia dubia* Cav.: 10 Numbers
- Clones of *Eucalyptus tereticornis* Sm.: 03 Numbers

1.2 Clones developed by Institute of Forest Genetics and Tree Breeding, Coimbatore and released by VRC held on 27.02.2017
- Clones of *Inter-specific hybrids of Casuarina equisetifolia* X *C. junghuhniana*: 05 Numbers

1.3 Varieties developed by Tropical Forest Research Institute, Jabalpur and released by VRC held on 27.02.2017 for central India
- Varieties of *Rauvolfia serpentina* (Sarpagandha): 02 Numbers

2. Important Research Activities:
2.1 Climate Change
- IFGTB, Coimbatore conducted screening of tree species for intra-specific variation in carbon sequestration potential under elevated CO$_2$. Initially, 33 clones of teak have been shortlisted for the studies.
- AFRI, Jodhpur carried out studies on climate change mitigation and adaptation strategies in 6 districts of western Rajasthan.
- AFRI, Jodhpur prepared digitized maps to display various soil parameters, vegetation composition, site characteristics and carbon stock in different forest blocks of Rajasthan under a project- carbon stock, vegetation and soil mapping for Rajasthan forests.
- HFRI, Shimla has initiated a long-term study to assess the effect of global warming and trials to rehabilitate degraded site in high altitude transition zone in Himachal Pradesh. Floristic studies in high altitude
zones between 3400 to 4000m and capacity building-cum- awareness programmes were conducted.

2.2 Ecology and Environment
- Natural regeneration studies of important tree species of Nallamala, Seshachalam Hills and Kaundinya Wildlife Sanctuary of Eastern Ghats of Andhra Pradesh was conducted by IFB, Hyderabad.
- Studies on diversity of insect pollinators and their role in fruit/ pod production of Acacia Senegal (Kher), Capparis deciduas (Karel) and Prosopis cineraria (Khejri) in Rajasthan was carried out by AFRI, Jodhpur.
- Documentation and conservation strategies of rare, endangered and threatened species are in progress at FRI, Dehradun.

2.3 Tribals and Traditional Knowledge System
- Studies on indigenous knowledge and documentation of extent of utilization of herbs in folk-medicines prevalent in tribal pockets of Madhya Pradesh were conducted by TFRI, Jabalpur. The information was recorded from 116 Vaidyarajs on various plant parts and their formulations in cure of various ailments.

2.4 Santalum album (sandalwood)
- IWST, Bengaluru has initiated propagation of Santalum album (sandalwood) in Punjab. It established demonstration plots at three locations and a model nursery at Bhatoli, Hoshiyarpur having capacity for raising 50,000 sandalwood quality seedlings per annum.
- With a view to identify best cultural practices and to develop and demonstrate best plantation model, evaluation of existing plantations, establishment of agro forestry trials and capacity building to promote Santalum album (Sandalwood) cultivation in Gujarat and Rajasthan was carried out by AFRI, Jodhpur.

2.5 Shifting Cultivation (Jhum)
- RFRI, Jorhat conducted studies on 70 soil profile attributes under Forest and Jhum land areas of some selected sites of Nagaland under 8 land uses covering 5 forest types. Highest amount of carbon was found to be sequestered in the soils of Montane wet temperate forest type of Nagaland.
- Studies on adaptation and mitigation measures in relation to shortening of jhum cycle vis-à-vis soil nutrient status and productivity in different traditional systems of Nagaland was carried out by RFRI, Jorhat.

2.6 Fodder Problem in Arid areas
- Studies conducted by AFRI, Jodhpur on enhancing fodder productivity through silvipastoral system on degraded land of India to improve
pastoralism in the arid salt affected region, giving a greater buffer capacity and allowing for sustainable production even in critical years.

2.7 Biotechnology
- IFGTB, Coimbatore has undertaken the studies on development of candidate gene based DNA markers in Eucalypts for linkage and QTL mapping. A total of 349 potential polymorphic SSRs were recorded across parents and hybrids.
- Barcoding in Pterocarpus species was carried out at IFGTB, Coimbatore. In order to develop DNA barcoding approaches in these species, the candidate barcoding genes were sequenced and the average sequence length is ranged between 300 bp-800 bp.
- High density genetic linkage maps for QTL localization and validation for rooting ability and wood property traits in Eucalyptus were developed at IFGTB, Coimbatore.

2.8 Policy and Legal issues
- FRI, Dehradun conducted an important study on impact of ban on green felling on biophysical status of forests in context to production prescribed in working plans vis-a-vis actual production from the chir forests of Uttarakhand in terms of Supreme Court’s order.

2.9 Wood Substitutes
- Studies on thermal modification of wood for value addition to plantation timbers at IWST, Bengaluru revealed that modified wood exhibited good dimensional stability and reduced equilibrium moisture content as compared to unmodified wood.
- IWST, Bengaluru has also developed a process of solvent free chemical modification of wood with acetic anhydride for microwave assisted chemical modification of wood.

2.10 All India Coordinated Research Projects (AICRPs)/Multi Institutional Projects (MIPs)
- 05 AICRPs/MIPs are under progress.

In addition to the above, various activities performed by the Council under different thrust areas are presented in detail in the Annual Report 2016-17.

Resolution
The Draft Annual Report of ICFRE for the year 2016-17 is placed for consideration and approval of the Board.
Agenda Item No. 55.04

ANNUAL AUDITED ACCOUNTS OF ICFRE FOR THE YEAR 2016-17

The Annual Accounts and the Balance Sheet of ICFRE for the year 2016-17 have been audited by M/s Verendra Kalra & Co., Chartered Accountants, 75/7 Rajpur Road, Dehradun, who had been appointed for the purpose on the recommendations of the Comptroller & Auditor General of India, New Delhi.

This is the Twenty-sixth Balance Sheet of Indian Council of Forestry Research & Education. The salient features of the Annual Accounts are as follows:

1. The Balance sheet, Income & Expenditure account and Receipt & Payment Accounts have been prepared on accrual basis in the revised new format separately for ICFRE activities and for pension fund, GPF and GSLIS taken together.
2. The total of ‘Receipts’ side of the Receipt & Payment Accounts (which is same as ‘Payment’ side of Receipt & Payment Accounts is Rs.338.75 crore for ICFRE activities and Rs.241.46 crore for Pension Fund, GPF etc.
3. Grants are recognized in financial statement as and when received i.e. on realization basis and further during the year Grant received for Creation of Capital of Plan (GC) Rs.1.00 Crore and Rs. 0.20 Crore of North East is directly shown in Corpus/Capital fund in Balance Sheet and Revenue Grant have been shown in Income Expenditure Account.
4. The entries on accrual basis have been incorporated in the financial statements.
5. The Council generated net revenue of Rs.12.72 Crore during the year 2016-17.
6. An amount of Rs.27.08 Crore was received under Externally Funded Projects from Indian/Foreign Agencies during the year.
7. The fixed assets have reached a total value of Rs.123.79 Crore as on 31.03.2017.
8. The ICFRE accounts indicate a closing balance of Rs. 72.29 Crore which includes FDR of Rs.8.00 Crore of Corpus fund (One Time Special Grant), Government Grants, Project Balances and Revenue Balances etc.
9. The Closing Balances of Pension fund, GSLIS and GPF as on 31.03.2017 are given as below:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension Fund</td>
<td>Rs. 115.37 Crore</td>
</tr>
<tr>
<td>New Pension Scheme</td>
<td>Rs. 0.42 Crore</td>
</tr>
<tr>
<td>GSLIS</td>
<td>Rs. 0.09 Crore</td>
</tr>
<tr>
<td>GPF</td>
<td>Rs. 76.96 Crore</td>
</tr>
<tr>
<td>PHS</td>
<td>Rs. 2.91 Crore</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>Rs. 195.75 Crore</strong></td>
</tr>
</tbody>
</table>

Resolution

The Annual Audited Accounts of ICFRE for the year 2016-17, as published in the draft Annual Report - 2016-17 of ICFRE from page 107 to 158 is placed for information and kind approval of the Board.
Agenda Item No. 55.05

BUDGET COMPONENT-WISE
BUDGET ESTIMATES (BE) AND REVISED ESTIMATES (RE) 2017-18
AND BUDGET ESTIMATES (BE) FOR 2018-19

Budget Estimates (BE) and Revised Estimates (RE) for 2017-18 and Budget Estimates (BE) 2018-19 in respect of Grant-in-Aid to ICFRE as General Component are as follows:

A. GOVERNMENT OF INDIA

(Rs. in Lakh)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Plan</td>
<td>Plan</td>
<td>Plan</td>
</tr>
<tr>
<td>1</td>
<td>General Component</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i. Grants-in-Aid &quot;Salaries&quot;</td>
<td>14100.00</td>
<td>15600.00</td>
<td>17200.00</td>
</tr>
<tr>
<td></td>
<td>ii. Grants-in-Aid &quot;General&quot;</td>
<td>2900.00</td>
<td>3650.00</td>
<td>4500.00</td>
</tr>
<tr>
<td></td>
<td>iii. Grants for &quot;Capital&quot;</td>
<td>100.00</td>
<td>525.00</td>
<td>700.00</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>17100.00</td>
<td>19775.00</td>
<td>22400.00</td>
</tr>
</tbody>
</table>

B. OTHERS

(Rs. in Lakh)

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Item</th>
<th>Budget Estimate 2017-18</th>
<th>Budget Estimate 2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Externally Aided Project</td>
<td>2563.05#</td>
<td>2813.05#</td>
</tr>
</tbody>
</table>

# The figures shown against Externally Aided project are tentative.

Resolution

The Budget Estimates (BE) and Revised Estimates (RE) for 2017-18 and Budget Estimates (BE) 2018-19 are placed for information and kind approval of the Board.
Agenda item No. 55.06

REVISION OF EMOLUMENTS AND RULES OF RESEARCH FELLOWSHIPS

Indian Council of Forestry Research and Education is awarding Research Fellowships under the three categories (i) JRF (ii) SRF (iii) RA with the objectives to provide research manpower in the projects, give opportunities to young researchers for handling research projects and generate trained manpower for research and development work in forestry and allied sciences.

1. Rules and Regulation for engaging Junior Research Fellow (JRF) / Senior Research Fellow (SRF) and Research Associates (RA) were first framed after their approval by the Board of Governors (BOG) in its XVI meeting held on 4th April 1997.

2. BOG in its XXXI meeting held on 29 October 2004 approved amendment in clause 3.2.2 for the composition of the selection committee for JRFs. Subsequently, in its XXXII meeting held on 31 May 2005, again confirmed the clause 3.2.2 and amended the fellowship of JRF and SRF (clause 3.3 and 3.4).

3. BOG in its XXXVI meeting held on 23rd March 2007 approved the amendment in the rules 4.2.1, 4.2.2 (Selection Procedure of SRF), 4.3.1 (Stipend and tenure of SRF) and rule 5.2.1, 5.2.2 (Selection Procedure of RA), 5.3.1 (Stipend and tenure of RAs) subject to the following conditions:
   (a) The stipend and tenure of SRF / RA will be revised as and when such revision is effected in the rules of research schemes of CSIR subject to availability of funds under the project.
   (b) The amount of stipend to the SRF / RA in case of the project funded by the outside agencies will be provided as per the norms of the funding agency.

4. The BOG of ICFRE in its XXXIX meeting held on 6th October 2008, had approved proposal of enhancement of monthly emoluments of JRF, SRF and Research Associate to be in tune with the instructions of DST and CSIR on the subject. BOG also approved inclusion of the clause granting exemption of 5 years in age limit for JRF, SRF and Research Associate for candidates belonging to the handicapped, women and OBC categories in addition to SC / ST candidates, as per provision thereof in DST, CSIR rules on the subject.

The Department of Science and Technology (DST), through, it’s Office Memorandum (OM) No. SR/S9/Z-09/2012 dated 21st October 2014 amended its earlier Office Memorandum (OM) No. A-20020/11/97-IFD dated 31-03-2010 and revised the emoluments of research scholars (JRF / SRF / RA).

University Grants Commission also revised the fellowship rates for NET-JRF or the UGC-CSIR joint tests with effect from 1-12-2014.
Ministry of Environment, Forest and Climate Change through its Office Memorandum (OM) No. F.No. 2/6/2013-RE dated 2nd September 2015 revised the emoluments of service for research personnel working in R&D programmes of MOEF that were fixed through Office Memorandum (OM) No. 2-6/2013-RE dated 11-06-2013 (Annexure-55.06.01).

It is, therefore, proposed that the emoluments, qualification, TA/DA rules, leave rules and corresponding changes in other rules for JRF / SRF / RA in ICFRE may be revised with the conditions that the other provisions remains unchanged. The following is proposed:

1. Revision of emoluments of research personnel in tune with rates of MOEF&CC. The clauses 3.3 (Stipend and Tenure of JRF), 3.4 (Up-gradation of JRF), 4.3.1 and 5.3.1 will stand amended as proposed in column (5) of Table-06.01.
2. Minor Revision in the Educational Qualification of JRF (3.1.1), educational qualification and experience of SRF (4.1.1) and RA (5.1.1) (Table-06.02).
3. Revision of Travel and Daily allowance (8.2) of fellows while on tour (Table-06.03).
4. Revision of leave rule 9.1 as per MOEF&CC guidelines and maternity leave as per Government of India guidelines issued from time to time (9.1.2) and rule 9.2. (Table-06.04).
5. Due to revision of various clauses of the rules from time to time, some corresponding amendments of rules are to be made in other sections of the rules. The same are proposed in Table-06.05
6. Authorize DG ICFRE to revise the emoluments of research personnel (JRF / SRF / RA) in future in consonance with the rates revised by MOEF&CC from time to time.
7. Approve the comprehensive updated compiled ‘Rules for Junior / Senior Research Scholars / Project fellows and Research Associate’ amended through various BOGs and the present proposal’ placed at Annexure-55.06.02
Table–06.01: Revision of emoluments for fellowship

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Designation</th>
<th>Existing Emoluments per month of ICFRE since 1-12-2008</th>
<th>Emoluments as per OM No. 2-6/2013-RE dated 11-06-2013 of MoEF &amp; CC since 02-09-2015</th>
<th>Proposed revised emoluments per month for ICFRE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Col.1</td>
<td>Col.2</td>
<td>Col.3</td>
</tr>
<tr>
<td>1</td>
<td>(a) Junior Research Fellow (JRF)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Rule 3.3: Rs. 12000/ month</td>
</tr>
<tr>
<td>1</td>
<td>(b) Junior Project Fellow (JPF)* – Non NET candidates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>(c) Up-gradation of JRF / JPF</td>
<td></td>
<td></td>
<td>Rule 3.4 After completion of two years to SRF: Rs. 14000/ month</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>(a) Senior Research Fellow (SRF)</td>
<td></td>
<td></td>
<td>Rule 4.3.1: Rs. 14000 / month</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Research Associate (RA)# (Category)</td>
<td></td>
<td></td>
<td>Rule 5.3.1: Rs.16000 / month</td>
</tr>
<tr>
<td></td>
<td>a) RA-I</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>b) RA-II</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>c) RA-III</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*This category of JPF / SPF is applicable only when NET qualified candidates are not available for the projects of ICFRE.

#Remuneration of Research Associates (RA) may be fixed at a consolidated amount at one of the 3 pay levels given above depending upon the qualifications and experience. The Institutes / ICFRE may decide the level at which a particular associate should be placed based on the experience.
<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Designation</th>
<th>Present qualification and experience</th>
<th>Proposed qualification and experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col. 1</td>
<td>Col. 2</td>
<td>Col. 3</td>
<td>Col. 4</td>
</tr>
<tr>
<td>1</td>
<td>Junior Research Fellow (NET qualified)</td>
<td>Existing Rule 3.1.1: Applicants must possess at least first class Post graduate degree in Chemical science, Physical science, Life science, Agricultural science, Forestry science, Engineering / Technology or equivalent</td>
<td>Proposed amendment in Rule 3.1.1: NET Qualified: Applicants must possess at least first class Post graduate degree in Chemical science, Physical science, Life science, Agricultural science, Forestry science, Engineering / Technology or equivalent, MCA and MA in relevant subject. NON - NET qualified: Applicants must possess at least first class Post graduate degree in Chemical science, Physical science, Life science, Agricultural science, Forestry science, Engineering / Technology or equivalent, MCA and MA in relevant subject.</td>
</tr>
<tr>
<td></td>
<td>Junior Project Fellow* (Non -NET qualified)</td>
<td>Note: Separate designation of Junior Research Fellow (JRF) and Junior Project Fellow (JPF) i.e. NET and NON-NET was not existing</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Senior Research Fellow (NET qualified)</td>
<td>Existing Rule 4.1.1: Applicants must possess at least Post graduate degree in Chemical science, Physical science, Life science, Agricultural science, Forestry science, Engineering / Technology or equivalent with first division and at least 2 years research experience after Post graduation.</td>
<td>Proposed amendment in Rule 3.1.1: NET Qualified: Applicants must possess at least Post graduate degree in Chemical science, Physical science, Life science, Agricultural science, Forestry science, Engineering / Technology or equivalent, MCA and MA in relevant subject with first division and at least 2 years research experience after Post graduation. NON - NET qualified: Applicants must possess at least first class Post graduate degree in Chemical science, Physical science, Life science, Agricultural science, Forestry science, Engineering / Technology or equivalent, MCA and MA in relevant subject.</td>
</tr>
<tr>
<td></td>
<td>Senior Project Fellow* (Non -NET qualified)</td>
<td>Note: Separate designation of Senior Research Fellow (SRF) and Senior Project Fellow (SPF) i.e. NET and NON-NET was not existing</td>
<td></td>
</tr>
</tbody>
</table>
### Research Associate

**Existing Rule 5.1.1:** The candidates possessing Doctorate degree or having 3 year research experience after Post graduation in Forestry / Agricultural / Chemical science / Physical science / Life science / Engineering / Technology in first class will be eligible for the award of Research Associateship

**Proposed amendment in Rule 5.1.1:**

The candidates possessing Doctorate degree or having 3 year research experience after Post graduation in Forestry / Agricultural / Chemical science / Physical science / Life science / Engineering / Technology, MCA / MA in relevant subject with first division will be eligible for the award of Research Associateship

---

*This category of JPF / SPF is applicable only when NET qualified candidates are not available for the projects of ICFRE.*

**Note:** Specific essential educational qualification for specific discipline will be decided at the time of engagement in the project.
Table-06.03 : Travelling Allowance (TA) / Daily Allowance (DA) for JRF / JPF / SRF/ SPF and RA in the ICFRE projects

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Designation</th>
<th>Present admissibility of TA / DA</th>
<th>Present admissibility of TA / DA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col. 1</td>
<td>Col. 2</td>
<td>Col. 3</td>
<td>Col. 4</td>
</tr>
</tbody>
</table>
| i       | JRF / SRF/ JPF/ SPF | **Existing Rule 8.2:** Research Fellow is eligible to claim TA / DA as admissible to the officers of the ICFRE drawing the same salary in accordance with the rules of the Institutes for any tour undertaken by him / her during the tenure of the fellowship. However, tours shall be undertaken only in connection with his / her approved research programmes or presentation of research results in a conferences / seminars / symposium etc., and not for attending any course for which certificates are awarded. | **Proposed amendments in the Rule 8.2:**

**Travel Allowance:** The travel entitlement of JRF / SRF / JPF / SPF for participation in scientific event / workshops in India will be 2nd AC by rail.

**Daily Allowance (DA):** During tour JRF/ SRF/ JPF/ SPF will be entitled to DA as admissible in case of government servants drawing basic pay equivalent to the stipend. Accordingly, allowance as admissible to officers from Level 1 to Level 5 as per 7th CPC will be followed. |
| ii      | RA          | **Existing Rule 8.2:** Research Fellow is eligible to claim TA / DA as admissible to the officers of the ICFRE drawing the same salary in accordance with the rules of the Institutes for any tour undertaken by him / her during the tenure of the fellowship. However, tours shall be undertaken only in connection with his / her approved research programmes or presentation of research results in a conferences / seminars / symposium etc., and not for attending any course for which certificates are awarded. | **Proposed amendments in the Rule 8.2:**

**Travel Allowance:** The travel entitlement of RA for participation in scientific event / workshops in India will be 2nd AC by rail.

**Daily Allowance (DA):** During tour RA will be entitled to DA as admissible in case of government servants drawing basic pay equivalent to the stipend. Accordingly allowance as admissible to officers from Level 6 to Level 8 as per 7th CPC will be followed. |
Table-06.04 : Revision of leave rules for research personnel

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Present admissibility</th>
<th>Proposed admissibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col. 1</td>
<td>Col. 2</td>
<td>Col. 3</td>
</tr>
<tr>
<td>i</td>
<td><strong>Existing rule 9.1:</strong> Leave with stipend not exceeding 45 days for each completed years of tenure may be allowed by the Head of Division. The leave will be treated as part of the fellows’ tenure. No carrying over of the leave to the next year is permitted. Sanction of leave without stipend may be considered by Director of the Institute under special circumstances. In case a fellow proceeds on leave before termination of fellowship, he/ she must join back before the expiry of tenure, failing which tenure will be deemed to have terminated with effect from the date he/ she proceed on leave.</td>
<td><strong>Proposed amendment in Rule 9.1:</strong> The fellows are eligible only for casual leave as applicable to ICFRE employees while Research Associates are entitled to leave as per rules of ICFRE. The participation of any of the research personnel viz., JRF/ SRF/ JPF/ SPF/ RA in any scientific event/ workshops in India or abroad will be treated as on duty.</td>
</tr>
<tr>
<td>ii</td>
<td><strong>Existing rule 9.1.2:</strong> For women fellows, full stipend may be paid per month during the period of absence up to 90 days on grounds of maternity. Such leave shall be sanctioned by the Head of the Institute. The fellowship amount for leave period will be paid after the fellow resumes duty and submits a medical certificate in support of actual confinement. It is expected that the Fellow will make up the deficiency in research project during the remaining tenure.</td>
<td><strong>Proposed amendment in the Rule 9.1.2:</strong> For women fellows, full stipend may be paid per month during the period of absence on grounds of maternity. Such leave shall be sanctioned by the Head of the Institute. The fellowship amount for leave period will be paid after the fellow resumes duty and submits a medical certificate in support of actual confinement. It is expected that the Fellow will make up the deficiency in research project during the remaining tenure. Maternity leave as per Governments of India instructions issued from time to time would be available in all the categories.</td>
</tr>
<tr>
<td>iii</td>
<td><strong>Existing rule 9.2:</strong> No casual leave would be admissible. Any leave taken will be deducted from the from the leave admissible to the fellow</td>
<td><strong>Proposed amendment in the Rule 9.2:</strong> The Rule 9.2 shall stand deleted in view of the changes in Rule 9.1.</td>
</tr>
<tr>
<td>Sl. No.</td>
<td>Present provisions</td>
<td>Proposed amendments in all concerned sections of the Rules</td>
</tr>
<tr>
<td>--------</td>
<td>--------------------</td>
<td>-----------------------------------------------------------</td>
</tr>
<tr>
<td>Col. 1</td>
<td>Col. 2</td>
<td>Col. 3</td>
</tr>
<tr>
<td>i</td>
<td>JRF, SRF in all relevant sections</td>
<td>JRF to be replaced by JRF / JPF and SRF to be replaced by SRF / SPF in all relevant sections</td>
</tr>
<tr>
<td>ii</td>
<td>Selection Procedure for JRF (Rule 3.2, 3.2.1, 3.2.2)</td>
<td>For selection of JRF / JPF for ICFRE headquarters following changes are to be made in the committee: 1. Director to be replaced by concerned DDG 2. Group Coordinator (Res.) to be replaced by ADG of concerned Division</td>
</tr>
<tr>
<td>iii</td>
<td>3.3 Stipend and Tenure of JRF/ JPF:</td>
<td>&quot;The fellowship can be extended for one more year subject to satisfactory performance to be assessed at by a committee consisting of the guide of the JRF, Head of the Division and Group Coordinator of the concerned institute concerned. In the event of committee not recommending the extension, the fellowship will be terminated.&quot;</td>
</tr>
<tr>
<td>iv</td>
<td>Order for extension / up-gradation (Rule 3.5)</td>
<td>Detailed progress report duly supported by reports of publication/ accepted for publication/ communicated for publication along with the recommendation of the Expert Committee are to be forwarded by Director of the concerned institute to Deputy Director General (Education) ICFRE within one month from the date of expiry of 2 years, for concurrence for issuing extension/ up-gradation order. Extension/ up-gradation order is to be issued only after it is approved by Director General, ICFRE.</td>
</tr>
</tbody>
</table>

The fellowship can be extended for one more year subject to satisfactory performance to be assessed at by a committee consisting of the guide of the JRF, Head of the Division and Group Coordinator of the concerned institute concerned. In the event of committee not recommending the extension, the fellowship will be terminated. "The fellowship can be extended for one more year subject to satisfactory performance to be assessed at by a committee consisting of the guide of the JRF, Head of the Division and Group Coordinator of the concerned institute concerned. In the event of committee not recommending the extension, the fellowship will be terminated."
| v | **Selection Procedure for SRF (Rule 4.2, 4.2.1, 4.2.2)** | For selection of SRF / SPF for ICFRE headquarters following changes are to be made in the committee:  
1. Director to be replaced by concerned DDG  
2. Group Coordinator (Res.) to be replaced by ADG of concerned Division |
| vi | **Selection Procedure for RA (Rule 5.2, 5.2.1, 5.2.2)** | For selection of RA for ICFRE headquarters following changes are to be made in the committee:  
1. Director to be replaced by concerned DDG  
2. Group Coordinator (Res.) to be replaced by ADG of concerned Division |
| vii | **Committee for extension of Research Associate, Rule 5.3.2:**  
Extension shall be granted on the recommendation of the Expert Committee consisting of the following:  
1. DDG (Research)  
2. Two Head of Division of the concerned  
3. Nominee of DDG (Education) from Directorate of Education – member secretary | **Committee for extension of Research Associate, Rule 5.3.2:**  
Extension shall be granted by concerned Director/ concerned DDG on the recommendation of the Expert Committee consisting of the following:  
1. Director of the institute / DDG of the concerned Directorate for ICFRE headquarter  
2. Two heads of divisions of concerned institute / ADGs for ICFRE headquarters  
3. GCR of concerned institute/ ADG of concerned division for ICFRE head quarters – member secretary |
| viii | **Rule 7.2.3**  
Each research fellow shall be required to submit to the concerned Head of the Institute quarterly report and a detailed annual report on the progress of his/ her work through his/ her supervisor in the prescribed proforma. The Head of the Institute shall forward a copy of the progress report to DDG (Education), ICFRE. Once a research fellow accepts the fellowship and joins, it is obligatory for him/ her to continue the fellowship for the normal tenure. | **Rule 7.2.3**  
Each research fellow shall be required to submit to the concerned Head of the division / concerned ADG quarterly report and a detailed annual report on the progress of his/ her work through his/ her supervisor in the prescribed proforma. The Head of the division / ADG shall forward a copy of the progress report to the concerned Director / concerned DDG of ICFRE. Once a research fellow accepts the fellowship and joins, it is obligatory for him/ her to continue the fellowship for the normal tenure. |
<table>
<thead>
<tr>
<th>ix</th>
<th>7.2.4 No fellow shall discontinue his/her fellowship without the prior approval of the concerned Head of the Institute. In case he/she wants to discontinue his/her fellowship prior to the completion of the tenure or the attainment of original objective of research, he/she must submit his/her resignation to the concerned Head of the Institute through the supervisor duly forwarded by the concerned Divisional Head at least one month in advance indicating specific reasons for not continuing the fellowship for the full term. In case he/she leaves the fellowship without prior approval of the concerned Head of the Institute, he/she will be liable to make such refund as may be decided by the concerned Head of the Institute. The fellowship shall cease from the date stipulated by the concerned Head of the Institute/while accepting the resignation.</th>
</tr>
</thead>
<tbody>
<tr>
<td>x</td>
<td>Rule 7.2.5 Before termination or resignation from the fellowship, a fellow must furnish a detailed final report of the research work done during the entire tenure through the supervisor to the concerned Head of the Institute in the prescribed proforma. The Head of the Institute shall forward the report to DDG (Education) ICFRE.</td>
</tr>
<tr>
<td>xi</td>
<td>Rule 13.1</td>
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<tr>
<td></td>
<td>The Head of Division can grant leave to a fellow in his institute on the recommendation of the guide if the leave is due, as prescribed in the above para. If leave is not due, such cases will be decided by Director of institute. The fellow should not be allowed to proceed on leave to visit a foreign country for attending conferences, seminars etc. without prior approval of the Director of institute. The entire duration of such foreign visits if funded by any national/ international agency, whether partially or fully, would be treated as leave without stipend.</td>
</tr>
<tr>
<td>xii</td>
<td>Rule 13.1</td>
</tr>
<tr>
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</tr>
<tr>
<td></td>
<td>In all papers published out of research work of the fellows, the fellow will be the first author subject to the condition that an acknowledgement of financial assistance of the ICFRE will be made in such published paper. Any publication arising out of the grant during the tenure of the fellowship will be required to approve by the Director of the institute concerned.</td>
</tr>
<tr>
<td>xiii</td>
<td>Director and Group Coordinator (Res.) all relevant sections</td>
</tr>
</tbody>
</table>

34 55th Meeting of BoG
Resolution:
The Board may consider and resolve to approve:

1. The revision of monthly emoluments of research personnel in tune with rates of MOEF&CC. The clauses 3.3 (Stipend and Tenure of JRF), 3.4 (Up-gradation of JRF), 4.3.1 and 5.3.1 will stand amended as proposed in column (5) of Table-06.01.

2. The revision in the Educational Qualification of JRF (3.1.1), educational qualification and experience of SRF (4.1.1) and RA (5.1.1) and will stand amended as proposed in column (4) of Table-06.02

3. The revision in the Travel and Daily allowance of JRF/ SRF/ JPF/ SPF and RA (8.2) and will stand amended as proposed in column (4) of Table-06.03

4. The revision of leave rule 9.1 and maternity leave (9.1.2) and 9.2 will stand amended as proposed in column (3) of Table-06.04

5. The corresponding changes required in various other sections of the rules shall stand amended as proposed in column (3) of Table-06.05

6. Authorize DG ICFRE to revise the emoluments of research personnel (JRF / SRF/ JPF/ SPF and RA) in future in consonance with the rates revised by MOEF&CC from time to time.

7. Approve the comprehensive updated compiled ‘Rules for Junior / Senior Research Scholars / Project fellows and Research Associate’ amended through various BOGs and the present proposal’ as proposed at Annexure-55.06.02
OFFICE MEMORANDUM

Subject: Revised Guidelines on emoluments and other conditions of service for research personnel working in R&D programmes of the Ministry of Environment, Forest & Climate Change -reg.

The undersigned is directed to invite attention to the O.M.No.2-6/2013-RE dated 11.06.2013 issued by the Ministry of Environment, Forest & Climate Change, Government of India, on the above subject. The matter has been further considered by the Government and the following revised guidelines on the above subject have been approved. These revised guidelines are applicable to the research personnel working on R&D programmes funded by the Ministry of Environment, Forest & Climate Change.

A. Emoluments:

i. Junior Research Fellow (JRF)/Senior Research Fellow (SRF)/Junior Project Fellow/Senior Project Fellow:

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Designation &amp; Qualification</th>
<th>Existing Emoluments per month for first two years</th>
<th>Revised Emoluments per month</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Junior Research Fellow (JRF) * Post Graduate (PG) Degree in Basic Sciences with NET qualification or Graduate Degree in Professional Course with NET qualification or Post Graduate Degree in Professional Course</td>
<td>₹16000/-</td>
<td>₹25000/-</td>
</tr>
<tr>
<td>2.</td>
<td>Senior Research Fellow (SRF) * Qualification prescribed for JRF with two years of research experience</td>
<td>₹18000/-</td>
<td>₹28000/-</td>
</tr>
<tr>
<td>3.</td>
<td>Junior Project Fellow (JPF) *</td>
<td>₹10000/-</td>
<td>₹16000/-</td>
</tr>
<tr>
<td>4.</td>
<td>Senior Project Fellow (SPF) *</td>
<td>₹12000/-</td>
<td>₹18000/-</td>
</tr>
</tbody>
</table>
* This category of JPF/SPF is applicable only when NET qualified candidates are not available for the project sponsored by the Ministry. Further, this category would be operative till such time the subject area of Environmental Sciences is included in UGC-CSIR, JRF-NET examination or until further orders.

The host institution should review the performance of the Fellow after two years through an appropriate Review Committee constituted by the Head of the Institution. The fellowship (Senior Research Fellowship/Senior Project Fellowship) in the slab after 2 years of research experience may be provided after successful assessment by the Review Committee.

In programmes where there is a need to engage research personnel at a level higher than JRF/SRF and Junior/Senior Project Fellow and such need has been accepted by the Ministry, the remuneration for such personnel may be fixed as indicated below:

**B. Research Associates (RA):**

Remuneration of Research Associates may be fixed at a consolidated amount at one of the 3 pay levels given below depending upon the qualifications and experience. The Institution/Organization concerned may decide the level in which a particular associate should be placed based on the experience. The Essential Qualification (EQ) for RA is as follows:

**Education Qualifications:** Ph.D./M.D./M.S./M.D.S or equivalent degree or having three years of research, teaching and design and development experience after Mv.Sc/M.Pharm/M.E./M.Tech will be eligible for award as RA.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Category</th>
<th>Existing Emoluments</th>
<th>Revised Emoluments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Research Associate (RA - I)</td>
<td>₹22000/month</td>
<td>₹36000/month</td>
</tr>
<tr>
<td>2.</td>
<td>Research Associate (RA - II)</td>
<td>₹23000/month</td>
<td>₹38000/month</td>
</tr>
<tr>
<td>3.</td>
<td>Research Associate (RA-III)</td>
<td>₹24000/month</td>
<td>₹40000/month</td>
</tr>
</tbody>
</table>

The stipend of Research Fellow/Associate is exempt from the payment of Income Tax under 10 (16) of IT Act, 1961.
SERVICE CONDITIONS:

i. **DA and CCA**: JRFs, SRFs, Junior/Senior Project Fellows and Research Associates will not be entitled to these allowances.

ii. **House Rent Allowance (HRA)**: All Research Fellows may be provided hostel accommodation wherever available and those residing in accommodation provided by the Institute will not be eligible for drawing HRA. Wherever provision of hostel accommodation is not possible, HRA may be allowed to all the above categories viz., JRF, SRF, Junior/Senior Project Fellow and RA as per Central Government norms applicable in the city/location where they are working. The fellowship amount may be taken as basic for calculating the HRA.

iii. **Medical Benefits**: The Junior/Senior Research Fellows, Junior/Senior Project Fellows and Research Associates will be entitled for medical allowance as applicable in the implementing institution.

iv. **Leave and other entitlements benefits**: The Fellows are eligible only for casual leave while Research Associates are entitled to leave as per rules of the host institution. Participation of any of the research personnel viz. JRF/SRF-Junior/Senior Project Fellows/RA in any scientific event/workshops in India or abroad will be treated as "on duty". The travel entitlement for JRF/SRF-Junior/Senior Project Fellows/RA for participation in scientific events/workshops in India will continue to be the same as earlier i.e. 2nd AC by rail. Maternity leave as per Government of India instructions issued from time to time would be available to female candidates in all categories.

v. **Bonus and Leave Travel Concession**: JRFs, SRFs, Junior/Senior Project Fellows and Research Associates will not be entitled to these allowances.

vi. **Retirement Benefits**: JRFs, SRFs, Junior/Senior Project Fellows and Research Associates will not be entitled to these benefits.

vii. **Publication/Patent**: The results of JRF/SRF-Junior/Senior Project Fellows/RA's research work may be published in standard refereed journals at the discretion of the fellow or his/her Guide. It should be ensured by the fellow that the assistance provided by the funding agency of Government of India is acknowledged in all such publications.

viii. **Encouragement for pursuing higher degree**: Students selected as JRFs, SRFs, Junior/Senior Project Fellows may be encouraged to register for higher degrees and the tuition fees to undertake these studies may be reimbursed to the student from the contingency grant sanctioned under the project, if required.

ix. **Obligations of JRF/SRF-Junior/Senior Project Fellow/RA**:

   a) He/she shall be governed by the disciplinary regulations of the host Institute where he/she is working.
b) The JRF/SRF/Junior/Senior Project Fellows/RA must send a detailed consolidated report of the research work done during the entire period of Fellowship on completion of the tenure/resignation of the Fellowship at the earliest.

6. **Date of Effect**: The revised emoluments under this order will be applicable **w.e.f. 01.10.2014** for all the categories i.e., JRF, SRF, JPF, SPF and Research Associates.

7. The guidelines/procedure for appointment of research personnel in research projects sponsored by the Ministry are given in "Guidelines for Support to Environmental Research - 2012".

8. All the Divisional Head of the Ministry of Environment, Forest & Climate Change are requested to ensure that the above guidelines are followed in regard to the remuneration and other, benefits to research personnel engaged in R&D projects funded by them. They are requested to circulate these orders to their attached and subordinate offices and also to the autonomous institutes funded by them.

9. This issues with the approval of the Competent Authority and with the concurrence of IFD vide their Diary Number 1677/Dir(IFD)/2015 dated 05.08.2015.

   [Signature]

   (Dr. Naseem Ahmad)
   Director

To:
1. All Heads of Divisions of Ministry of Environment, Forest & Climate change for circulating to all Subordinate Offices/Autonomous Bodies/Field Offices/Attached Offices.
2. Director(Finance), MoEF&CC, New Delhi.

Copy to:
1. PPS to Secretary(EF&CC)
2. PPS to AS(SK)/(HKP)/(MMK)
3. PPS to AS&FA
4. P3 to Adviser(RW)/Guard File/Sanction Folder
5. ENVIS Cell for uploading on website of the Ministry.

   [Signature]

   (Dr. Naseem Ahmad)
   Director
Indian Council of Forestry Research and Education

Rules for
Junior / Senior Research Fellowship and Research Associateships-2018

General
1.1 The philosophy of Indian Council of forestry Research & Education (ICFRE) is to provide scientific research and development in forestry and related areas of conservation, production, utilization, education and extension with clear-cut objectives of making research and development plans for the services that science and technology is required to provide for the development of environment, economy and society. The importance of forestry research and education and extension is manifold: conservation of biodiversity, maintenance and increase in forest area, commercial forestry, forest based industries raw material resource generation, production for local community requirements etc. It is a multidisciplinary science and fulfillment of the requirement of trained R & D personnel for the realization of the goals is becoming increasingly important. The objectives of awarding Research fellowship and Associateship of ICFRE at its research institute and centers are to provide manpower for conducting research in research projects under the expert guidance of faculty members’ scientist/ foresters working in various institute/ centers and to generate trained human resource for R & D.

1.2 ICFRE Research Fellowships and Associateships are tenable in the research institute/ centers under ICFRE and other organizations/ universities/ institutions where ICFRE funded research projects are running. ICFRE, however, reserves the right to determine the place best suited to undertake the research work.

1.3 Award of Research Fellowship/ Associateship by ICFRE does not guarantee for any employment to the awardee. ICFRE has full right to award/ terminate the Research Fellowship/ Associateship.

2. SUBJECT OF RESEARCH
Subject/ topic of research relevant to the research programmes of ICFRE and institute/ centers under its control shall be the priority.

3. JUNIOR RESEARCH FELLOWSHIP (JRF) - NET qualified/ JUNIOR PROJECT FELLOWSHIP (JPF) - NON-NET

3.1 Eligibility
3.1.1 Educational Qualification
Applicants must possess at least first class Post graduate degree in Chemical science, Physical science, Life science, Agricultural science, Forestry science, Engineering/ Technology or equivalent, MCA and MA in relevant subject.
Note:
1. Category of JPF is applicable only when NET qualified candidates are not available for the projects of ICFRE.
2. Specific essential educational qualification for specific discipline will be decided at the time of engagement in the project.

3.1.2 Age:
The upper age limit for JRF/ JPF shall be 28 years on the 1st day of June of the year in which the application is made. The upper age limit is relaxable up to 5 years in case of candidates belonging to schedule castes / scheduled tribes, women, physically handicapped and OBC applicants.

3.2 Selection Procedure
3.2.1 Application for JRF/ JPF shall be invited by Directors of the institutes/ centers / DDGs of ICFRE independently twice a year through press advertisement on all India basis or notifying the Vice-Chancellors of the Universities of the region of institute of ICFRE for which JRFs/ JPFs are to be awarded.

3.2.2 Director of the concerned institute / concerned DDG of ICFRE shall be the competent authority to decide the procedure for short listing the applicants for interview by the selection Committee consisting of the following:

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Composition of the selection committee</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Director* of concerned institute of ICFRE</td>
<td>Chairperson</td>
</tr>
<tr>
<td>ii</td>
<td>One outside expert to be nominated by DG ICFRE</td>
<td>Member</td>
</tr>
<tr>
<td>iii</td>
<td>Internal nominee of DG ICFRE</td>
<td>Member</td>
</tr>
<tr>
<td>iv</td>
<td>Principal Investigator of the concerned project</td>
<td>Member</td>
</tr>
<tr>
<td>v</td>
<td>Group Coordinator (Res.)* of the concerned Institute</td>
<td>Member Secretary</td>
</tr>
</tbody>
</table>

* For ICFRE headquarters Director and Group coordinator (Res.) will be replaced by DDG of concerned Directorate and ADG of the concerned division of the Directorate respectively.

3.3 Stipend and Tenure of JRF/ JPF:
The stipend of JRF (NET qualified) will be Rs 25000/ month and that of JPF (NON-NET) will be Rs 16,000/ month for a period of 2 years. The fellowship can be extended for one more year subject to satisfactory performance to be assessed at by a committee consisting of the guide/ PI of the project of the JRF/ JPF, Head of the Division / scientist of concerned division of ICFRE and Group Coordinator of the concerned institute / concerned ADG. In the event of committee not recommending the extension, the fellowship will be terminated.

The amount of stipend to the JRF/ JPF in case of the projects funded by the outside agencies will be provided as proposed by them in the proposals.

3.4 Upgradation of Junior Research Fellow / Junior Project Fellow:
On completion of 2 years JRF /JPF can apply for up-gradation to SRF/ SPF. The stipend of SRF/ SPF on up-gradation will be Rs. 28,000 / 18000
respectively for a maximum period of 2 years. The total period as JRF/JPF plus SRF/SPF shall not exceed 4 years. The up-gradation to SRF/SPF at a stipend of Rs 28,000/18,000 respectively shall be on the basis of assessment of fellow’s progress of research work/achievements by an expert committee consisting of guide of the JRF/JPF, Head/ADG of Division concerned and an external member not below the rank of Associate Professor/Reader/Scientist E to be nominated by the Director of institute concerned/concerned DDG ICFRE. On the recommendations of the expert committee and after approval of Director/DDG, JRF/JPF will become SRF/SPF and shall be paid stipend of Rs. 28,000/18,000 respectively for the period recommended by the Expert Committee. In the event of committee not recommending up-gradation to SRF/SPF the fellowship may be terminated. After the expiry of the extended period of stipend as SRF/SPF, the progress of research work/achievements shall be again assessed by the same Expert Committee for further extension.

3.5 Order for extension/up-gradation
Detailed progress report duly supported by reports of publication/accepted for publication/communicated for publication along with the recommendation of the Expert Committee are to be forwarded by the expert committee to Director of the concerned institute/concerned DDG ICFRE within one month from the date of expiry of 2 years, for concurrence for issuing extension/up-gradation order. Extension/up-gradation order is to be issued only after it is approved by Director of the concerned Institute/concerned DDG.

4. SENIOR RESEARCH FELLOWSHIP (SRF)/SENIOR PROJECT FELLOWSHIP (SPF)
4.1 Eligibility
4.1.1 Education qualification and experience.
Applicants must possess at least Post graduate degree in Chemical Science, Physical Science, Life Science, Agriculture Science, Forestry Science, Engineering/Technology or equivalent, MCA and MA in relevant subject with first division and at least 2 years research experience after Post graduation.

Note:
1. Category of SPF is applicable only when NET qualified candidates are not available for the projects of ICFRE.
2. Specific essential educational qualification for specific discipline will be decided at the time of engagement in the project.

4.1.2 Age:
The upper age limit for SRF/SPF shall be 32 years on the 1st day of June of the year in which the application is made. The upper age limit is relaxable up to 5 years in case of candidates belonging to scheduled castes/scheduled tribes, women, physically handicapped and OBC applicant.
4.2 Selection Procedure

4.2.1 Application for SRF/ SPF shall be invited by Directors of the institutes/ centers under ICFRE/ concerned DDG of ICFRE as per procedure prescribed under rule (3.2.1).

4.2.2 Director/ DDG shall be the competent authority to decide the procedure for short-listing the applications for interview by the selection committee consisting of the following:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Composition of the selection committee</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Director* of the concerned institute of ICFRE</td>
<td>Chairperson</td>
</tr>
<tr>
<td>ii</td>
<td>One outside subject expert to be nominated from the panel, approved by the DG ICFRE</td>
<td>Member</td>
</tr>
<tr>
<td>iii</td>
<td>One internal nominee from the panel, approved by the DG, ICFRE</td>
<td>Member</td>
</tr>
<tr>
<td>iv</td>
<td>Principal investigator of the concerned project</td>
<td>Member</td>
</tr>
<tr>
<td>v</td>
<td>Group Coordinator (Res.)* of the concerned Institute</td>
<td>Member Secretary</td>
</tr>
<tr>
<td>vi</td>
<td>Director may additionally invite an expert as a special invitee as per the requirement of the funding agency in respect of externally aided project(s)</td>
<td></td>
</tr>
</tbody>
</table>

*For ICFRE headquarters Director and Group coordinator (Res.) will be replaced by DDG of concerned Directorate and ADG of the concerned division of the Directorate respectively.

4.2.3. Candidates can be called for interview and shall be paid second class to and for rail/ bus fare by the shortest route. Candidates are expected to join within one month from the date of issue of award letter failing which award may be cancelled. However, in exceptional circumstances, extension for maximum of 2 months can be given by the Director of the institute/ Director General, ICFRE.

4.3 Stipend and Tenure of SRF/ SPF

4.3.1 The stipend of SRF (NET qualified) will be Rs 28000/ month and that of SPF (NON-NET) will be Rs 18,000/ month.

The amount of stipend to the SRF/ SPF in case of the projects funded by the outside agencies will be provided as proposed by them in the proposals.

4.3.2 The tenure of SRF/ SPF shall be initially for 2 years. It can be extended to 3rd year on the basis of research work/ achievements by the Expert Committee as mentioned above. The case for extension is to be forwarded to the Director of the institute / concerned DDG with comments of expert committee recommendation. Extension for the 4th year can be granted in exceptional cases on the basis of the recommendation of the Expert Committee.
4.3.3 The total period of a fresh SRF/ SPF shall not exceed 4 years. If the candidate has already worked as JRF/ JPF for two years elsewhere the total period of JRF/ JPF+SRF/ SPF shall not exceed 4 years. An applicant who has held a CSIR/ ICAR/ UGC or any other fellowship for full tenure earlier is not eligible for fresh award of the same or lower category of fellowship.

5 RESEARCH ASSOCIATESHIP (RA)

5.1 Eligibility

5.1.1 Educational qualification and experience

The candidates possessing doctorate degree or having 3 year research/ teaching experience after post graduation in Forestry/ Agriculture/ Chemical Science/ Physical Science/ Life Science/ Engineering/ Technology, MCA and MA in relevant subject in first class will be eligible for the award of Research Associateship.

Note:

1. Specific essential educational qualification for specific discipline will be decided at the time of engagement in the project.

5.1.2 Age:

The upper age limit for RA shall be 35 years on the 1st day of June of the year in which the application is made. The upper age limit is relaxable up to 5 years in case of candidates belonging to scheduled castes / scheduled tribes, women, physically handicapped and OBC applicant.

5.2 Selection Procedure

5.2.1 Applications for RA shall be invited by Directors of the institutes/ centers under ICFRE/ concerned DDG of ICFRE as per procedure prescribed under rule (3.2.1).

5.2.2 Director of the concerned institute/ concerned DDG of ICFRE shall be the competent authority to decide the procedure for short-listing the applications for interview, by the Selection Committee consisting of the following:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Composition of the selection committee</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Director* of the concerned Institute of ICFRE</td>
<td>Chairperson</td>
</tr>
<tr>
<td>ii</td>
<td>One outside subject expert to be nominated from the panel, approved by DG, ICFRE</td>
<td>Member</td>
</tr>
<tr>
<td>iii</td>
<td>One internal nominee from the panel, approved by DG, ICFRE</td>
<td>Member</td>
</tr>
<tr>
<td>iv</td>
<td>Principal investigator of the concerned project</td>
<td>Member</td>
</tr>
<tr>
<td>v</td>
<td>Group Coordinator (Res.)* of the concerned Institute</td>
<td>Member</td>
</tr>
<tr>
<td>vi</td>
<td>Director/ DDG may additionally invite an expert as a special invitee as per requirement of the funding agency in respect of externally aided project</td>
<td>Secretary</td>
</tr>
</tbody>
</table>
* For ICFRE headquarters Director and Group coordinator (Res.) will be replaced by DDG of concerned Directorate and ADG of the concerned division of the Directorate respectively.

5.2.3 Candidate can be called for interview and shall be paid second class to and fro rail/ bus fare by the shortest route. Candidates are expected to join within one month from the date of issue of the award letter failing which award may be cancelled. However, in exceptional circumstances extension for a maximum of 2 months can be given by the Director of the institute/ DG ICFRE.

5.3 Stipend and Tenure

5.3.1 Remuneration of Research Associates (RA) may be fixed at a consolidated amount at one of the 3 pay levels given below depending upon the qualifications and experience. The Institutes / ICFRE may decide the level in which a particular associate should be placed based on the experience.

A. RA-I: The stipend of the RA will be Rs 36,000/ month
B. RA-II: The stipend of the RA will be Rs 38,000/ month
C. RA-III: The stipend of the RA will be Rs 40,000/ month

The amount of stipend to the RA in case of the projects funded by the outside agencies will be provided as proposed by them in the proposals.

5.3.2 Associateship will be tenable initially for a period of 2 years extendable by another 3 years. In no case the total period of the Associateship shall exceed 5 years. Extension shall be granted Director of the institute / concerned DDG on the recommendation of the Expert Committee consisting of the following:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Composition of the committee</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Director of the Institute/ DDG of the concerned Directorate for ICFRE headquarters</td>
<td>Chairperson</td>
</tr>
<tr>
<td>ii</td>
<td>Two Head of Division of concerned Institute / ADG for ICFRE headquarters</td>
<td>Members</td>
</tr>
<tr>
<td>iii</td>
<td>GCR of concerned institute/ ADG of concerned division for ICFRE headquarters</td>
<td>Member Secretary</td>
</tr>
</tbody>
</table>

6. ASSIGNMENT OF FELLOWSHIP TO INSTITUTE

6.1 The Director General, ICFRE will be competent authority to sanction the number of all types of fellowship depending upon the requirement of the institutes.

6.2 The number of fellowship will be distributed by Director General, ICFRE between different institutes under ICFRE and their centers depending on the institute's requirements. Director General, ICFRE shall reserve the right to determine the place of work best suited in terms of availability of physical facilities and competent supervision in the branch of science in which an awardee is required to work.
7. GENERAL TERMS AND CONDITIONS OF FELLOWSHIP

7.1 The award of fellowship does not imply to the awardee any assurance or guarantee for subsequent employment in any institute/centre under ICFRE.

7.2 The following are the obligations that a research fellow is expected to meet under the fellowship grants:

7.2.1 He/She must be full time research worker and submit himself/herself to the discipline regulation of the Institute/laboratory in which he/she is working. Regular attendance of the fellow may be ensured by the supervisor by keeping an attendance register.

7.2.2 In case of the fellow desiring to appear for any competitive examination, he/she must inform the concerned Head of the Institute in writing and obtain written approval before applying.

7.2.3 Each research fellow shall be required to submit to the concerned Head of the division/ADG, quarterly reports and a detailed annual report on the progress of his/her work through his/her supervisor in the prescribed proforma. The Head of the division/ADG shall forward a copy of the progress report to the concerned Director/DDG of ICFRE. Once a research fellow accepts the fellowship and joins, it is obligatory for him/her to continue the fellowship for the normal tenure.

7.2.4 No fellow shall discontinue his/her fellowship without the prior approval of the concerned Head of the Institute/DDG. In case he/she wants to discontinue his/her fellowship prior to the completion of the tenure or the attainment of original objective of research, he/she must submit his/her resignation to the concerned Head of the Institute/DDG through the supervisor duly forwarded by the concerned Divisional Head/DDG at least one month in advance indicating specific reasons for not continuing the fellowship for the full term. In case he/she leaves the fellowship without prior approval of the concerned Head of the Institute/DDG he/she will be liable to make such refund as may be decided by the concerned Head of the Institute. The fellowship shall cease from the date stipulated by the concerned Head of the Institute/DDG while accepting the resignation.

7.2.5 Before termination or resignation from the fellowship, a fellow must furnish a detailed final report of the research work done during the entire tenure through the supervisor to the concerned Head of the division/DDG in the prescribed proforma. The Head of the division shall forward the report to concerned Director/DDG of ICFRE.

7.2.6 Research Fellows may apply to register for the award of Ph. D. Degree with the Forest Research Institute deemed University provided the Ph.D work to be undertaken does not interfere with the project work assigned to the awardee.

7.2.7 A copy of the Ph.D. thesis shall be deposited with the Central Library of the concerned Institute. The thesis will be submitted to the Forest Research Institute deemed University in accordance with the rules of the University on the subject.
7.3 ICFRE may send whenever considered necessary its officers for reviewing the work of the Fellows and Associates, inspection of accounts etc., in institutes where the scholars are placed.

7.4 The stipend of Research Fellow/ Associate is exempted from the payment of the income tax.

7.5 Any kind of paid or honorary part- or full-time employment or private even in honorary capacity is not permissible during the tenure of fellowship/ Associateship.

7.6 Leave travel concession and Dearness allowance will not be admissible.

8. TRAVELLING ALLOWANCE/ D.A. RULES

8.1 The candidates called for interview will be paid travelling expenses equal to single second class train fare from the railway station nearest to his place of residence to the railway station nearest to his place of interview and back by the shortest route. If a place is connected by rail as well as by road or partly by rail or partly by road, the candidate will be entitled to get second class rail fare/ actual bus fare whichever is less.

8.2 A Research Fellow is eligible to claim TA/ DA as admissible to the officers of the ICFRE drawing the same salary in accordance with the rules of the Institute for any tour undertaken by him/ her during the tenure of the fellowship. However, tours shall be undertaken only in connection with his/ her approved research programmes or presentation of research results in a conferences/ seminar/ symposium etc. and not for attending any course for which certificates are awarded.

Travel Allowance: The travel entitlement of JRF / SRF / JPF / SPF and RA for participation in scientific event/ workshops in India will be 2nd AC by rail.

Daily Allowance (DA):

1. During tour JRF/ SRF/ JPF/ SPF will be entitled to DA as admissible in case of government servants drawing basic pay equivalent to the stipend. Accordingly allowance as admissible to officers from Level 1 to Level 5 as per 7th CPC will be followed.

2. During tour, RA will be entitled to DA as admissible in case of government servants drawing basic pay equivalent to the stipend. Accordingly allowance as admissible to officers from Level 6 to Level 8 as per 7th CPC will be followed.

9. LEAVE

9.1 The fellows are eligible only for casual leave while Research Associates are entitled to leave as per rules of the host institutes. The participation of any of the research personnel viz., JRF/ SRF/ JPF/ SPF/ RA in any scientific event/ workshops in India or abroad will treated as on duty.

9.1.1 The Head of Division can grant leave to a fellow in his institute on the recommendation of the guide if the leave is due, as prescribed in the above pare. If leave is not due, such cases will be decided by Director of institute/ concerned DDG. The fellow should not be allowed to proceed on leave to visit a foreign country for attending conferences, seminars etc. without prior approval of the Director of institute/ concerned DDG. The entire duration of such foreign visits if funded by any national/ international agency, whether partially or fully, would be treated as leave without stipend.
For women fellows, full stipend may be paid per month during the period of absence on grounds of maternity. Such leave shall be sanctioned by the Head of the Institute. The fellowship amount for leave period will be paid after the fellow resumes duty and submits a medical certificate in support of actual confinement. It is expected that the Fellow will make up the deficiency in research project during the remaining tenure. *Maternity leave as per Governments of India instructions issued from time to time would be available in all the categories.*

**10. ACCOMMODATION/ HRA**

10.1 All Research Fellows may be allowed hostel accommodation wherever available. Where this is not possible, house rent allowance will be allowed as per the rules of the institution subject to the condition that HRA payable, in no case, shall be more than the rates payable to Central Govt./ ICFRE employees in that area. The basis for calculating HRA will be the actual stipend of the Research Fellow.

**11. MEDICAL BENEFITS**

11.1 All Research Fellows may be provided medical benefits as per rules of the Institution. This will be limited to the fellow only and not for his/ her family members/ dependant.

**12. TERMINATION OF FELLOWSHIP**

12.1 The fellowship will be terminated:

(i) In the expiry without notice.
(ii) In case the concerned Head of the Institute/ ICFRE is not satisfied with the progress of work.

**13. PUBLICATION AND/PATENT**

13.1 *The results of JRF/ SRF / JPF /SPF/ RAs research work may be published in standard referred journals at the discretion of the fellow or his / her Guide. It should be ensured by the fellow that the assistance provided by the funding agencies of Government of India is acknowledge in all such publications*

13.2 All patents, rights designs and inventions derived from research work conducted from this official grant shall belong to the ICFRE.

**14. RELAXATION**

14.1 Any relaxation would require approval of the Director General, ICFRE. In all matters decision taken by the Director General ICFRE will be final.

**15. REVISION OF EMOLUMENTS**

Director General, Indian Council of Forestry and Education, Dehradun may revise the emoluments of research personnel (JRF/ SRF/ JPF/ SPF and RA) in future in consonance with the rates revised by Ministry of Environment, Forest and Climate Change, Government of India, New Delhi from time to time.
Agenda Item No. 55.07

RULES FOR ICFRE AWARDS OF EXCELLENCE IN FORESTRY

Background

On the analogy of the Councils such as ICAR/CSIR/ICMR, the Council has been awarding for excellence by giving cash awards for Institutions, Scientists and workers since 1991-92 with the approval of Board of Governors of ICFRE in its 2nd meeting held on 22.08.1991. These rules for awards were amended w.e.f 05.07.2002 with the approval of Board of Governors of ICFRE in its 25th meeting held on 21.06.2002. Subsequently, the Rules were again amended with the approval of Board of Governors of ICFRE in its 38th meeting held on 21.05.2008 and notified on 27.06.2008. Considering changing scenario in the forestry sector, it was decided to expand the scope of awards to recognize the contribution done by the other stakeholders like farmers, NGOs and other institutes who also play vital role in forestry sector. Accordingly draft rules were placed before the 52nd BoG dated 29.10.2015. The observations of the BoG are as given below:

“Standard policy adopted by the Ministry of Environment Forests and Climate Change should be consulted before adopting it for ICFRE to avoid duplication of awards and the members also opined that there should be inclusion of more external independent members in Evaluation and awards committee constitutes to enhance credibility of awards”

Proposed amendments

Keeping in view the observations of the 52nd BoG, on the “ICFRE Rules for National Awards of Excellence in Forestry”, MoEF&CC was requested to provide the standard policy adopted by the Ministry in this regard for necessary consultation. In response to that no reply was received from the ministry. However, it is gathered that no such standard policy is in place in the ministry regarding awards. The Ministry’s website was consulted and it was learnt that the ministry is giving 17 awards including the earlier National Awards for Excellence in Forestry of ICFRE by adopting different criteria. The list of these awards is placed at Annexure-55.07.01. Care has been taken to avoid duplicity of awards given by MoEF&CC. One of the awards listed in the Ministry’s website is Paryavaran Aur Van Mantralaya Vishisht Vaigyanik Puraskar. Very little information is given in the website regarding this award which was instituted from 1991-92. The details of the advertisements of these awards and other information are not available online or in the records of this Council. Further the ICFRE Awards of Excellence in Forestry have presently been discontinued and the present proposal is for expanding the scope of these awards to recognize the contribution done by other stakeholders. Two eminent representatives from civil society/NGO have been included in the committee to be constituted for recommending the awards. In the light of observations of the 52nd BoG, the draft rules for “ICFRE Awards of Excellence in Forestry-2018” has been revised and the same is annexed as Annexure.55.07.02. The salient features of the new draft rules are as given below:
1. Number of awards has been reduced from 17 to 12.

2. **Awards for ICFRE personnel (including deputationalists) serving in ICFRE (HQ) and its Institutes/Centres under following five-sub-categories:**

   a) **ICFRE outstanding Research Award:** 01 award of Rs. 25,000/- along with citation and a plaque.
   b) **ICFRE Young Professional Award:** (below 40 years of age): 01 award of Rs.25,000/- along with citation and a plaque.
   c) **ICFRE Woman Professional Award:** 01 award of Rs. 25,000/- along with citation and a plaque.
   d) **ICFRE Technology Innovation Award:** 01 award of Rs. 25,000/- along with citation and a plaque.
   e) **ICFRE Best Research Paper Award:** 01 award of Rs. 10,000/- with a certificate.

3. **Awards for Non-ICFRE Individuals, Institutions and Organizations:**

   a) **ICFRE Forestry Research Award:**
      (i) An award of Rs. 25,000/- along with the citation and a trophy/plaque for State & UTs/FDs/FCs/SAUs.
      (ii) An award of Rs. 25,000/- along with the citation and a trophy/plaque for individuals/NGOs.
   b) **ICFRE Community Forest Management Award:** 01 award of Rs. 25,000/- along with the citation and a trophy/plaque for the JFMCs/EDCs/Panchayats.
   c) **ICFRE Forest based Industry Award:** 01 award of Rs. 25,000/- along with the citation and a trophy/plaque for the forest based (Micro and Small Enterprises).
   d) **ICFRE Agroforestry Award:** 01 award of Rs. 25,000/- along with the citation and a trophy/plaque for the farmer(s).
   e) **ICFRE Forest Management Award:** 01 award of Rs. 25,000/- along with the citation and a trophy/plaque for a Forest Division of the SFDs/FCs

4. **ICFRE Lifetime Achievement Award in Forestry:** 01 award of Rs. 50,000/- along with the citation and a trophy/plaque.
5. To bring the credibility for the awards, as per the suggestion of 52nd BoG., the composition of ‘ICFRE Awards Committee’ has been changed by including more number of external independent members. The composition of ‘ICFRE Awards Committee’ as proposed earlier and in the present proposal is given below:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Composition Proposed Earlier</th>
<th>Proposed Composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Two Committees were proposed Earlier</td>
<td>Only one Committee “ICFRE Awards Committee” is now proposed</td>
</tr>
<tr>
<td></td>
<td>1. Evaluation and Awards Committee</td>
<td>1. DG, ICFRE- Chairperson</td>
</tr>
<tr>
<td></td>
<td>a. DDG(to be nominated by DG), ICFRE – Chairperson</td>
<td>2. Director General, FSI or his representative</td>
</tr>
<tr>
<td></td>
<td>b. One Other DDG and Director (IC), ICFRE (2 Members)</td>
<td>3. Director, WII or his representative</td>
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<td></td>
<td>c. External Experts (2 Members)</td>
<td>4. Representative of MoEF &amp; CC, (not below the level of DIG)</td>
</tr>
<tr>
<td></td>
<td>d. ADG(Edu.&amp;RB), ICFRE (Member Secretary)</td>
<td>5. Eminent serving/ retired Forestry Scientist nominated by DG, ICFRE</td>
</tr>
<tr>
<td>1.</td>
<td>“Excellence Award Committee” for selection of Candidate for Lifetime Achievement Awards and ICFRE Special Award for significant contribution towards the case of Forestry.</td>
<td>6. Eminent serving/ retired Forester nominated by DG, ICFRE</td>
</tr>
<tr>
<td></td>
<td>i. D.G, ICFRE (Chairperson)</td>
<td>7. Two Eminent representative from Civil Society/ NGO nominated by DG, ICFRE</td>
</tr>
<tr>
<td></td>
<td>ii. Director IGNFA/DG, FSI/Director WII, Director CSWCRT (Any Two -2 Members)</td>
<td>8. DDG (Education), ICFRE (Member Secretary)</td>
</tr>
<tr>
<td></td>
<td>iii. One PCCF to be nominated by DG, ICFRE (1 Member)</td>
<td></td>
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<td></td>
<td>iv. One DDG, One Scientist – G to be nominated by DG, Director (IC) (2 Members)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>v. ADG(Edu.&amp;RB), ICFRE (Member Secretary)</td>
<td></td>
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<td></td>
<td>vi.</td>
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</tr>
</tbody>
</table>
Proposed Financial Arrangement: Grant-in-Aid from ICFRE.

Annual expenditure on awards:
    Rs.3.10 Lakh for awards and L/s Rs. 1.50 Lakh for citation/trophy and other arrangements

Resolution
    The Board may consider and resolve to approve the rules for “ICFRE awards for excellence in Forestry-2018” as detailed from at para 2, 3 and 4 and also the ‘ICFRE Awards Committee’ as detailed at para 5 in the body of the Agenda Note.
List of Awards / Fellowship of the Ministry of Environment, Forests and Climate Change

AWARDS

1. Amrita Devi Bishnoi Wildlife Protection Award
2. Indira Gandhi Paryavaran Puraskar
3. National Award for Prevention of Pollution
4. Paryavaran Aur Van Mantralaya Vishisht Vaigyanik Puraskar
5. Rajiv Gandhi Environment Award for Clean Technology
6. E.K. Janaki Ammal National Award on Taxonomy
8. Medini Puraskar yojana
9. Rajiv Gandhi Wildlife Conservation Awards

FELLOWSHIPS

10. Desert Ecology Fellowship
11. M.Tech Programme on Conservation of Rivers and Lakes
12. Shri. Kailash Sankhla National Wildlife Fellowship Award
13. Pitamber Pant National Environment Fellowship
14. Dr. B.P.Pal National Environment Fellowship Award for Biodiversity.
15. National Environmental Sciences Fellows Programme
16. Dr. Salim Ali National Wildlife Fellowship Award
17. National Awards for Excellence in Forestry by ICFRE
ANNEXURE-55.07.02

RULES FOR
“ICFRE AWARDS FOR EXCELLENCE IN FORESTRY-2018”

1. Preamble:
   1.1 These rules shall be called Rules for "Indian Council of Forestry Research & Education (ICFRE) Awards for Excellence in Forestry-2018".
   1.2 Rules shall be applicable to both ICFRE and Non-ICFRE individuals/institutes/organizations.
   1.3 There shall be three broad categories for awards:
   (a) Award for ICFRE personnel serving in ICFRE & its institutes and centres
   (b) Award for Non-ICFRE individuals, institutions & organizations.
   (c) ICFRE Lifetime Achievement Award in Forestry.
   1.4 There shall be a total of 12 awards for all categories.

2. Donor of Awards
   The Indian Council of Forestry Research and Education, Dehradun shall be the donor for the awards.

3. Objectives of Awards
   3.1 To promote and motivate the professional competence in the scientific community, including forestry professionals, technical persons and research scholars in the field of forestry.
   3.2 To encourage individuals, farmers, Village Forest Committees, Self Help Groups, institutions, organizations, NGOs and forest based industries who have contributed in the field of forestry.
   3.3 To recognize practical & applied forestry research oriented performance which has led to public welfare.
   3.4 To felicitate person(s) who has made significant contribution towards the cause of forestry

4. Forms of Award
   4.1 Cash Prize, citation and a trophy/plaque or any other form of recognition as decided upon from time to time by the ‘ICFRE Awards Committee’ constituted under the extant Rules.
5. The name of the award, eligible candidates and activities for consideration

5.1 The Awards will be named as "ICFRE Award for Excellence in forestry".

5.2 Awards for ICFRE personnel serving in ICFRE (HQ) and its Institutes/ Centres

(i) **ICFRE outstanding Research Award**: Under this category, there shall be one award of Rs. 25,000/- along with a citation and a plaque, for outstanding research done in the field of Forestry.

(ii) **ICFRE Young Professional Award**: Under this category, there shall be one award of Rs. 25,000/- along with a citation and a plaque for the outstanding contribution made by the young ICFRE professional (age under 40 yrs.) working in ICFRE.

(iii) **ICFRE Woman Professional Award**: Under this category, there shall be one award of Rs. 25,000/- along with a citation and a plaque for the outstanding contribution by a woman ICFRE professional working in ICFRE.

(iv) **ICFRE Technology Innovation Award**: There shall be one award of Rs. 25,000/- along with a citation and a plaque, for an outstanding technology innovation which has commercial/industrial application in the field of Forestry.

(v) **ICFRE Best Research Paper Award**: There shall be one award of Rs. 10,000/- with a certificate for the Best Research Paper published by an ICFRE professional.

5.3 Awards for Non-ICFRE Individuals, Institutions and Organizations

i. **ICFRE Forestry Research Award**: There shall be two awards of under this category

   (a) An award of Rs. 25,000/- along with the citation and a trophy/plaque for State & UTs Forest Departments/Forest Corporations /State Agricultural Universities for their outstanding contributions in frontier areas of scientific research for the cause of forestry.

   (b) An award of Rs. 25,000/- along with the citation and a trophy/plaque for individuals/NGOs for their outstanding contributions in frontier areas of scientific research for the cause of forestry.

ii. **ICFRE Community Forest Management Award**: There shall be one award of Rs. 25,000/- along with the citation and a trophy/plaque for the JFMCs/EDCs/Panchayats for their
outstanding contributions for the cause of forest management and conservation.

iii. **ICFRE Forest based Industry Award:** There shall be one award of Rs. 25,000/- along with the citation and a trophy/plaque for the forest based (Micro and Small Enterprises) for adopting best green practices and thereby helping in sustainable management of forests and utilization of forest produce.

iv. **ICFRE Agroforestry Award:** There shall be one award of Rs. 25,000/- along with the citation and a trophy/plaque for the farmer(s) for adopting innovative/modern agroforestry practices.

v. **ICFRE Forest Management Award:** There shall be one award of Rs. 25,000/- along with the citation and a trophy/plaque for a Forest Division of the State Forest Departments/Forest Corporations for improving the forest productivity and sustainable management of forests.

5.4 **ICFRE Lifetime Achievement Award in Forestry:** There shall be one award under this category of Rs. 50,000/- along with citation and a trophy/plaque. The award will be given to a professional working for the cause of Forestry Research, Management, Education and/or Extension for ICFRE and Non ICFRE individuals, for exceptionally distinguished work done.

6. **Selection for the Awards**
6.1 The Council shall have sole right of selection of the recipients of the awards, including the formulation of the guidelines governing such selections.

6.2 Due weightage will be given to publication, patenting or commercial application of the research findings.

6.3 The award would be considered on the basis of outstanding contribution made through the work done during five years preceding the year of award.

6.4 The application for award in the prescribed format prepared for the purpose should be duly forwarded through competent authority in case of employed personnel.

6.5 An institution, team of scientists or individuals or any other recipient once awarded for their work shall not be eligible again for the same work for next five years.

6.6 The prize amount for each award will be reviewed once in five years.

6.7 Only Indian citizens shall be eligible for the awards.

6.8 In case of outstanding research work performed jointly and adjudged fit for an award, the amount of award would be equally shared among the awardees with individual plaque, limiting to maximum of three.
6.9 In case of non-ICFRE Institutions/ individuals, selection will be made on the basis of the certified information provided in the application in the format so devised.

6.10 In case of nominations received directly from the applicant, the authenticity of the work shall be verified by seeking comments of appropriate authority as designated by D.G., ICFRE.

6.11 Nominations received for the Award will be valid for the year for which they have been made. Past nominations will not be carried forward. A person not selected for the Award for a particular year can be re-nominated in future years with fresh application.

6.12 The nominations must be made in the prescribed format as approved by D.G., ICFRE.

6.13 The award shall be given for every calendar year.

7. Procedure for selection of the Awardees

7.1 ICFRE shall invite nominations for these awards through the issue of circulars to research institutes, universities, forest departments and reputed NGOs for wide circulation and publicity besides posting it on the website of the Council and MoEF & CC.

7.2 Each nomination or application for these awards shall be accompanied by a detailed statement of the work and achievement of the nominee or applicant as the case may be.

7.3 Nominations along with the details of work done would be evaluated by two eminent personalities/experts as referees in the relevant field for their recommendation. The referees would be designated by D.G., ICFRE.

7.4 A committee called “ICFRE Awards Committee” shall be constituted by Director General, ICFRE for recommendation of the candidates for all the ICFRE Awards of Excellence in Forestry. The committee will consist of the following members:

- Director General, ICFRE - Chairperson
- Director General, FSI or his representative - Member
- Director, WII or his representative - Member
- Representative of MoEF &CC, (not below the level of DIG) - Member
- Eminent serving/retired forestry scientist nominated by DG ICFRE - Member
- Eminent serving/retired forester nominated by DG ICFRE - Member
- Two Eminent representative from civil society/ NGO nominated by DG ICFRE - Two Members
- DDG (Education) ICFRE - Member Secretary

The Directorate of Education would provide secretarial assistance to the ‘ICFRE Award Committee’.

7.5 Those appointed as referees would not be nominated as members of the ‘ICFRE Awards Committee’.
7.6 The term of the nominated members will be ordinarily for two years.
7.7 The ‘ICFRE Awards Committee’ shall scrutinize the nominations, their achievements and recommendations from the referees and give their recommendations to the D.G., ICFRE.
7.8 The awards shall be announced after they are approved by the D.G., ICFRE.
7.9 If there is no applicant worth awarding a particular award, the D.G., ICFRE on the recommendation of “ICFRE Awards Committee” can withhold such award(s) for that particular year and the award would be deemed to have lapsed for the said period.
7.10 The decision of the D.G., ICFRE shall be final and no appeal in this regard will be entertained.
7.11 Members of ‘ICFRE Awards Committee’ shall not act as a member of the Committee if, he/she any or any of his/her relatives is the one of the applicant for any award(s).

8. **Broad Criteria for selection of awardees**

‘ICFRE Awards Committee’ constituted under rule 7.4 of Indian Council of Forest Research & Education (ICFRE) Rules shall evaluate the nominations received as per the following broad criteria for selecting the awardees.

a) Scientific, technological and socio-economic relevance
b) Scientific validity and accuracy of experimental data
c) Significant advancement by the findings/applications to contemporary knowledge and understanding
d) Originality in thinking, its path breaking nature and its high potential value for the future.
e) Commercial application/commercialization of technology/innovation.
f) Effect on marginalized population especially in rural and forest fringe areas.

9. **Financial Arrangement for the Awards and Award Ceremony**

The funding for the cash awards, expenses on preparing the citations/plaques/trophies and holding the function (including travel expenses) to give away the awards shall be met from the grant-in-aid/plan funds of ICFRE after the same is approved from the competent authority.
Agenda Item No. 55.08

RULES FOR RECRUITMENT AND PROMOTION FOR GROUP ‘A’ SCIENTIFIC POSTS

ICFRE Group ‘A’ (Scientific Post) Rules 2001 were amended with the approval of Board of Governors by adopting Modified Flexible Complementing Scheme (FCS) proposed by DOPT, vide ICFRE Notification No. 58-21/XLIV/2011-ICFRE, dated 24th August 2011 (Annexure-55.08.01) with the condition that in case of any variation, guidelines issued by DOPT would prevail in ICFRE.

The MoEF&CC vide letter No. 2-16/2012-FE, dated 4th March 2015 forwarded a copy of MoEF&CC Group ‘A’ Posts Rules, 2015 prepared by the Ministry with the direction to consider for the modification of existing ICFRE Group ‘A’ (Scientific Posts) Rules in consonance with the provision made in the MoEF&CC Scientific Group ‘A’ Posts Rules 2015. Accordingly, the DG, ICFRE constituted a Committee to examine the existing ICFRE Group ‘A’ (Scientific Posts) Rules 2011 in the light of the directions of the Ministry and accordingly propose modifications in Group ‘A’ (Scientific Post) Rules 2011.

As per the given mandate, the committee prepared draft ICFRE Group ‘A’ (Scientific Post) Recruitment Rules and the same were placed in the 54th meeting of BoG held on 20.01.2017. Upon detailed deliberations the Board directed that

“The Board desired the proposal should first be referred to the FE Division, of MoEFCC and thereafter be placed before the BOG”

In pursuance of directions of the Board a detailed proposal was submitted to the Ministry for consideration and approval. In response to ICFRE’s proposal the Ministry vide its letter No. 2-4/2017-FE dated 29.03.2017 advised ICFRE to devise the draft Rules which are in consonance with the instructions of the DoPT and MoEF&CC Group ‘A’ Posts Rules, 2015 (Annexure-55.08.02).

Accordingly, draft Rules for recruitment and promotion for Group ‘A’ Scientific Posts have been drawn by the ICFRE in consonance with the instructions of DoPT and MoEF&CC Group ‘A’ Posts Rules, 2015 and are placed as Annexure-55.08.04 for information of the Board. Certain rules/sub-rules have been modified to align the same for ICFRE. A para-wise comparison of such draft rules / sub-rules with the MoEF&CC Group ‘A’ Posts Rules, 2015 has been listed at Annexure-55.08.03.

Resolution

The Board may consider and resolve to approve “Indian Council of Forestry Research and Education Group ‘A’ (Scientific Posts) Rule, 2018”, placed as Annexure-55.08.04 in place of existing “ICFRE Group ‘A’ (Scientific Posts) Rule, 2011”.

59

55th Meeting of BoG
NOTIFICATION

In exercise the powers conferred under Clause 22(b) (iv) of Rules of the ICFRE Society, the Director General, ICFRE, with the approval of the Board of Governors, is pleased to amend the Indian Council of Forestry Research and Education Group ‘A’ (Scientific Posts) Rules 2001 as per Annexure (i) by adopting Modified Flexible Complementing Scheme (FCS) proposed by DOPT vide Notification No.AB-14017/37/2008-Estt. (RR) dated 10.09.2010 in toto. As such, in case of any variation, guidelines issued by DOPT vide above Notification dated 10.09.2010 would prevail in ICFRE.

These amendments came into force with effect from 01.01.2011.

(Sudhanshu Gupta)
Secretary, ICFRE

Distribution:

1. The Secretary to the Government of India, Ministry of Environment and Forests, Paryavaran Bhawan, C.G.O. Complex, Lodhi Road, New Delhi
2. All DDGs/Director (P&IC)/CVO/Head, BCC/IAC, ICFRE
3. All Directors of the Institutes under ICFRE
4. The Hony. Secretary, Forest Scientists Association, ICFRE/FRI, Dehradun
5. Guard file.
File No.2-4/2017-FE
Government of India
Ministry of Environment, Forest & Climate Change
FE Section
***
6th Floor, ‘Jal’, Indira Paryavaran Bhavan,
Jor Bagh Road, New Delhi-110003.

To

The Secretary,
Indian Council of Forestry Research & Education,
P.O. New Forest,
Dehradun – 248006.

Subject:-Draft ICFRE Group ‘A’ (Scientific Posts) Rules.

Sir,

I am directed to refer to ICFRE letter No.52-6/2010-ICFRE dated 22.2.2017 on the subject mentioned above and to say that the draft Rules have been examined in this Ministry.

2. In this context, it is mentioned that the draft Rules submitted by ICFRE have deviated on two issues i.e. (i) exclusion of medical leave from the residency period for consideration of in-situ promotion and (ii) admissibility of qualifications of MCA, MSc(IT) etc. under the realm of FCS. In this regard, it is pointed out that only a 100% financial independent autonomous body may frame its rules without following the instructions of the Department of Personnel & Training(DoPT). Since ICFRE is financially dependent on the Government, the instructions of DoPT shall prevail.

3. As for exclusion of medical leave, the instruction of DoPT issued vide OM No.AB.14017/32/2013-Estt(RR) dated 30.7.2014 clearly spell out that the period spent on leave shall not count towards the minimum residency period. Hence, the deviation sought in the draft Rules in this regard is devoid of merit.

4. As far as the admissibility of qualifications of MCA, MSc(IT) etc. under the realm of FCS is concerned, another proposal on the same lines received from ICFRE has been under active consideration of the Ministry Separately. In that matter, ICFRE is being requested to furnish cogent justifications so that the matter could be taken with the Department of Science & Technology, as per the laid down procedure.

Contd..
5. In view of the position explained in the preceding paragraphs, ICFRE is advised to devise the draft Rules which are in consonance with the instructions of DoPT, after the matter of admissibility of MCA, M.(IT) etc. under the realm of FCS is finalized.

6. This has the approval of Secretary (EF&CC) and Chairman, BoG of ICFRE.

Yours faithfully,

(Amit Ranjan)

Under Secretary to the Government of India
## Comparison of the proposed ICFRE Group ‘A’ Scientific Rules with the MoEF&CC Group ‘A’ Posts Rules-2015

<table>
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<tr>
<th>Sl. No.</th>
<th>Topic</th>
<th>MoEF&amp;CC</th>
<th>ICFRE</th>
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<tbody>
<tr>
<td>1.</td>
<td>Committee for Promotion Scientists from ‘B’ to ‘G’</td>
<td>There are two committees at level-II screening—one for promotion of scientists from ‘C’ to ‘E’ namely Departmental Assessment Committee and other for promotion to the post of Scientists ‘F’ and ‘G’ namely Departmental Peer Review Committee</td>
<td>There is only one committee for Level-II screening namely Departmental Peer Review Committee for promotion to the post of Scientist ‘C’ to ‘G’</td>
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<td>2.</td>
<td>Mandate of the Committees</td>
<td>1. Screening Committee shall carry out the first level internal screening by evaluating the AWRs of the eligible scientists and give its report on the scientific content of the work done by the scientists and make its report available to the Departmental Assessment Committee or the Departmental Peer Review Committee, as the case may be. 2. The Departmental Assessment Committee shall carry out second level external screening for in-situ promotion of Scientists to the grade Scientist ‘C’ to Scientist ‘E’ and make a report in one-page summary on the scientific content of the work done and certify that the scientists recommended for promotion meet all criteria for in-situ promotion under Flexible Complementing Scheme under FCS and thereafter hold interview of the screened-in scientists. 3. The Departmental Peer Review Committee shall carry out second level external screening for in-situ promotion of Scientists from grade ‘E’ to ‘F’ and grade ‘F’ to ‘G’ and certify that the Scientists recommended meet</td>
<td>1. The Internal Screening Committee, to be constituted by the DG, ICFRE shall carry out first level of assessment by evaluating the Annual Work Reports and APAR/AWR of the eligible Scientists and give its report on the scientific content of the work done by such Scientists and make its report available to the Departmental Peer Review Committee (DPRC). 2. (DPRC) shall carry out second level external screening for in-situ promotion of Scientists from grade Scientist ‘B’ to ‘C’, Scientist ‘C’ to ‘D’, Scientist ‘D’ to ‘E’, Scientist ‘E’ to ‘F’ and Scientist ‘F’ to ‘G’ by holding interview of the screened-in scientists for their in-situ promotion to the next higher grade and recommend the suitability of the scientists to the competent authority.</td>
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<td>Sl. No.</td>
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<td>MoEF&amp;CC</td>
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<td>with all criteria for in-situ promotion under Flexible Complementing Scheme.</td>
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<td>The number of posts in each category has not been defined since as per FCS Rules the promotions are given on time bound manner and not on the basis of vacancies. Moreover, the post held by a Scientist under the Flexible Complementing Scheme shall revert back to the original level i.e., Scientist 'B' only after he vacates the higher post on his superannuation or resignation or death or otherwise.</td>
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<td>3.</td>
<td>Number of posts of each category</td>
<td>The ministry has defined number of posts in each category of scientists.</td>
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<td>4.</td>
<td>Percentage of direct and promotion quota posts</td>
<td>The ministry has defined separate quota for 25% for promotion in case of Scientist ‘B’ and remaining 75% by direct recruitment</td>
<td>ICFRE has adopted Technical Services Rules 2013 and promotion of the personnel who were earlier eligible for promotion to Scientist ‘B’ will now be promoted in the Technical Service only. Some technical personnel who have not opted for new technical service will be considered for promotion to Scientist ‘B’ as one time measure. The vacancies arising thereafter on reversion back to the original level i.e., Scientist ‘B’ after the scientists vacate the higher post on superannuation or resignation or death or otherwise will be filled only by direct recruitment.</td>
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<td>5.</td>
<td>Recruitment by Absorption</td>
<td>Provided by MoEF&amp;CC Rules</td>
<td>Not provided by ICFRE Rules</td>
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</table>
RULES FOR RECRUITMENT AND PROMOTION FOR
GROUP 'A' (SCIENTIFIC POSTS)

In exercise of the powers conferred by the proviso of Rules 38 read with Rules
22 (iv) and 24(ii) of the ICFRE Rules and in supersession of all the rules in so far as
they relate to the scientific posts in Indian Council of Forestry Research & Education
in the pay scale of Level 10 and above, except things done or omitted to be done
before such supersession, the Director General, ICFRE with the approval of the
Board of Governors is pleased to amend the ICFRE Group ‘A’ Scientific Posts Rules
in the ICFRE and the Institutes under it with following provisions:

1. Short title and commencement
1.1 These rules may be called the Indian Council of Forestry Research &
Education Group 'A' (Scientific Posts) Rules, 2018.
1.2 These rules shall come into force from the date of notification.

2. Definitions
(i) “Appointing Authority”, in relation to appointment to the posts of
Scientists means the Director General, ICFRE.
(ii) “Board of Governors (BoG)” means the Board of Governors of ICFRE a
body constituted under Rule 17 of Rules of the Board of Governors of
the ICFRE Society.
(iii) “Competent Authority” means the Director General, Indian Council of
Forestry Research and Education
(iv) “Council” means the Indian Council of Forestry Research and
Education (ICFRE)
(v) “DDG” means the Deputy Director General of ICFRE
(vi) “Departmental Peer Review Committee (DPRC)” means the
Departmental Peer Review Committee constituted for Level II
Assessment under Rule-9.
(vii) “Director” means the Director of the Institutes under ICFRE
(viii) “Director General (DG)” means the Director General, ICFRE – a
person appointed by the President of the Society with the concurrence
of the Govt. of India.
(ix) “ICFRE” means Indian Council of Forestry Research and Education, a
Society registered under the Societies Registration Act, 1860.
(x) “Institutes” means research institutes under the ICFRE.
(xi) “Internal Screening Committee (ISC)” means Internal Screening
Committee constituted for Level-I Assessment vide Rule-9.
3. Application
These Rules shall apply to the Scientific Group ‘A’ posts of Scientists from Scientist ‘B’ to Scientist ‘G’

4. Name of posts, designations and pay scale:-
The designations and pay scales of the Scientific Group 'A' Posts in the Indian Council of Forestry Research and Education and its Institutes under it shall be as defined in Table-I.

5. Number of Posts
(i) The total number of posts of Scientists at the Council is 280.
(ii) The distribution of posts of Scientists within the ICFRE shall be done by the Director General, ICFRE depending upon the workload of various institutes working under ICFRE.

6. Educational qualifications and experience
The educational qualifications and experience required for the posts shall be as specified in Table-I.

7. Method of recruitment:-
The post will be filled up by Direct Recruitment/Promotion and by Deputation as the case may be.

7.1 Direct Recruitment
(i) The candidates possessing the educational qualifications and experience as specified in the Table-I shall be eligible for appointment to the post by direct recruitment.
(ii) The upper age limit for appointment by direct recruitment to the posts shall be as specified in Table-II. Relaxation of five years can be considered for the Departmental candidates of ICFRE, who have completed their probation period.
(iii) If a departmental candidate is selected for appointment to any post by direct recruitment, such post shall be deemed to have been filled by direct recruitment.
(iv) Every Scientist who is appointed to the service by direct recruitment shall be on probation for a period of two years which may be extended by the Competent Authority/Appointing Authority in accordance with the instructions issued by the Central Government from time to time. In case, the orders of confirmation are not issued within six months after completion of probation period, the scientist will be treated as confirmed.
(v) The confirmation of candidates who are on probation shall be considered by the Departmental Recruitment Committee, constituted by the DG, ICFRE.

7.2 Promotion

(i) The minimum educational qualification for promotion to the grade of Scientist 'B' from the eligible feeder grades shall be as specified in Table-I.

(ii) There shall be no upper age limit for promotion.

(iii) The promotion for the posts of Scientist 'B' shall be made on selection basis having 03 years regular service as Research Officer Grade-I in ICFRE and its Institutes in the Level 7 of Pay Matrix as per 7th CPC and possessing educational qualifications and experience as specified in Table-I and the eligibility list for promotion shall be prepared with reference to the date of completion of the prescribed qualifying service in their respective grade or post. There shall be one time provision to the extent to allow promotion to only such number of Research Officers Gd I who have opted not to join the Technical Service and are to be retained in the old service to pursue Scientific services with a condition that such quota of promotion in the Scientific Services shall cease to exist soon after these Research Officers Gd I are promoted as Scientist 'B' and hence forth the position of Scientist ‘B’ shall be filled only through direct recruitment/deputation and only after the vacancy is available on the superannuation of promoted scientists.

(iv) The probation period for the scientist promoted shall be one year.

7.3 By deputation (including short-term contract)

(i) Scientists/Officers belonging to any other Ministry or Department of the Central Government or a State Government or Union territories or Universities or Public Sector Undertakings or semi-Government or statutory or autonomous organizations or research organizations or institutions funded by the Government may be appointed on deputation, subject to the fulfillment of following requirements, namely:-

(a) possessing minimum educational qualifications and experience as specified in Table-I; and

(b) holding analogous post on regular basis in the parent cadre or department.

The procedure is to be followed shall be as per the details given below, subject to the fulfillment of following requirements, namely:-

(ii) The upper age limit shall not exceed fifty-five years.

(iii) Period of deputation including period of deputation in any other ex-cadre post held immediately preceding this appointment in the same of some other organization or department shall ordinarily be three years,
which may be extended for a further period of two years with the approval of the Competent Authority, in accordance with the instructions or orders of the Central Government issued from time to time.

(iv) Maximum of 10% post of scientists can be earmarked for filling up on deputation basis in the specified field decided by the appointing authority at the time of recruitment.

(v) Departmental officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.

(vi) The minimum level of scientists to be appointed on deputation shall be Scientist ‘C’.

7.4 The experience specified in Table-I for the post shall be the experience obtained by the candidate in research and development in academic institution/industrial or scientific and technological organization after possessing the minimum educational qualifications required for the post.

Provided that the competent authority shall decide on the area of such experience at the time of recruitment.

8. In-situ Promotion under Flexible Complementing Scheme.
All Scientists having qualifications as specified in Table-I shall be eligible for consideration for in-situ up-gradation to the next higher grade under Flexible Complementing Scheme on the following conditions, provided that such officers who are doing management or administrative work in the Council shall not be considered for upgradation under Flexible Complementing Scheme, but shall be given the benefits of upgradation under Modified Assured Career Progression Scheme:-

(i) The Scientists appointed on deputation against an advertised post of Administration/Management nature shall not be eligible for Flexible Complementing Scheme.

(ii) The Minimum Residency Period linked to Performance for in-situ promotion to the next grade shall be as specified in Table-III and while computing such minimum residency period, the following period of service shall count for in-situ promotion to the next higher grade, namely:-

(a) the regular service rendered in a post, excluding ad-hoc service or non-qualifying service;

(b) the period spent on deputation or foreign service to another scientific post;

provided that the period spent on deputation or on foreign service in a non-scientific post shall not count towards the minimum residency period.
(c) the period of study leave or any other leave taken for improving the academic accomplishment; and

(d) such other period of leave as may be prescribed by the Central Government for this purpose by order or instructions issued from time to time.

(iii) The assessment for in-situ promotion under the Flexible Complementing Scheme shall be done twice a year; the cases maturing for promotion during January to June of a year shall be taken up for assessment in the month of July of that year and the cases maturing for promotion during July to December of a year shall be taken up for assessment in the month of January of the next year.

(iv) Where an eligible scientist is not physically available for assessment on account of him being on deputation or on a foreign service or on study leave in India or abroad or for any other reason, his case shall be considered for promotion in the immediate assessment due on his return.

(v) When a scientist is promoted under the Flexible Complementing Scheme, the post currently held by him shall be upgraded automatically and remain personal to him for the duration of his stay in the in-situ promotion post and consequently, no vacancy shall be caused in the lower grade.

(vi) The post held by a Scientist under the Flexible Complementing Scheme shall revert back to the original level i.e., Scientist 'B' only after he vacates the higher post on his superannuation or resignation or death or otherwise.

(vii) All scientists eligible for in-situ promotion under the Flexible Complementing Scheme shall give their self-assessment in the Annual Work Report Format (Part-A) as specified in Table-IV Part-A along with the APAR and the same shall be assessed by the reporting officer who shall give report in Part-B Format specified in Table-IV.

(viii) The Internal Screening Committee, to be constituted by the DG, ICFRE shall carry out first level of assessment by evaluating the Annual Work Reports and APAR/AWR of the eligible Scientist and give its report on the scientific content of the work done by such Scientists as per Part-C Format specified in Annual Performance Appraisal Report (APAR) and make its report available to the Departmental Peer Review Committee. The minimum benchmark for screening the scientists for in-situ promotion would be ‘Very Good’.

(ix) The Departmental Peer Review Committee (DPRC) shall carry out second level external screening for in-situ promotion of Scientists from grade Scientist 'B' to 'C', Scientist ‘C’ to ‘D’, Scientist 'D' to 'E', Scientist 'E' to 'F' and Scientist 'F' to 'G' by holding interview of the screened-in scientists for their in-situ promotion to the next higher grade and recommend the suitability of the scientists to the competent authority.

(x) The date of in-situ promotion for those found suitable for in-situ promotion to the next higher grade under the Flexible Complementing
Scheme (FCS) shall be 1st January or 1st July or the date on which the residency period completed or the date when the Competent Authority approves the in-situ promotion, whichever is later.

(xi) There shall be no retrospective in-situ promotion.

(xii) The cases of officers undergoing training or study leave or on deputation in India or abroad shall be considered for in-situ promotion to the next higher grade under the Flexible Complementing Scheme with effect from the date they would have completed the minimum residency period had they not proceeded on training or study leave or on deputation subject to fulfillment of the condition that the period of such training or study leave or on deputation is stated as on duty.

(xiii) The eligible Scientist shall be given three chances for assessment under the Flexible Complementing Scheme for up-gradation to the next grade and in case such Scientist does not qualify for three successive years or chances, he shall be considered for up-gradation to the next grade under the Modified Assured Career Progression Scheme.

(xiv) The criteria for field experience for considering in-situ promotion under Flexible Complementing Scheme shall be as specified under the Annexure-I.

(xv) A scientist will be eligible for promotion up to and including the level of Scientist 'G' through the process of assessment under the FCS/MACPS.

9. Composition of Committees

(i) Internal Screening Committee (Level-I Assessment)

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<td>1.</td>
<td>Deputy Director General of ICFRE Hqrs/ A person Nominated by DG, ICFRE</td>
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<td>2.</td>
<td>Joint Secretary to the Govt. of India (Forest Establishment), MoEF &amp; CC or his nominee</td>
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<tr>
<td>3.</td>
<td>Two Directors of ICFRE Institutes</td>
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<tr>
<td>4.</td>
<td>The Secretary, ICFRE.</td>
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<tr>
<td>5.</td>
<td>One Scientist 'F'/'G' of ICFRE/Institute.</td>
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<tr>
<td>6.</td>
<td>A Group 'A' Officer from any other Ministry or Department of Central Government</td>
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<tr>
<td>7.</td>
<td>Asstt. Director General (Education &amp; RB), ICFRE</td>
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The quorum for the meeting of a Internal Screening Committee (ISC) shall be two-third members-including the Chairman.
(ii) **Departmental Peer Review Committee (Level-II Assessment)**

The Departmental Peer Review Committee consisting of majority of external members possessing expertise in the relevant field shall be constituted by the DG, ICFRE. The Committee shall be comprised of following:-

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<td>2.</td>
<td>Joint Secretary to the Govt. of India (Forest Establishment), MoEF &amp; CC or his nominee</td>
</tr>
<tr>
<td>3.</td>
<td>Director of CSIR/ICAR/reputed organization or his nominee of the Level of HAG Scale</td>
</tr>
<tr>
<td>4.</td>
<td>One DDG/Director (IC), ICFRE Hqrs./Director of ICFRE Institute</td>
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<tr>
<td>5.</td>
<td>Three external experts in the relevant field</td>
</tr>
<tr>
<td>6.</td>
<td>A group 'A' Officer from any other Ministry or Deptt. Of Central Government</td>
</tr>
<tr>
<td>7.</td>
<td>Asstt. Director General (Education &amp; RB), ICFRE</td>
</tr>
</tbody>
</table>

The quorum for the meeting of DPRC shall be two-third members-including the Chairman and at least two subject experts.

(iii) **Departmental Recruitment Committee for Recruitment/Confirmation and Deputations shall be as under:-**

Filling up the vacant post through direct recruitment for scientists as well as the confirmation and deputations will be done by this committee. The constitution of Departmental Recruitment Committee (DRC) for considering the eligibility of candidates for Recruitment shall be as under:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Chairman, Recruitment Board, ICFRE</td>
</tr>
<tr>
<td>2.</td>
<td>Representative of MoEF&amp;CC at the level of DIG to be nominated by MoEF&amp;CC</td>
</tr>
<tr>
<td>3.</td>
<td>Director of CSIR/ICAR/ reputed organization or his nominee of the Level of HAG Scale</td>
</tr>
<tr>
<td>4.</td>
<td>One Director of Institute of ICFRE</td>
</tr>
<tr>
<td>5.</td>
<td>A Group 'A' officer from any other Ministry or department of the Central Government</td>
</tr>
<tr>
<td>6.</td>
<td>Three subject expert of the relevant subject</td>
</tr>
<tr>
<td>7.</td>
<td>Asstt. Director General (Education &amp; RB), ICFRE</td>
</tr>
</tbody>
</table>
The quorum for the meeting of a Departmental Recruitment Committee shall be two-third members-including the Chairman and at least two subject experts.

10. **Disqualifications: No person**
   Who has entered into or contracted a marriage with a person having a spouse living, or
   (i) Who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to any of the said posts: Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such persons and the other party to the marriage and that there are other grounds for doing so, exempt any person from the operation of this rule.
   (ii) Any other information issued by the Govt. from time to time.

11. **Liability to serve anywhere in India:**
   (i) The Scientists appointed under these rules shall be liable to serve anywhere in India.
   (ii) The Scientists appointed shall be liable to undergo such training and be detailed on such courses of instruction in India or abroad as the Competent Authority may decide from time to time.

12. **Power to relax**
   Where the Board of Governors is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons with the approval of MoEF, Govt. of India as and when required.

13. **Saving**
   The reservation for SC/ST/OBC/ Physically Handicapped shall be made in accordance with the Government of India’ guidelines issued from time to time. Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, Scheduled Tribes, ex-servicemen and other special categories of persons in accordance with orders issued by the Central Government from time to time in this regard.

14. **General conditions**
   (i) Composition of various committees shall be approved on each occasion by the DG, ICFRE.
   (ii) At least one of the members of the committees should represent the weaker section.
(iii) Scientists of ICFRE/its institute going on deputation to other Government organization may be given due lien as per Government rules.

(iv) The pay of the Scientists in the higher grade on promotion shall be fixed according to Fundamental Rules of the Government of India.

(v) In the matter of nominating an SC/ST/OBC member for the Assessment Board for level two assessment the procedure prescribed by the Government of India shall be followed.

(vi) The Services of scientists appointed on temporary basis and are on probation may be terminated by either party giving to the other a notice of period not less than one month. The services of temporary scientist may also be terminated without notice by payment of a sum equivalent to his/her one month salary (Basic pay plus D.A.) in lieu of notice. The appointing authority may accept a short period notice from a scientist. The service of temporary scientist against whom an enquiry or disciplinary proceeding is pending or contemplated, may not, however, be terminated by virtue of these rules unless otherwise decided by the appointing authority.

(vii) The age of superannuation for the scientists will be 60 years. The Board of Governors may grant extension in special cases with the prior approval of MoEF&CC, Govt. of India.

(viii) Scientists shall perform such duty as may be entrusted to him/her and shall, to the best of their ability, carry out the directions of the Board of Governors or Director General or Director of the Institute or of any other officers to whose authority he may be subjected to, according to the rules and bye-laws of the Society.

(ix) During the period of service every scientist shall observe, obey and abide by the rules of the Society and bye-laws made from time to time by the Board of Governors and all standing orders passed by the Director General or Director of Institute.

(x) In all service matters, the decision of the Director General and/or Board of Governors as the case may be shall be final. For posts/vacancies connected with scientific disciplines not covered so far under these rules, suitable qualification would be prescribed by Director General at the time of advertisement, and selection to the posts would accordingly be made.

(xi) The Board of Governors shall have powers to relax, amend and repeal any or all these rules with prior approval of MoEF&CC, Government of India provided that such amendment repeal shall not affect the previous operation of these rules or notifications or orders made or anything done or any action taken there under.

(xii) Any matter not specified here in above, the scientist of the Council will be governed by the relevant rules/orders issued by the Government of India from time to time.

(xiii) The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India and not the closing
date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Ladakh Division of Jammu and Kashmir, Lahu and Spiti District and Pangal sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands and Lakshadweep.

(xiv) Direct recruits may be given a higher initial start than the minimum of the scale to which they are appointed in deserving cases if so recommended by the Departmental Recruitment/Review Committee with the prior approval MoEF&CC, Govt. of India. However, such an initial start shall not exceed to advance increments over the minimum of the scale.

(xv) In Table-I giving the details of direct recruitment to Scientific posts +3, +7, +11, +16, and +21 denote minimum number of years of experience required in addition to the essential educational qualifications.

(xvi) The Scientists appointed shall be liable to undergo such training and be detailed on such course of instruction in India or abroad as the Competent Authority may decide from time to time.

(xvii) Specific essential educational qualification for a specific discipline will be decided at the time of filling up of a post based on the job recruitments.

(xviii) The Director General, ICFRE will be Competent Authority for approval of recommendations made by various committees (Internal Screening Committee/Departmental Peer Review Committee/Departmental Recruitment Committee)

(xix) Service rendered in the field of forestry will be treated as relevant experience for posts for which such experience is considered appropriate by the Council.
### Table-I
**DESIGNATION, PAY SCALES, EDUCATIONAL QUALIFICATIONS AND EXPERIENCE FOR DIRECT RECRUITMENT**

**FOR SCIENTIFIC POSTS:** The minimum educational qualifications and experience required for scientific posts shall be as under:-

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Educational qualifications</strong> <em>(General)</em></td>
<td>First Class Master’s Degree in Natural Science / Agriculture Sciences or First Class Bachelor’s Degree in Engineering or Technology</td>
<td>First Class Master’s Degree in Natural Science/Agriculture Sciences and a Ph.D. degree in the relevant subject/discipline or First Class Master’s Degree in Engineering or Technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Minimum Experience</strong></td>
<td>+3</td>
<td>+7</td>
<td>+11</td>
<td>+16</td>
<td>+21</td>
<td></td>
</tr>
<tr>
<td><strong>Pay Scale (Level of pay Matrix)</strong></td>
<td>Level-10</td>
<td>Level-11</td>
<td>Level-12</td>
<td>Level-13</td>
<td>Level-13A</td>
<td>Level-14</td>
</tr>
</tbody>
</table>

*To be read with Rule 14 (xvii)*

### Table-II
**Age limit for Direct Recruits**

The upper age limit for appointment by direct recruitment to the posts specified in column (2) shall be as specified in column (3) of the Table below:-

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Name of Post</th>
<th>Age limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Scientist ‘B’</td>
<td>35 years</td>
</tr>
<tr>
<td>2.</td>
<td>Scientist ‘C’</td>
<td>35 years</td>
</tr>
<tr>
<td>3.</td>
<td>Scientist ‘D’</td>
<td>40 years</td>
</tr>
<tr>
<td>4.</td>
<td>Scientist ‘E’</td>
<td>45 years</td>
</tr>
<tr>
<td>5.</td>
<td>Scientist ‘F’</td>
<td>50 years</td>
</tr>
<tr>
<td>6.</td>
<td>Scientist ‘G’</td>
<td>50 years</td>
</tr>
<tr>
<td>Sl.No.</td>
<td>Designation</td>
<td>Level of Pay Matrix as per 7th CPC</td>
</tr>
<tr>
<td>--------</td>
<td>-------------</td>
<td>-----------------------------------</td>
</tr>
<tr>
<td>1.</td>
<td>Scientist ‘B’</td>
<td>10</td>
</tr>
<tr>
<td>2.</td>
<td>Scientist ‘C’</td>
<td>11</td>
</tr>
<tr>
<td>3.</td>
<td>Scientist ‘D’</td>
<td>12</td>
</tr>
<tr>
<td>4.</td>
<td>Scientist ‘E’</td>
<td>13</td>
</tr>
<tr>
<td>5.</td>
<td>Scientist ‘F’</td>
<td>13A</td>
</tr>
<tr>
<td>6.</td>
<td>Scientist ‘G’</td>
<td>14</td>
</tr>
</tbody>
</table>
Table-IV
Annual Work Report
Part-A
SELF ASSESSMENT BY THE OFFICER REPORTED UPON

1. Name:

2. Designation:

3. Area of Science and Technology function:

4. Brief description of Science and Technology work function:

5. Science and Technology output indicators for assessment and measurement of work function (as appropriate to the officer):

6. Enumeration of major outputs from Science and Technology Function:

7. Innovation content of work done (about 100 words):

8. Major impact reported during the financial year (if any) for work done during previous three years:

9. Specific and technological methodologies used in the work function

10. Suggestions (if any) for work functions based on new or emerging scientific principles:

11. New technologies if any introduced by the officer in work plan/functions;

12. Any other highlight of special Science and Technology content in the work:

13. One page summary of the scientific and technical elements in the work done during the financial year;

14. Quantified S&T outputs as per the selection indicators:

Signature of the officer reported upon
PART-B
ASSESSMENT BY THE REPORTING AUTHORITY

1. Accuracy of the Science and Technology work report:
   (a) Generally accurate
   (b) Modifications needed (Please specify)

2. Scientific merit of the work done
   1-10% 10-33% 33-50% 50-75% Bottom 25%

3. Short summary of the innovative content of the work done

4. General assessment of the scientific work report (in brief):

5. Final grading:
   1-10% 10-33% 33-50% 50-75% Bottom 25%

Signature of the Reporting Officer

PART-C
INTERNAL PEER GROUP REVIEW REPORT

1. Grading of the Science & Technology (&T) content of the work reported.

2. Specific innovation elements recognized:-
   (a)
   (b)
   (c)

3. Relative assessment of the work reported vis-à-vis Peers in the area:
   Top 1-10% 10-33% 33-50% 50-75% Bottom 25%

4. Assessment of the work done during the residency period.

5. Specific highlights of the S&T content of the work done.


Signature of the Members of the Peer Group
Annexure (to Annual Work Report)

1. Lectures delivered in universities/seminars/industry meets
   (a) Enrolled
   (b) Invited
2. Books edited or written
3. Research publications
4. State of the Art Reports prepared on the subject handled or otherwise
5. Annual reports prepared.
6. Internal reports generated
7. New S&T areas/gaps identified for enlarging the scope of the existing schemes
8. New S&T identified and nurtured and S&T inputs added to ongoing schemes
9. Data bases prepared for scientific handling of the projects
10. Scientific and evidence-based initiatives taken to enlarge the infrastructure base of research and development across the country.
11. Identification of New Areas for demonstration of technologies and follow up
12. Project Monitoring Parameters evolved and deployed
13. Technology intelligence /assessment report prepared for S&T
14. Science and Technology inputs provided to inter-Ministerial discussions in various committees
15. Number of projects scientifically evaluated for closure during the years
16. Networked Programmes initiated (Please given numbers and salient features of your contribution)
   (a) Between lab to lab
   (b) Lab to Industry
   (c) Bilateral
   (d) Multilateral
17. Policies/Bills prepared during the year
18. Awards/membership of Institutions/Academics
19. Others (please specify)
A. Criteria for Field Experience

1. Field experience in research and development and experience in implementation of such scientific projects is compulsory for promotion of scientists recruited to the posts in the secretariat of the scientific Ministries or Departments to higher grades under Flexible complementing Scheme.

2. Field experience of at least two years and five years respectively shall be essential for promotion to scientist ‘F’ and Scientist ‘G’ grades.

3. The criteria shall cover the aims and objectives of the institution or organization, qualifications of the personnel, qualitative requirements for performance of various types of activities etc.

B. Scientific Activities and Services

(a) Fundamental or Basic research:
   (i) Original investigation to gain new scientific knowledge, not necessarily directed towards any specific practical aim or application;
   (ii) Working in scientific laboratories/ institutes, period spent on doctoral or post doctoral degrees in basic research after joining an organization, etc., shall constitute field experience for the purpose of Flexible complementing Scheme.

(b) Applied Research:
   (i) Original investigation to gain new scientific or technical knowledge directed towards a specific practical aim or objective;
   (ii) Working in scientific laboratories/ institutes, period spent on doctoral/ post doctoral degrees in applied research after joining an organization, etc., would constitute filed experience for the purpose of Flexible Complementing Scheme.

(c) Experimental Development:
   (i) Application of scientific knowledge directed towards producing new or substantially improved materials, devices, products, processes, systems or services; ‘field experience’ would depend on the work profile of the Department.
   (ii) The defining factor would be that the work is not of routine use of scientific knowledge but involves application of scientific knowledge for creation of new/innovative systems, practices, models.

(d) Promotion of Science and Technology activities:
   (i) Science and Technology activities which are directly linked to Research and Development in terms of promoting the scientific activities and services.
   (ii) Coordination of Research and Development programmes in environment or forestry or wildlife, national and international network projects in environment or forestry or wildlife, mission node projects, environment or forestry or wildlife regulation and such other works would constitute field experience.
**Agenda Item No. 55.09**

**RECTIFICATION IN ICFRE TECHNICAL SERVICE RULES 2013**

The Board of Governors vide its meeting held on 20.01.2017 held at New Delhi approved the “Indian Council of Forestry Research and Education Technical Service Rules 2013” (ICFRE TSR-2013). Consequent upon ratification of the Ministry, the rules have been notified vide Council’s F.N. 63-19/2016-ICFRE dated 01.03.2017.

During the implementation of ICFRE TSR-2013, following anomalies have been observed:

**A. ESSENTIAL EDUCATIONAL QUALIFICATIONS IN APPENDIX IV OF TECHNICAL SERVICE RULES-2013**

The Appendix IV of the ICFRE TSR–2013 elaborates essential educational qualifications required for the direct recruitment of entry level posts in different categories of Technical Services for various functional groups. The part of matrix drawn against Appendix IV (Annexure 55.09.01), reproduced below, shows the following information against Category I. The proposed rule after rectification is also shown in column 5 of the table below:

<table>
<thead>
<tr>
<th>Category</th>
<th>Functional Group</th>
<th>Essential Educational Qualification</th>
<th>Proposed rules after rectification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category I</td>
<td><strong>Technical Post</strong></td>
<td>Matriculation from recognized Board with ITI certificate in relevant trade or Certificate course from a Govt. recognized Institute.</td>
<td>No Change</td>
</tr>
<tr>
<td></td>
<td>Technician PB 1, GP ₹1900</td>
<td>Technical (Maintenance) Matriculation from recognized Board with ITI certificate in relevant trade or Certificate course from a Govt. recognized Institute. OR 10+2 in Science from a recognized Board in relevant trade or Certificate course from a Govt. recognized Institute.</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Technical Post</strong></td>
<td>Matriculation from recognized Board with ITI certificate in relevant trade or Certificate course from a Govt. recognized Institute. OR 10+2 in Science from a recognized Board in relevant trade or Certificate course from a Govt. recognized Institute.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Technician PB 1, GP ₹2000</td>
<td>Technical (Maintenance) Matriculation from recognized Board with ITI certificate in relevant trade or Certificate course from a Govt. recognized Institute. OR 10+2 in Science from a recognized Board in relevant trade or Certificate course from a Govt. recognized Institute.</td>
<td></td>
</tr>
</tbody>
</table>

As it is apparent from column 3 of the above Table-09.01 that the minimum qualification of Technician in GP of ₹1900 and ₹2000 (underlined text) are same despite of their grade pay being different. The essential qualification in GP ₹2000 should be higher than that given in GP ₹1900/- similar to other posts in the GP of ₹2000/-
B. INCONSISTENCY IN PAY SCALES MENTIONED IN APPROVAL OF THE MINISTRY

Ministry vide its letter No. 12-1/2012-FE(Vol.IV) dated 10.06.2016 conveyed the approval of implementation of recommendations of the Work Measurement committee (WMC) and Technical Service Rules. Accordingly an agenda item for the same was placed as item No. 5 in the 54th Meeting of BoG held on 20.01.2017 (Annexure 55.09.02). As per the directions of the Board, the same was implemented after ratification by the MoEF&CC. An inherent anomaly, apparently a typographic error was observed in the agenda note viz.; pay scale of Technical Assistant (Isolated) has been mentioned as ₹3050-4500 instead of ₹3050-4590. The same has been inherited in the notification for implementation of Work Measurement Committee issued vide No. 63-19/2017-ICFRE dated 01.03.2017. The pay scale of Technical Assistant (Isolated) needs to be corrected from ₹3050-4500 to ₹3050-4590.

C. INCONSISTENCY IN PAY SCALES MENTIONED ICFRE TSR-2013

While implementing the ICFRE TSR-2013 an inherent anomaly, apparently a typographic error, was observed in preamble of its Appendix-XII (Annexure 55.09.03), part of which is reproduced below for sake of brevity:

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Mentioned as</th>
<th>Required to be rectified as</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay scale of Research Assistant Grade II (Isolated) reproduced in ICFRE TSR 2013 (Appendix - XII - Preamble) (Annexure 55.09.03)</td>
<td>PB 2 - ₹9300-34800 with Grade Pay 2800</td>
<td>PB 1 - ₹5200-20200 with Grade Pay 2800</td>
</tr>
</tbody>
</table>

D. MODIFICATION IN PART II OF APPENDIX –VII of ICFRE TSR-2013

ICFRE Technical Service Rules – 2013 were notified vide Notification No. 63-19/2017-ICFRE dated 01.03.2017. Appendix – VII of the ICFRE TSR-2013, details a proforma for supplementary information to be furnished by the Technical personnel for their subsequent assessment for the grant of merit promotion. The part – II of Appendix VII of the ICFRE TSR-2013 is to be completed by the concerned reviewee, but there is no space for his/her signature below these para(s) in the prescribed format. The matter was submitted before the committee constituted to look into the anomalies in implementation of ICFRE TSR-2013. The committee upon deliberation recommended a new format against Appendix – VII of ICFRE TSR-2013 after incorporating the place for signature of the reviewee. (Annexure 55.09.04).
Resolution
The Board may consider and resolve to approve:

1. Modification in Educational qualification against Technical Post - Technician PB1, GP र 2000 of Category I of Appendix IV of ICFRE TSR 2013 as:

<table>
<thead>
<tr>
<th>Category</th>
<th>Functional Group</th>
<th>Essential Educational Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category I</td>
<td>Technical Post Technician PB 1, GP र 2000</td>
<td>10+2 in Science with 60% marks in aggregate or equivalent from a recognized Board.</td>
</tr>
</tbody>
</table>

(Details at ‘A’ in body of agenda note)

2. Modification in Pay scale of Technical Assistant (Isolated) as ₹3050-4590 against ₹3050-4500 as mentioned in “Implementation of recommendation of Work Measurement Committee”.

(Details at ‘B’ in body of agenda note)

3. Modification in the pay scale of Research Assistant Grade II(Isolated) as PB 1 – ₹5200-20200 with Grade Pay ₹2800 instead of PB 2 ₹9300-34800 with Grade Pay 2800 as mentioned in Appendix XII of ICFRE TSR 2013

(Details at ‘C’ in body of agenda note)


(Details at ‘D’ in body of agenda note)
<table>
<thead>
<tr>
<th>Category</th>
<th>Functional Groups</th>
<th>Field/Lab Research</th>
<th>Maintenance</th>
<th>Workshop</th>
<th>General Services</th>
<th>Para medical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cat. I</td>
<td>Technician, PB 1: (Rs. 5200-20200, GP-1900)</td>
<td>-</td>
<td>Technician (Maintenance)</td>
<td>Technician (Workshop)</td>
<td>Technician (General Services)</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Technician, PB 2: (Rs. 5200-20200, GP-2800)</td>
<td>Technician (Field/Lab Research) 10+2 in Science with 60% marks in aggregate or equivalent from a recognized Board</td>
<td>Matriculation from a recognized Board with ITI certificate in relevant trade or Certificate course from a Govt. recognized Institute</td>
<td>Matriculation from a recognized Board with ITI certificate in relevant trade or Certificate course from a Govt. recognized Institute</td>
<td>Matriculation from a recognized Board with ITI certificate in relevant trade or Certificate course from a Govt. recognized Institute</td>
<td>-</td>
</tr>
<tr>
<td>Cat. II</td>
<td>Technical Assistant (Field/Lab) Bachelor degree in Science in the relevant field/specialization or equivalent from a recognized University Or 3 years diploma in Engineering in the</td>
<td>Technical Assistant (Maintenance) Bachelor degree in Science in the relevant field/specialization or equivalent from a recognized University Or 3 years diploma in Engineering in the</td>
<td>Technical Assistant (Workshop) Bachelor degree in Science in the relevant field/specialization or equivalent from a recognized University Or 3 years diploma in Engineering in the</td>
<td>Technical Assistant (General Services) Bachelor degree in Science in the relevant field/specialization or equivalent from a recognized University Or 3 years Diploma/Degree in the relevant field</td>
<td>Technical Assistant (Para medical) Bachelor degree in Science in the relevant field/specialization or equivalent from a recognized University Or 3 years Diploma/Degree in the relevant field</td>
<td>-</td>
</tr>
</tbody>
</table>
IMPLEMENTATION OF THE RECOMMENDATION OF WORK MEASUREMENT COMMITTEE IN PARA 7.9 OF ITS REPORT w.e.f. 1.1.2006 IN RESPECT OF RESEARCH ASSISTANT AND RESEARCH OFFICERS OF ICFRE

The Ministry has conveyed concurrence of Department of Expenditure, Government of India regarding implementation of the recommendation of the Work Measurement Committee Report (Annexure - 5.1) in respect of Research Assistants of ICFRE vide letter No.12-1/2012-FE (Vol.IV) dated 10th June 2016 (Annexure-5.2) subject to conditions stipulated by the Department of Expenditure in their U.O. dated 24.05.2016 mentioned as below:-

i. The proposed pay scales are given **notional effect from 1.1.2006 and actual effect from date of issue of orders.**

ii. The revised pay scale are given to only those posts which have research-oriented duties and responsibilities as recommended by the WMC and it may be strictly ensured that no administrative/ clerical nature posts and posts which are not research oriented are allowed the proposed revised scales.

iii. It has to be strictly ensured that proposed dual pay scales, where higher scales have been proposed for entry level posts with higher qualifications (M.Sc/Degree in engineering and B.Sc/diploma in engineering) do not lead to any complications whereby the other incumbents of these posts (isolated ones) demand for parity with higher scales and if any such demand is made, it is convinced that such demands can be resisted effectively.

iv. The other recommendations of the WMC relating to recruitment rules, etc. as mentioned Para 7.4, 7.6, 7.7 and 7.8 of its report are also implemented.

The pay scales approved by the Department of Expenditure are given as under:-

<table>
<thead>
<tr>
<th>Posts</th>
<th>Existing pay scale (V CPC) and method of Recruitment &amp; promotion (as on 01.01.2006)</th>
<th>Pay scale as approved by DoE under V CPC</th>
<th>Replacement scales in VI CPC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pay scale (Rs.)</td>
<td>Method of Recruitment &amp; Educational qualification for DR</td>
<td>Promotion</td>
</tr>
<tr>
<td>Technical Assistant ‘C’ (General)</td>
<td>3200-4900</td>
<td>90% DR 10 + 2 with science or equivalent</td>
<td>10% through departmental exam of Group ‘D’ employees with 10+2 EQ and minimum 3 years experience</td>
</tr>
<tr>
<td>Posts</td>
<td>Existing pay scale (V CPC) and method of Recruitment &amp; promotion (as on 01.01.2006)</td>
<td>Pay scale as approved by DoE under V CPC</td>
<td>Replacement scales in VI CPC</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>----------------------------------------------------------------------------------------</td>
<td>----------------------------------------</td>
<td>-----------------------------</td>
</tr>
<tr>
<td></td>
<td>Pay scale (Rs.)</td>
<td>Method of Recruitment &amp; Educational qualification for DR</td>
<td>Promotion</td>
</tr>
<tr>
<td>Technical Assistant (Isolated)</td>
<td>3050-4500 &amp; 3200-4900</td>
<td>Matriculation with ITI certificate in the relevant field or 3 years experience</td>
<td>Promotion of Group ‘D’ with 3 or 5 years service in the grades possessing matriculation or 8th standard failing which by direct recruitment</td>
</tr>
<tr>
<td>Research Assistant Grade-II (General)</td>
<td>4000-6000</td>
<td>25% DR B.Sc. in the relevant subject or Diploma in Engineering</td>
<td>75% promotion of TA-C (General) with 5 years regular service in the pay scale 3200-4900</td>
</tr>
<tr>
<td>Research Assistant Grade-II (Isolated)</td>
<td>4000-6000</td>
<td>DR Diploma/ certificate from recognized institute with 3 years experience with diploma or 5 years experience with certificate OR 10+2 in Science or equivalent with 3 years experience in relevant field. OR Matriculation with ITI certificate &amp; 5 years experience (Some of posts are filled up with DR only which some are filled up by promotion failing which DR)</td>
<td>Promotion of TA (Isolated) of concerned field with 5 years regular service in the pay scale 3050-4500 or 3200-4900</td>
</tr>
<tr>
<td>Research Assistant Grade-I (General)</td>
<td>4500-7000</td>
<td>25% DR M.Sc. in the relevant subject or Bachelor degree in Engineering</td>
<td>75% promotion of RA Grade-II (General) with 5 years regular service in the pay scale 4000-6000</td>
</tr>
</tbody>
</table>
APPENDIX-XII

Initial adjustment/induction of existing technical staff of ICFRE into Technical Services on 18.12.2013

Existing technical officials of ICFRE are considered for the initial adjustment/induction into Technical Services as on 18.12.2013 with the pay scales and grade pay revised as per the approval of DoE, MoEF&CC, Govt. of India w.e.f. 01.01.2006 in accordance to the conditions laid as under:

Revised Pay scales of existing technical staff of ICFRE as on 01.01.2006

Technical Assistant (Isolated), PB-1, 5200/- to 20200/-, GP-1900/-
Research Assistant Grade-II (Isolated), PB-2, 9300/- to 34800/-, GP-2800/-
Research Assistant Grade-I (Isolated), PB-2, 9300/- to 34800/-, GP-4200/-
Technical Assistant-C (General), PB-1, 5200/- to 20200/-, GP-2000/-
Research Assistant Grade-II (General), PB-2, 9300/- to 34800/-, GP-4200/-
Research Assistant Grade-I (General), PB-2, 9300/- to 34800/-, GP-4600/-
Research Officer-II, PB-2, 9300/- to 34800/-, GP-4600/-
Research Officer-I, PB-2, 9300/- to 34800/-, GP-4600/-

For the adjustment/induction of an employee to a post in technical services on 18.12.2013, his/her service tenure from 01.01.2006 is taken into account for computation of service years as one time measure.

Adjustment/Induction of Technical staff into Technical services of ICFRE

A. Adjustment/Induction of Technical Assistant (Isolated)

1. An employee
   (i) Who is working as Technical Assistant (Isolated) in the pay scale PB-1, 5200/- to 20200/-, GP-1900/-
   (ii) rendered less than eight years regular service in the grade pay as on 18.12.2013, is considered for adjustment to the post of Technician, Cat. I in the PB-1, 5200/- to 20200/-, GP-Rs. 1900/-. However, such personnel are considered for assessment promotion to the post of Sr. Technician, Cat. I in the PB-1, 5200/- to 20200/-, GP-Rs. 2400/- computing the service tenure before 18.12.2013 on the date of completion of 8 years regular service in the above grade.

2. An employee
   (i) Who is working as Technical Assistant (Isolated) in the pay scale PB-1, 5200/- to 20200/-, GP-2000/- with MACP.
   (ii) Such personnel are considered for assessment promotion to the post of Sr. Technician, Cat. I in the PB-1, 5200/- to 20200/-, GP-Rs. 2400/-.

3. An employee
   (i) Who is working as Technical Assistant (Isolated) in the pay scale PB-1, 5200/- to 20200, GP-2400/- with ACP and
   (ii) rendered less than five years regular service in the grade pay as on 18.12.2013, is considered for adjustment to the post of Sr. Technician, Cat. II in the PB-1, 5200/- to 20200/-, GP-Rs. 2400/-. However, such personnel are considered for assessment promotion to the post of Technical Assistant, Cat. II in
ANNEXURE 55.09.04

APPENDIX-VII

PROFORMA FOR SUPPLEMENTARY INFORMATION TO BE FURNISHED BY THE TECHNICAL PERSONNEL FOR THEIR SUBSEQUENT ASSESSMENT FOR THE GRANT OF MERIT PROMOTION
(To be filled initially by Estt Section of the concerned institute /ICFRE hqrs)

PART-I

1. Name
2. Field of specialization and present posting
3. Date of appointment in Technical Service and category and grade.

PART- II
(To be filled in by the reviewee)

1. Do you wish to add any supplementary material to the material already furnished to the Assessment Committee for Five-Yearly Assessment? If so, please indicate the details thereof along with any additional qualifications/training acquired.
2. Do you wish to have a personal discussion with the Assessment Committee (Please indicate 'Yes' or 'No').

In the absence of any indication, it will be presumed that the Technical Personnel does not want to come for personal discussion.

(For use of Reviewers only)

3. Is the supplementary information furnished by the Reviewee correct to the best of your knowledge?
4. Do you generally agree with the assessment and projections made by the Reviewee in the supplementary information?

Date:

5. Recommendations of the Director (in the case of employees of Institutes)/DDG, ICFRE (in the case of the employees of the Headquarters and/or the Centrally Administered Programme).

Date:....................
Agenda Item No. 55.10

RECONSTITUTION OF RESEARCH ADVISORY GROUP (RAG) AND RESEARCH POLICY COMMITTEE (RPC)

Presently the research activities and programmes of the ICFRE’s Institutes are guided by Research Advisory Group (RAG) and Research Policy Committee (RPC). Based on the recommendations of RAG, the RPC of ICFRE takes the final decision for approval of research projects and programmes to be undertaken by various Institutes of ICFRE.

Research Advisory Group (RAG) is a body at Institute level that provides directions in forestry research. The time period of the committee is for two years. The role of the committee is to examine and vet the research proposals of the Institute put up for discussion and recommend suitable projects for final approval to Research Policy Committee.

Research Policy Committee (RPC) is the apex body at ICFRE level constituted for two years to recommend the research projects for final approval to DG ICFRE. The role of the committee is to provide policy directions to research, examine the project proposals recommended by RAGs of the institutes for final approval.

The initial composition of the present RAGs and RPC was framed at the time of adoption of National Forestry Research Plan (NFRP) 2000 as is given the “Methodology for Setting Research Priorities for ICFRE” (54 ICFRE BL-3, 98-99).

The composition of RPC was approved in the XXXVI meeting of Board of Governors held on 23rd March 2007.

The composition of RAG was revised in the XLIV meeting of Board of Governors held on 24th June 2011.

ICFRE wants to bring in qualitative improvement in its research efforts. RAGs and RPC are the bodies which technically evaluate the research projects. To have the qualitative improvement in the research efforts, these two bodies need to be strengthened with subject area experts. Without increasing the number of members significantly and by only internal re-adjustment, a new composition with more number of subject experts is to be formulated.

It is now proposed to revise the composition and functions of ‘Research Advisory Group’ and ‘Research Policy Committee’ of ICFRE Institutes and ICFRE respectively. The following is proposed:
1. Revision of the composition and functions of RAGs and RPC to strengthen it with subject area experts.

2. Authorize DG ICFRE to review the composition of RAGs and RPC after every 4 years.

The proposed composition and function of RAGs and RPC is given Table 10.01, 10.02 and Table 10.03, 10.04 respectively.

**Table-10.01: Composition of Research Advisory Group**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Present Composition of RAG</th>
<th>Designation / role</th>
<th>Proposed Composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col 1</td>
<td>Col. 2</td>
<td>Col. 3</td>
<td>Col. 4</td>
</tr>
<tr>
<td>01</td>
<td>Director of the institute</td>
<td>Chairman</td>
<td>No change proposed</td>
</tr>
<tr>
<td>02</td>
<td>PCCFs of all concerned states/UTs or representatives</td>
<td>Members</td>
<td>Head of the research wing of the forest departments of concerned states or their representatives</td>
</tr>
<tr>
<td>03</td>
<td>ADG (Research Planning)/DG’s ICFRE representative</td>
<td>Member</td>
<td>ADG (Research Planning)/DG ICFRE’s representative</td>
</tr>
<tr>
<td>04</td>
<td>Three scientists of the institutes at each level of Senior (Scientist G or F) Middle (Scientist E or D) Junior (Scientist C or B)</td>
<td>Members</td>
<td>Two senior scientists of the institute</td>
</tr>
<tr>
<td>05</td>
<td>Two foresters (each one at the level of CF and DCF of the ICFRE Institute)</td>
<td>Members</td>
<td>One senior forest officer of the institute</td>
</tr>
<tr>
<td>06</td>
<td>Representative of the universities imparting education in forestry and allied subjects at the level of Dean or Head of the Department</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>07</td>
<td>Two representatives of funding organizations</td>
<td>Member</td>
<td>One representatives from a funding organization</td>
</tr>
<tr>
<td>08</td>
<td>Representative of forest based industries -1</td>
<td>Member</td>
<td>Two representative of forest based industries</td>
</tr>
<tr>
<td>09</td>
<td>Eminent forester outside ICFRE</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>10</td>
<td>Eminent scientist outside ICFRE</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>11</td>
<td>Representative of ICAR</td>
<td>Member</td>
<td>Representative of ICAR/CSIR/NMPB</td>
</tr>
<tr>
<td>12</td>
<td>Heads of State Forest Research Organizations of the</td>
<td>Member</td>
<td>No need as head of research wing is already proposed at sl.</td>
</tr>
<tr>
<td>No.</td>
<td>Role Description</td>
<td>Status</td>
<td>Proposed Changes</td>
</tr>
<tr>
<td>-----</td>
<td>----------------------------------------------------------------------------------</td>
<td>------------------</td>
<td>----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>13</td>
<td>Representative of sister organizations</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>14</td>
<td>Representative of progressive farmers</td>
<td>Member</td>
<td>Representative of progressive farmer / prominent NGO/ JFM/ Local Government / Grass root level organization – only one member</td>
</tr>
<tr>
<td>15</td>
<td>Representative of prominent NGO in the field of forestry</td>
<td>Member</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Representative of JFM/local government/grass root level organization</td>
<td>Member</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Subject matter experts (No members at present)</td>
<td>Members</td>
<td>Six subject matter experts from outside ICFRE institutes covering the subject areas of the Institutes.</td>
</tr>
<tr>
<td>18</td>
<td>Group Coordinator (Research)</td>
<td>Member Secretary</td>
<td>No change proposed</td>
</tr>
</tbody>
</table>

**Table-10.02: Functions of Research Advisory Group**

<table>
<thead>
<tr>
<th>Present functions</th>
<th>Proposed functions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Present functions are:</td>
<td>Proposed functions are:</td>
</tr>
<tr>
<td>The main functions assigned to the RAG as per the notification 58-21/XLIV/2011- ICFRE dated 24 August 2011 are:</td>
<td>The main functions proposed in respect of RAG are:</td>
</tr>
<tr>
<td>• RAG will provide directions in forestry research of the institutes within overall framework of research priorities set up by ICFRE</td>
<td>• RAG will provide directions in forestry research of the institutes within overall framework of research priorities set up by ICFRE</td>
</tr>
<tr>
<td>• RAG will examine, vet and recommend forestry research proposals and programs of the institute for the considerations of Research Policy Committee (RPC) of the ICFRE</td>
<td>• RAG will technically evaluate project proposals for their high quality within the overall mandate of the institute and will recommend only those projects for RPC which are found suitable to be funded from ICFRE plan funds. Project proposals rejected by RAG will not be brought for consideration of RPC</td>
</tr>
<tr>
<td>• RAG will formulate and review five years research plan on rolling basis of the institute</td>
<td>• RAG will critically examine the monitoring parameters and deliverables that can be achieved during and at the end of the project to ensure effective monitoring and evaluation</td>
</tr>
<tr>
<td>• RAG will also carry out any other function related with forestry assigned by the institute from time to time</td>
<td>• RAG may recommend the proposed standalone projects to be included in the AICRPs</td>
</tr>
<tr>
<td></td>
<td>• RAG may propose the projects to be taken up</td>
</tr>
</tbody>
</table>

91 55th Meeting of BoG
under funding from other sources

- RAG will approve the modifications proposed by Institutes in the ongoing projects
- RAG will carry out any other function related with forestry assigned by the Institute from time to time

Table-10.03: Composition of Research Policy Committee

<table>
<thead>
<tr>
<th>SI No</th>
<th>Present Composition</th>
<th>Designation / role</th>
<th>Proposed Composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col. 1</td>
<td>Col. 2</td>
<td>Col. 3</td>
<td>Col. 4</td>
</tr>
<tr>
<td>01</td>
<td>Director General, ICFRE</td>
<td>Chairman</td>
<td>No change proposed</td>
</tr>
<tr>
<td>02</td>
<td>DDGs (Education, Extension, Administration)</td>
<td>Members</td>
<td>No change proposed</td>
</tr>
<tr>
<td>03</td>
<td>Director (International Cooperation)</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>04</td>
<td>All Directors of ICFRE Institutes</td>
<td>Members</td>
<td>No change proposed</td>
</tr>
<tr>
<td>05</td>
<td>Two scientists of the council each at level of member scientist ‘F’ or above and scientists ‘E’ or below</td>
<td>Member</td>
<td>One senior scientist of the Council</td>
</tr>
<tr>
<td>06</td>
<td>One forester of the ICFRE</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>07</td>
<td>ADG (RP), ICFRE</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>08</td>
<td>DDG (Research)</td>
<td>Member Secretary</td>
<td>ADG(M&amp;E) is proposed</td>
</tr>
<tr>
<td>10</td>
<td>Representative of sister organizations (WII, FSI and BSI and others)</td>
<td>Members</td>
<td>One member from WII / FSI/ BSI and others</td>
</tr>
<tr>
<td>11</td>
<td>Representative of forest based industries -1</td>
<td>Member</td>
<td>Two members</td>
</tr>
<tr>
<td>12</td>
<td>Two eminent foresters outside ICFRE</td>
<td>Members</td>
<td>One member</td>
</tr>
<tr>
<td>13</td>
<td>Two eminent scientists outside ICFRE</td>
<td>Members</td>
<td>One member</td>
</tr>
<tr>
<td>14</td>
<td>Representative of ICAR</td>
<td>Member</td>
<td>Representative of ICAR/ CSIR/ NMPB – one member</td>
</tr>
<tr>
<td>15</td>
<td>Representative of Planning Commission</td>
<td>Member</td>
<td>Representative of NITI Aayog</td>
</tr>
<tr>
<td>16</td>
<td>Representative of MoEF&amp;CC</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>No.</td>
<td>Role Description</td>
<td>Position</td>
<td>Change Proposed</td>
</tr>
<tr>
<td>-----</td>
<td>---------------------------------------------------------------------------------</td>
<td>----------</td>
<td>-----------------</td>
</tr>
<tr>
<td>17</td>
<td>Representative of university imparting forestry education at the level of Dean or Head of the Department</td>
<td>Member</td>
<td>No change proposed</td>
</tr>
<tr>
<td>18</td>
<td>Representative of prominent NGO in the field of forestry</td>
<td>Member</td>
<td>Representative of progressive farmer / prominent NGO / Local Government / JFM – one member</td>
</tr>
<tr>
<td>19</td>
<td>Representative of progressive farmer</td>
<td>Member</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Representative of Local Government / JFM</td>
<td>Member</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Members</td>
<td>Members</td>
<td>Six subject matter experts</td>
</tr>
</tbody>
</table>

### Table-10.04: Functions of Research Policy Committee

<table>
<thead>
<tr>
<th>Present functions</th>
<th>Proposed functions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col. 1</td>
<td>Col. 2</td>
</tr>
<tr>
<td>The main functions assigned to the RPC as per the notification 58-21/XXXVI/2007-ICFRE dated 30 May 2007 are:</td>
<td>The functions of the RPC will be:</td>
</tr>
<tr>
<td>• RPC being the apex advisory body at the council level will provide policy directions to research to bring in innovation in research and decide investment in high quality forestry research. It will also provide research leadership so as to make ICFRE a model research organization with international leadership in forestry research.</td>
<td>• RPC being the apex advisory body at the council level will provide policy directions to research to bring in innovation in research and decide investment in high quality forestry research. It will also provide research leadership so as to make ICFRE a model research organization with international leadership in forestry research.</td>
</tr>
<tr>
<td>• RPC will finalize a five year research plan of the ICFRE and its institutes and also review the same on rolling basis.</td>
<td>• RPC will approve the Annual Research Plan, of ICFRE and its institutes on the basis of the recommendations of RAGs of the respective institutes</td>
</tr>
<tr>
<td>• RPC will approve the Annual Research Plan, research projects and programmes of the ICFRE and its institutes on the basis of the recommendations of RAGs of the respective institutes.</td>
<td>• RPC will approve All India Coordinated Research Projects (AICRPs) recommended to it by Project Expert Group involved in formulation of AICRPs. AICRPs will be directly approved by RPC without being routed through RAG channels</td>
</tr>
<tr>
<td>• RPC will provide the effective coordination of the research work among different institutes of ICFRE and optimize resource utilization</td>
<td>• RPC may propose new subjects areas for AICRPs and for institute based projects</td>
</tr>
<tr>
<td>• RPC will ensure balance among</td>
<td>• RPC will provide effective coordination of the research work among different</td>
</tr>
</tbody>
</table>
different international, national, regional and states research requirements.

- RPC will consider current and emerging research issues, and keeping these in view, will prioritize research projects and programmes of each institute.

- RPC will explore and establish synergetic alliance with agencies engaged in forestry research.

- RPC will also carry out any other function related with forestry research assigned by the council from time to time.

institutes of ICFRE and optimize resource utilization.

- RPC will ensure balance among different international, national, regional and states research requirements.

- RPC will consider current and emerging research issues, and keeping these in view, will prioritize research projects and programmes of each institute.

- RPC will help to explore and establish synergetic alliance with agencies engaged in forestry research.

- RPC will also carry out any other function related with forestry research assigned by the council from time to time.

### Resolution
The Board may consider and resolve to

1) Revise the composition and functions of Research Advisory Group and Research Policy Committee as proposed in Table-10.01 (Column 4), Table-10.02 (Column 2) and Table-10.03 (Column 4), Table-10.04 (Column 2) respectively in the agenda note.

2) Authorize DG ICFRE to nominate the members, and review the composition and functions of RAGs and RPC after every 4 years.

3) The tenure of nominated members shall be 2 years. However, position falling vacant due to retirement/ transfer/ repatriation/ resignation or otherwise, can be filled up for the remaining tenure.
Agenda Item No. 55.11

DECIDING THE LEVEL OF DIRECTOR OF
INSTITUTE OF FOREST BIODIVERSITY (IFB) HYDERABAD

The Forest Research Centre, Hyderabad was functioning under the administrative control of Institute of Wood Science and Technology, Bangalore since July, 1997. The campus of this Centre is spread over 100 acres of area at Dulapally with Building Infrastructure comprising of laboratories, administrative block, library, rest house, research nurseries, experimental plots and residential complex for the staff, which being sufficient and adequate for running a full-fledged Institute was upgraded to the level of Institute by the Board of Governors vide its resolution in 47th meeting of Board of Governors held on 20th November, 2012.

Board is apprised that Institute of Forest Biodiversity (IFB) has jurisdiction in two states Andhra Pradesh and Telangana and the WBD Marine Centre, Laboratory, Vishakapatnam has also been brought under the administrative control of IFB in order to increase the outreach and scope of IFB for carrying out research on mangrove, marine biology, marine ecology etc. However, at the time of upgradation of Centre into Institute, level of Director was not decided.

The matter for deciding the level of Director of IFB was placed in the 54th meeting of the Board held on 20.01.2017. As directed by the Board, a detailed proposal was sent to the Ministry for consideration. In response to ICFRE’s proposal the Ministry vide its letter dated 24.11.2017 (Annexure 55.11.01) has desired that a detailed proposal on the subject indicating financial implications as well as matching savings be submitted to the Ministry after obtaining the approval of BoG of ICFRE so that the matter could be processed further.

Accordingly the instant matter is submitted for consideration of the Board.

1. While upgrading the centre into institute, the level of Director was not decided and therefore the institute is functioning without regular head of institute.
2. As per the provisions of the rules of ICFRE, the administrative and financial powers are vested with the Director General and the Directors of the Institute.
3. Absence of position of Director at IFB is hampering administrative and financial decisions at Institutional level. For quick administrative and financial decision it is desirable that the institute is headed by a designated Director to exercise administrative and financial powers in the interest of mandated research.
4. In all, ICFRE has nine institutes including IFB. Out of these, six institutes are headed by a designated Director in the scale of HAG (Level 15 as per 7th CPC Pay Matrix) and Director’s of two institutes which are smaller in size viz. HFRI, Shimla and IFP Ranchi in Level 14 as per 7th CPC Pay Matrix (CCF) and
only IFB is running on an ad-hoc arrangement. The staff strength of HFRI, IFP and IFB is as follows:

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Name of Institute</th>
<th>Sanctioned Strength</th>
<th>Pay Scale of Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>IFP Ranchi</td>
<td>112</td>
<td>Level 14</td>
</tr>
<tr>
<td>2</td>
<td>HFRI, Shimla</td>
<td>95</td>
<td>Level 14</td>
</tr>
<tr>
<td>3</td>
<td>IFB, Hyderabad</td>
<td>32</td>
<td>Not Designated</td>
</tr>
</tbody>
</table>

It is proposed that Director of IFB be of Level 14 as per 7th CPC Pay Matrix similar to that of IFP and HFRI.

5. The Ministry is requested to consider the upgradation of one post of Conservator of Forests (GP ₹ 8,900/- pre-revised) at IFB to the level of Chief Conservator of Forest (GP ₹ 10,000/- pre-revised) with the designation of Director to head the Institute of Forest Biodiversity. To compensate the financial implication, the Council is ready to surrender one post of MTS.

6. The matching savings for the proposed upgradation can be worked out as below:

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Proposal</th>
<th>Positions</th>
<th>Pay level in Matrix</th>
<th>Minimum Pay (₹)</th>
<th>DA @5% (₹)</th>
<th>Pay (₹)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Posts to be Surrendered</td>
<td>Conservator of Forests (1 post)</td>
<td>13 A</td>
<td>1,31,100</td>
<td>6,555</td>
<td>1,37,655</td>
</tr>
<tr>
<td></td>
<td></td>
<td>MTS (1 post)</td>
<td>1</td>
<td>18,000</td>
<td>900</td>
<td>18,900</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Cost of surrendered posts (A)</strong></td>
<td></td>
<td><strong>1,56,555</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Upgradation Post</td>
<td>Chief Conservator of Forests</td>
<td>14</td>
<td>1,44,200</td>
<td>7210</td>
<td>1,51,410</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Cost of upgradation of posts (B)</strong></td>
<td></td>
<td><strong>1,51,410</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Matching Saving (A-B)</strong></td>
<td></td>
<td><strong>5,145</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7. As per the above table there is no financial implication for the proposed upgradation, instead there is a saving of ₹ 61,740/- (₹5,145x12) per annum.

Accordingly the Board may consider the proposal of upgradation of one position of CF to CCF level for designating it as Director of IFB Hyderabad, so that a detailed proposal may further be submitted to the Ministry, as asked for vide its letter No. 2-5/2017-FE dated 24.11.2017 (Annexure 55.11.01).

Resolution

Board may kindly consider and resolve to upgrade one position of Conservator of Forests (in pay Level 13A of Pay Matrix) to Chief Conservator of Forests (in pay Level 14 of Pay Matrix) designated as Director of the Institute to be filled in accordance with the approved recruitment rules for the post of Director in the Level 14 of Pay Matrix, so that the proposal may accordingly be submitted to the Ministry for further necessary action.
File No.2-5/2017-FE
Government of India
Ministry of Environment, Forests & Climate Change
(FE Section)

***

6th Floor, ‘Jal’, Indira Paryavaran Bhawan,
Jor Bagh Road, New Delhi-110003.
Dated:- the 23rd Nov., 2017.

To

The Secretary,
Indian Council of Forestry Research & Education,
P. O. New Forest,
Dehradun-248006.

Subject:-Deciding the level of Director of Institute of Forest Bio-diversity(IFB),
Hyderabad.

Sir,

I am directed to refer to ICFRE letter No.36/9/2013-ICFRE dated 31.10.2017 on the subject mentioned above and to reiterate that the extant proposal is for upgradation of a post requiring approval of Ministry of Finance and for this purpose, a proposal is to be sent to the Ministry of Finance with full functional justifications and matching saving (by surrender of posts in the same group of posts in the immediate line of promotion), as per the prevalent instructions of the Ministry of Finance.

2. However, ICFRE, vide its letter dated 31.10.2017 has not furnished the matching savings for this purpose.

3. ICFRE is, therefore, requested that a detailed proposal in this regard indicating financial implications as well as matching savings may be submitted after obtaining the approval of BoG of ICFRE so that the matter could be processed further.

Yours faithfully,

Under Secretary to the Government of India
Agenda Item No. 55.12

AMENDMENT IN RECRUITMENT RULES FOR DEPUTATION OF INDIAN FOREST SERVICE / STATE FOREST SERVICE OFFICERS IN ICFRE

There are 36 posts of Conservator of Forests (CF) and 33 posts of Deputy Conservator of Forests (DCF) at ICFRE and its Institutes and these are filled on deputation from amongst the officers belonging to the Indian Forest Service /State Forest Services. The All India Service Officer(s) appointed on deputation are eligible for grade pay /deputation pay in accordance with the DoPT OM No. 20011/2010/AIS-II dated 29.03.2012. The Board of Governors is the controlling authority for the purpose of appointment against these posts. The appointment is made on recommendations of the Selection Board of ICFRE duly approved by BoG after getting cadre clearance from the MoEF&CC.

At present around 22 positions of Conservator of Forests are lying vacant for want of applications despite of these posts being advertised regularly. The situation is mainly due to shortage of CF level officers at the State Forest Departments. The Board of Governors in its 52nd meeting held on 08.08.2015 decided that Chief Conservator of Forests (CCF) can be considered against the post of CF by giving benefits of protection of pay and grade pay. Accordingly, applications from IFS Officers at CCF level are being invited to fill the post of CF level in the Council. However despite of utilizing the maximum bandwidth available for the IFS Officers from Level 13 of Pay Matrix to Level 14 of Pay Matrix, council is not able to attract applications to fill up the CF level positions.

To make the deputation at CF level more attractive in the Council, it is proposed that the level of CF be made supernumerary at CCF level till it is held by CCF level officer. As pay protection is already been given, it will have no additional financial burden. However, this provision will make the CF position more attractive to invite applications from CCF level officers serving in the States who are not inclined to join at level lower to their present position.

Accordingly it is proposed that the Board may consider the following amendment in rules and regulations for deputation of IFS/SFS officers in the ICFRE and institutes:
### Table-12.01

Rules and Regulations for Deputation of IFS/SFS Officers in the ICFRE and Institutes

**Existing Rules vis-à-vis the Proposed Rules**

<table>
<thead>
<tr>
<th>EXISTING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The posts of Conservator of Forests and Deputy Conservation of Forests of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the officers belonging to the Indian Forest Service/State Forest Service. The IFS officer on deputation to the council would be treated on Foreign Service terms and filled under Non-Central Staffing Scheme. The All India Service Officer(s) appointed on deputation would get grade pay/deputation pay in accordance with the DOPT O.M. No.20011/2010/AIS-II dated 29th March 2012 amended from time to time.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PROPOSED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1(i). The posts of Deputy Conservator of Forests (DCF) of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the officers belonging to the Indian Forest Service/State Forest Service in the Levels 10, 11, 12 &amp; 13 of the pay matrix of 7th CPC.</td>
</tr>
</tbody>
</table>

(ii). The post of Conservator of Forests (CF) of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the IFS officers. The IFS officers in the Level 13 and 13A of pay matrix of 7th CPC shall be eligible to apply for the post. The Chief Conservator of Forests (CCF) in the level 14 of Pay Matrix may also apply for the post. In case of selection of CCF against CF level the pay shall be protected and the position shall be deemed to supernumerary of the level of CCF till it is held by a CCF level officer.

The IFS officer on deputation to the council would be treated on Foreign Service terms and filled under Non-Central Staffing Scheme. The All India Service Officer(s) appointed on deputation would get grade pay/deputation pay in accordance with the DOPT O.M. No.20011/2010/AIS-II dated 29th March 2012 amended from time to time.

A detailed comparison of existing “Rules and regulations for deputation of IFS/SFS officers in the ICFRE and institutes under it (Annexure 55.12.01) with the draft “Recruitment Rules for Deputation of IFS/SFS officers in ICFRE and its Institutes – 2018” (Annexure 55.12.03) is annexed as Annexure 55.12.02.

**Resolution**

The Board may consider and resolve to approve amendment in the existing rules as proposed at Table-12.01 of the agenda note and the draft “Recruitment Rules for Deputation of IFS/SFS officers in ICFRE and its institutes – 2018” annexed as Annexure 55.12.03.
ANNEXURE 55.12.01

RULES AND REGULATIONS FOR DEPUTATION OF IFS/SFS OFFICERS IN THE INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION AND INSTITUTES UNDER IT

1. The posts of Conservator of Forests and Deputy Conservation of Forests of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the officers belonging to the Indian Forest Service/State Forest Service. The IFS officer on deputation to the council would be treated on Foreign Service terms and filled under Non-Central Staffing Scheme. The All India Service Officer(s) appointed on deputation would get grade pay/deputation pay in accordance with the DOPT O.M. No.20011/2010/AIS-II dated 29th March 2012 amended from time to time.

2. The Board of Governors shall be the controlling authority for the purpose of appointment against these posts. The appointment shall be made on the recommendations of the Selection Board of the Indian Council of Forestry Research and Education from out of a Panel of names received from the Government of India in respect of the IFS and from State Governments concerned in respect of the SFS officers. No IFS/SFS officer will be considered for appointment in ICFRE without clearance from the cadre controlling authority.

3. The constitution of the Selection Board shall be as below:

   I. Director General, ICFRE
      Chairman

   II. D.D.G./Chairman (Recruitment Board)
       or any other officer to be nominated
       by Director General, ICFRE
      Member

   III. *Two Dy. Director General/Two
        Directors of Institutes of ICFRE
      2 Member

   IV. Two Experts of repute to be nominated
       by Director General, ICFRE
      Member

   V. **Representative of the MoEF to be
      nominated by the Ministry
      Member

   **The Secretary, ICFRE will function as Non-member Secretary of the Selection Board

4. All vacancies will be notified along with the specific duties, responsibilities required qualifications and experience required to the State Forest Departments/Principal Chief Conservator of Forests and nominations/applications invited. Government of India would forward to DG, ICFRE names of suitable officers for consideration of the Selection Committee. The particulars of the officers will be collected in the proforma prescribed for the purpose as in appendix II.

5. The normal period of deputation of officers appointed to these posts shall be as below:

   (A) Posts of the rank of
       Conservator of Forests or equivalent
       & above
       5 years
6. Deputation period may be extended up to a maximum period of two years for the post of Conservator of Forests, three years for the post of Deputy Conservator of Forests in case of IFS officer, and as per prevailing rules of Government of India in case of non-IFS officer for the post of Deputy Conservator of Forests by DG, ICFRE, in the interest of the Council, with the prior approval of the cadre controlling authority, i.e., Government of India in case of IFS officers and State Government concerned in case of non-IFS officers. The period of deputation, however, may be curtailed at the discretion of the DG, ICFRE.

7. The officers so appointed will be entitled to all allowances admissible at the station of their posting under Central Government Rules and orders as admissible from time to time.

8. In case the officers appointed on deputation opt for absorption in the ICFRE on completion of the term, subject to their fulfilling the eligibility conditions for such absorption, the ICFRE may forward proposal for such absorption to Government of India in case of IFS officers and to State Government concerned in respect of SFS officers. After the approval of the authorities concerned, the officer concerned shall be inducted into the service of the ICFRE as Scientist at the appropriate level and on such absorption, the service rendered by him while on deputation with the ICFRE shall count for purposes of review and promotion to the next higher grade.

9. The officers already working in Indian Council of Forestry Research and Education on deputation on the date these rules come in force shall continue to be governed by the deputation terms on which they had been posted to ICFRE.

10. The period of deputation already completed in the ICFRE before notification of these rules plus the period of deputation under these rules shall be subject to the provisions of Rule 5 read with Rule 6.

11. ICFRE, shall pay the leave salary, pension contribution etc. to the department/Govt. from whom the services of deputationist are borrowed as admissible under Foreign Service terms and orders of Government of India.

12. The posts at the level of the Conservator of Forests/Dy. Conservator of Forests shall be filled by suitable officers having requisite qualifications and experience.
Comparison of Recruitment rules for deputation of IFS /SFS officers in the ICFRE and its institutes – 2018 with existing rules

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Reference of Existing Rules</th>
<th>Proposed Rules</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>RULES AND REGULATIONS FOR DEPUTATION OF IFS/SFS OFFICERS IN THE INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION AND INSTITUTES UNDER IT</td>
<td>RECRUITMENT RULES FOR DEPUTATION OF IFS/SFS OFFICERS IN THE INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION AND ITS INSTITUTES - 2018</td>
</tr>
<tr>
<td>2</td>
<td>Not present in the existing Rules</td>
<td>In exercise of the powers conferred by the proviso of Rule 22(b)(iv) of ICFRE Society Rules and in supersession of earlier rules on the subject, the Director General, ICFRE with the approval of the Board of Governors of the ICFRE and the Ministry of Environment Forests and Climate Change makes the following rules regulating the method of recruitment of for deputation of IFS/SFS Officers in ICFRE and its Institutes.</td>
</tr>
</tbody>
</table>

1. **Short title and commencement:**
   (i) These rules may be called the **Recruitment Rules for Deputation of IFS/SFS Officers in the ICFRE and its Institutes - 2018**.
   (ii) These shall come into force on the date of their notification.

2. **Definitions**
   a) “ICFRE” means Indian Council of Forestry Research and Education, a Society registered under the Societies Registration Act, 1860.
   b) “Council” means the Indian Council of Forestry Research and Education (ICFRE)
   c) “Board of Governors (BoG)” means the Board of Governors of ICFRE a body constituted under Rule 17 of Rules of the Board of Governors of the Society.
   d) “Director General (DG)” means the Director General, ICFRE.
   e) “Appointing Authority” means the Director General, ICFRE.
   f) “Institutes” means research institutes under the ICFRE.
   g) “CCF” means Chief Conservator of Forests
   h) “CF” means Conservator of Forests
   i) “DCF” means Deputy Conservator of Forests
   j) “IFS/SFS” means Indian Forest Services / State Forest Services
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<tr>
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<th>Proposed Rules</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td>Application</td>
<td>These rules shall apply to the posts of CF and DCF at ICFRE and its Institutes as specified in table under rule 4.</td>
</tr>
<tr>
<td>4.</td>
<td>Name of Posts, classification and pay band and grade pay or pay scale</td>
<td>(i) The name of the posts and level of pay attached there to shall be as specified in the table below:</td>
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<td></td>
<td></td>
<td><img src="#" alt="Table" /></td>
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<tr>
<td>5.</td>
<td>Number of posts</td>
<td>(i) The consolidated number of posts in the ICFRE and its Institute is as specified in Table 1 of Schedule I</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(ii) The distribution of Posts at ICFRE and its Institutes shall be as specified in Table - 2 of Schedule I</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(iii) The DG ICFRE shall be the competent authority to decide the sanctioned strength of the posts of CF/DCF at various Institutes of ICFRE.</td>
</tr>
</tbody>
</table>

3. The posts of Conservator of Forests and Deputy Conservator of Forests of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the officers belonging to the Indian Forest Service/State Forest Service. The IFS officer on deputation to the council would be treated on Foreign Service terms and filled under Non-Central Staffing Scheme. The All India Service Officer(s) appointed on deputation would get grade pay/deputation pay in accordance with the DOPT O.M. No.20011/2010/AIS-II dated 29th March 2012 amended from time to time.

2. The Board of Governors shall be the controlling authority for the purpose of appointment against

6. Method of Recruitment:
   The recruitment to the posts of CF and DCF as mentioned under Schedule (1) shall be filled up by deputation as per eligibility criteria laid down as under;
   (i) Dy. Conservator of Forests (DCF);
   The posts of Deputy Conservator of Forests (DCF) of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the officers belonging to the Indian Forest Service/State Forest Service in the Levels 10, 11, 12 &13 of the pay matrix of 7th CPC.
   (ii) Conservator of Forests (CF);
   The post of Conservator of Forests (CF) of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the IFS officers. The IFS officers in the Level 13 and 13A of pay matrix of 7th CPC shall be eligible to apply for the post. The Chief Conservator of Forests (CCF) in the level 14 of Pay Matrix
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<td></td>
<td>these posts. The appointment shall be made on the recommendations of the Selection Board of the Indian Council of Forestry Research and Education from out of a Panel of names received from the Government of India in respect of the IFS and from State Governments concerned in respect of the SFS officers. No IFS/SFS officer will be considered for appointment in ICFRE without clearance from the cadre controlling authority.</td>
<td>may also apply for the post. In case of selection of CCF against CF level the pay shall be protected and the position shall be deemed to supernumerary of the level of CCF till it is held by a CCF level officer.</td>
</tr>
</tbody>
</table>

4. 3. The constitution of the Selection Board shall be as below:-

I. Director General, ICFRE - Chairman

II. D.D.G./Chairman (Rec. Board) or any other officer to be nominated by Director General, ICFRE - Member

III. Two Dy. Directors of Institutes of ICFRE-2 Member

IV. Two Experts of repute to be nominated by Director General, ICFRE - Member

V. Representative of the MoEF to be nominated by the Ministry - Member

*The Secretary, ICFRE will function as Non-member Secretary of the Selection Board

7. Composition of the Selection Board

(i) The Board of Governors shall be the controlling authority for the purpose of appointment against these posts. The appointment shall be made on the recommendations of the Selection Board of the Indian Council of Forestry Research and Education from out of a Panel of names received from the Government of India in respect of the IFS and from State Governments concerned in respect of the SFS officers. The composition of selection board for recruitment on deputation in respect of the posts of CF/DCF shall be as given below :

I. Director General, Chairman ICFRE

II. D.D.G./Chairman (Recruitment Board) or any other officer to be nominated by Director General, ICFRE

III. Two Dy. Director General/ Directors of Institutes of ICFRE-2 Member

IV. Two Experts of repute to be nominated by Director General, ICFRE

V. Representative of the MoEF&CC to be nominated by the Ministry

*The Secretary, ICFRE will function as Non-member Secretary of the Selection Board
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<th>Sl.</th>
<th>Reference of Existing Rules</th>
<th>Proposed Rules</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>All vacancies will be notified along with the specific duties, responsibilities required qualifications and experience required to the State Forest Departments/Principal Chief Conservator of Forests and nominations/ applications invited. Government of India would forward to DG, ICFRE names of suitable officers for consideration of the Selection Committee. The particulars of the officers will be collected in the proforma prescribed for the purpose as in appendix II.</td>
<td>(i) General Conditions&lt;br&gt;The IFS officer on deputation to the council would be treated on Foreign Service terms and filled under Non-Central Staffing Scheme. The All India Service Officer(s) appointed on deputation would get grade pay/deputation pay in accordance with the DOPT O.M. No.20011/2010/AIS-II dated 29th March 2012 amended from time to time.</td>
</tr>
<tr>
<td></td>
<td>The normal period of deputation of officers appointed to these posts shall be as below:-&lt;br&gt;(A) Posts of the rank of Conservator of Forests or equivalent &amp; above&lt;br&gt;(B) Posts of the rank of Deputy Conservator of Forests or equivalent</td>
<td>(ii) All vacancies will be notified along with the specific duties, responsibilities, required qualifications and experience to the State Forest Departments/Principal Chief Conservator of Forests for inviting the nominations/ applications. The respective State Governments would forward to DG, ICFRE names of suitable officers for consideration of the Selection Committee. The particulars of the officers will be collected in the proforma prescribed for the purpose as in Appendix I. No IFS/SFS officer will be considered for appointment in ICFRE without clearance from the cadre controlling authority.</td>
</tr>
<tr>
<td>6</td>
<td>Deputation period may be extended up to a maximum period of two years for the post of Conservator of Forests, three years for the post of Deputy Conservator of Forests in case of IFS officer, and as per prevailing rules of Government of India in case of non-IFS officer for the post of Deputy Conservator of Forests by DG, ICFRE, in the interest of the Council, with the prior approval of the cadre controlling authority, i.e., Government of India in case of IFS officers and State Government concerned in case of non-IFS officers. The period of deputation, however, may be curtailed at the discretion of the DG, ICFRE.</td>
<td>(iii) The normal period of deputation of officers appointed to these posts shall be as below:-&lt;br&gt;(A) Posts of the rank of Conservator of Forests or equivalent &amp; above&lt;br&gt;(B) Posts of the rank of Deputy Conservator of Forests or equivalent</td>
</tr>
<tr>
<td>7</td>
<td>The officers so appointed will be entitled to all allowances admissible at the station of their posting under Central Government Rules and orders as admissible from time to time.</td>
<td>(iv) Deputation period may be extended up to a maximum period of two years for the post of Conservator of Forests, three years for the post of Deputy Conservator of Forests by DG, ICFRE, in the interest of the Council, with the prior approval of the cadre controlling authority, i.e., Government of India in case of IFS officer and non-IFS officer for the post of Deputy Conservator of Forests by DG, ICFRE, in the interest of the Council, with the prior approval of the cadre controlling authority, i.e., Government of India in case of IFS officers and State Government concerned in case of non-IFS officers. The period of deputation, however, may be curtailed at the discretion of the DG, ICFRE.</td>
</tr>
<tr>
<td>8</td>
<td>In case the officers appointed on deputation opt for absorption in</td>
<td>(v) The officers so appointed will be entitled to all allowances admissible at the station of their posting under Central</td>
</tr>
<tr>
<td>Sl.</td>
<td>Reference of Existing Rules</td>
<td>Proposed Rules</td>
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<tr>
<td>6</td>
<td>Not present in the existing Rules</td>
<td>Govt. Rules and orders as admissible from time to time.</td>
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<tr>
<td>9</td>
<td>The officers already working in Indian Council of Forestry Research and Education on deputation on the date these rules come in force shall continue to be governed by the deputation terms on which they had been posted to ICFRE.</td>
<td>(vi) In case the officers appointed on deputation opt for absorption in the ICFRE on completion of the term, subject to their fulfilling the eligibility conditions for such absorption, the ICFRE may forward proposal for such absorption to Government of India in case of IFS officers and to State Government concerned in respect of SFS officers. After the approval of the authorities concerned, the officer concerned shall be inducted into the service of the ICFRE as Scientist at the appropriate level and on such absorption, the service rendered by him while on deputation with the ICFRE shall count for purposes of review and promotion to the next higher grade.</td>
</tr>
<tr>
<td>10</td>
<td>The period of deputation already completed in the ICFRE before notification of these rules plus the period of deputation under these rules shall be subject to the provisions of Rule 8(iv) read with 8(v).</td>
<td>(vii) The officers already working in Indian Council of Forestry Research and Education on deputation on the date these rules come in force shall continue to be governed by the deputation terms on which they had been posted to ICFRE.</td>
</tr>
<tr>
<td>11</td>
<td>ICFRE, shall pay the leave salary, pension contribution etc. to the department/Govt. from whom the services of deputationist are borrowed as admissible under Foreign Service terms and orders of Government of India.</td>
<td>(viii) The period of deputation already completed in the ICFRE before notification of these rules plus the period of deputation under these rules shall be subject to the provisions of rule 8(iv) read with 8(v).</td>
</tr>
<tr>
<td>12</td>
<td>The posts at the level of the Conservator of Forests/Dy. Conservator of Forests shall be filled by suitable officers having requisite qualifications and experience.</td>
<td>(ix) ICFRE, shall pay the leave salary, pension contribution etc. to the department/Govt. from whom the services of deputationist are borrowed as admissible under Foreign Service terms and orders of Government of India.</td>
</tr>
<tr>
<td>Sl.</td>
<td>Reference of Existing Rules</td>
<td>Proposed Rules</td>
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<td>10. Saving Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, Scheduled Tribes, ex-servicemen and other special categories of persons in accordance with orders issued by the Central Government from time to time in this regard.</td>
</tr>
</tbody>
</table>
ANNEXURE 55.12.03

RECRUITMENT RULES FOR
DEPUTATION OF IFS/SFS OFFICERS IN
THE INDIAN COUNCIL OF FORESTRY RESEARCH AND EDUCATION
AND ITS INSTITUTES - 2018

In exercise of the powers conferred by the proviso of Rule 22(b)(iv) of ICFRE Society Rules and in supersession of earlier rules on the subject, the Director General, ICFRE with the approval of the Board of Governors of the ICFRE and the Ministry of Environment Forests and Climate Change makes the following rules regulating the method of recruitment of for deputation of IFS/SFS Officers in ICFRE and its Institutes.

1. Short title and commencement:
   (iii) These rules may be called the Recruitment Rules for Deputation of IFS/SFS Officers in the ICFRE and its Institutes - 2018.
   (iv) These shall come into force on the date of their notification.

2. Definitions
   k) “ICFRE” means Indian Council of Forestry Research and Education, a Society registered under the Societies Registration Act, 1860.
   l) “Council” means the Indian Council of Forestry Research and Education (ICFRE)
   m) “Board of Governors (BoG)” means the Board of Governors of ICFRE a body constituted under Rule 17 of Rules of the Board of Governors of the Society.
   n) “Director General (DG)” means the Director General, ICFRE.
   o) “Appointing Authority” means the Director General, ICFRE.
   p) “Institutes” means research institutes under the ICFRE.
   q) “CCF” means Chief Conservator of Forests
   r) “CF” means Conservator of Forests
   s) “DCF” means Deputy Conservator of Forests
   t) “IFS/SFS” means Indian Forest Services / State Forest Services

3. Application
   These rules shall apply to the posts of CF and DCF at ICFRE and its Institutes as specified in table under rule 4.

4. Name of Posts, classification and pay band and grade pay or pay scale
   (ii) The name of the posts and level of pay attached thereto shall be as specified in the table below:

<table>
<thead>
<tr>
<th>Name of Post</th>
<th>Pay Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservator of Forests</td>
<td>Level 13A of Pay Matrix</td>
</tr>
<tr>
<td>Deputy Conservator of Forests</td>
<td>Level 11 and 13 of Pay Matrix</td>
</tr>
</tbody>
</table>
5. **Number of posts**
   (iv) The consolidated number of posts in the ICFRE and its Institute is as specified in Table 1 of Schedule I
   (v) The distribution of Posts at ICFRE and its Institutes shall be as specified in Table – 2 of Schedule I
   (vi) The DG ICFRE shall be the competent authority to decide the sanctioned strength of the posts of CF/DCF at various Institutes of ICFRE.

6. **Method of Recruitment:**
The recruitment to the posts of CF and DCF as mentioned under Schedule (1) shall be filled up by deputation as per eligibility criteria laid down as under;
   (iii) Dy. Conservator of Forests (DCF); The posts of Deputy Conservator of Forests (DCF) of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the officers belonging to the Indian Forest Service/State Forest Service in the Levels 10, 11, 12 & 13 of the pay matrix of 7th CPC.
   (iv) Conservator of Forests (CF); The post of Conservator of Forests (CF) of Indian Council of Forestry Research and Education are to be filled on deputation from amongst the IFS officers. The IFS officers in the Level 13 and 13A of pay matrix of 7th CPC shall be eligible to apply for the post. The Chief Conservator of Forests (CCF) in the level 14 of Pay Matrix may also apply for the post. In case of selection of CCF against CF level the pay shall be protected and the position shall be deemed to supernumerary of the level of CCF till it is held by a CCF level officer.

7. **Composition of the Selection Board**
   (x) The Board of Governors shall be the controlling authority for the purpose of appointment against these posts. The appointment shall be made on the recommendations of the Selection Board of the Indian Council of Forestry Research and Education from out of a Panel of names received from the Government of India in respect of the IFS and from State Governments concerned in respect of the SFS officers. The composition of selection board for recruitment on deputation in respects of the posts of CF/DCF shall be as given below:
   
<table>
<thead>
<tr>
<th>I</th>
<th>Director General, ICFRE</th>
<th>Chairman</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>D.D.G./Chairman (Recruitment Board) or any other officer to be nominated by Director General, ICFRE</td>
<td>Member</td>
</tr>
<tr>
<td>III</td>
<td>Two Dy. Director General/ Directors of Institutes of ICFRE</td>
<td>2 Member</td>
</tr>
<tr>
<td>IV</td>
<td>Two Experts of repute to be nominated by Director General, ICFRE</td>
<td>2 Member</td>
</tr>
<tr>
<td>V</td>
<td>Representative of the MoEF&amp;CC</td>
<td>Member</td>
</tr>
</tbody>
</table>
8. General Conditions

(ii) The IFS officer on deputation to the council would be treated on Foreign Service terms and filled under Non-Central Staffing Scheme. The All India Service Officer(s) appointed on deputation would get grade pay/deputation pay in accordance with the DOPT O.M. No.2011/2010/AIS-II dated 29th March 2012 amended from time to time.

(xi) All vacancies will be notified along with the specific duties, responsibilities, required qualifications and experience to the State Forest Departments/Principal Chief Conservator of Forests for inviting the nominations/applications. The respective State Governments would forward to DG, ICFRE names of suitable officers for consideration of the Selection Committee. The particulars of the officers will be collected in the proforma prescribed for the purpose as in Appendix I. No IFS/SFS officer will be considered for appointment in ICFRE without clearance from the cadre controlling authority.

(xii) The normal period of deputation of officers appointed to these posts shall be as below:—

(A) Posts of the rank of Conservator of Forests or equivalent & above - 5 years

(B) Posts of the rank of Deputy Conservator of Forests or equivalent - 4 years

(xiii) Deputation period may be extended up to a maximum period of two years for the post of Conservator of Forests, three years for the post of Deputy Conservator of Forests in case of IFS officer, and as per prevailing rules of Government of India in case of non-IFS officer for the post of Deputy Conservator of Forests by DG, ICFRE, in the interest of the Council, with the prior approval of the cadre controlling authority, i.e., Government of India in case of IFS officers and State Government concerned in case of non-IFS officers. The period of deputation, however, may be curtailed at the discretion of the DG, ICFRE.

(xiv) The officers so appointed will be entitled to all allowances admissible at the station of their posting under Central Government Rules and orders as admissible from time to time.

(xv) In case the officers appointed on deputation opt for absorption in the ICFRE on completion of the term, subject to their fulfilling the eligibility conditions for such absorption, the ICFRE may forward proposal for such absorption to Government of India in case of IFS officers and to State Government concerned in respect of SFS officers. After the approval of the authorities concerned, the officer concerned
shall be inducted into the service of the ICFRE as Scientist at the appropriate level and on such absorption, the service rendered by him while on deputation with the ICFRE shall count for purposes of review and promotion to the next higher grade.

(xvi) The officers already working in Indian Council of forestry Research and Education on deputation on the date these rules come in force shall continue to be governed by the deputation terms on which they had been posted to ICFRE.

(xvii) The period of deputation already completed in the ICFRE before notification of these rules plus the period of deputation under these rules shall be subject to the provisions of rule 8(iv) read with 8(v).

(xviii) ICFRE, shall pay the leave salary, pension contribution etc. to the department/Govt. from whom the services of deputationist are borrowed as admissible under Foreign Service terms and orders of Government of India.

11. Powers to relax
Where the Board of Governors is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons with the approval of MoEF&CC, Government of India as and when required.

12. Saving
Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for candidates belonging to the Scheduled Castes, Scheduled Tribes, ex-servicemen and other special categories of persons in accordance with orders issued by the Central Government from time to time in this regard.
### Schedule I

#### Table – (1)

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Name of Posts</th>
<th>Sanctioned Strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Conservator of Forests</td>
<td>36</td>
</tr>
<tr>
<td>2</td>
<td>Deputy Conservator of Forests</td>
<td>33</td>
</tr>
</tbody>
</table>

#### Table – (2)

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Name of Institutes</th>
<th>Conservator of Forest</th>
<th>Deputy Conservator of Forest</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ICFRE, Headquarters</td>
<td>10</td>
<td>03</td>
</tr>
<tr>
<td>2</td>
<td>FRI, Dehradun</td>
<td>07</td>
<td>03</td>
</tr>
<tr>
<td>3</td>
<td>FRI (Deemed University)</td>
<td>02</td>
<td>02</td>
</tr>
<tr>
<td>4</td>
<td>CSFER, Allahabad</td>
<td>01</td>
<td>02</td>
</tr>
<tr>
<td>5</td>
<td>HFRI, Shimla</td>
<td>01</td>
<td>02</td>
</tr>
<tr>
<td>6</td>
<td>IFP, Ranchi</td>
<td>01</td>
<td>02</td>
</tr>
<tr>
<td>7</td>
<td>IFGTB, Coimbatore</td>
<td>02</td>
<td>03</td>
</tr>
<tr>
<td>8</td>
<td>IWST, Bangalore</td>
<td>02</td>
<td>02</td>
</tr>
<tr>
<td>9</td>
<td>WBC, Vishakapatnam</td>
<td>--</td>
<td>01</td>
</tr>
<tr>
<td>10</td>
<td>IFB, Hyderabad</td>
<td>02</td>
<td>01</td>
</tr>
<tr>
<td>11</td>
<td>RFRI, Jorhat</td>
<td>02</td>
<td>04</td>
</tr>
<tr>
<td>12</td>
<td>ARCBR, Mizoram</td>
<td>02</td>
<td>01</td>
</tr>
<tr>
<td>13</td>
<td>TFRI, Jabalpur</td>
<td>02</td>
<td>03</td>
</tr>
<tr>
<td>14</td>
<td>CFRHRD, Chhindwara</td>
<td>01</td>
<td>02</td>
</tr>
<tr>
<td>15</td>
<td>AFRI, Jodhpur</td>
<td>02</td>
<td>02</td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>36</td>
<td>33</td>
</tr>
</tbody>
</table>
Appendix I

PROFORMA FOR APPLICATION

1. Name (in block letters)
   Last Name : ........................................
   First Name : ........................................
   Middle Name : ........................................

2. Post applied for and Pay Scale:

3. Cadre & Year of All

4. Post presently held with:
   (a) Pay scale
   (b) Present basic pay
   (c) Grade pay

5. (a) Date of Birth (Christian era) and age as on
   (b) Year of retirement

6. Address for correspondence:
   (in block letters with Pin Code)
   Email ID
   Phone No.
   Mobile No.

7. Educational Qualification:

8. Training attended:

9. Last post held on tenure deputation with period:

<table>
<thead>
<tr>
<th>Office</th>
<th>Period</th>
<th>Nature of duties</th>
<th>Special Achievement during the period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>From</td>
<td>To</td>
<td></td>
</tr>
</tbody>
</table>

10. Posting details of last 10 years:

11. Experience in Administration and in forestry research /extension /education

12. Publication:

13. Station(s) of choice in order of preference:

14. Other relevant information, if any:

15. Preferred nature of work if selected for deputation:

16. List of documents attached:

Place:
Date:

(Signature of the candidate)
Agenda Item No. 55.13

ENHANCEMENT OF POWERS TO SETTLE THE MEDICAL CLAIM UNDER ICFRE PENSIONERS HEALTH SCHEME (ICFREPHS)

An agenda item for increasing the powers of ICFRE authorities for settlement of medical claims of ICFRE Pensioners Health Scheme beneficiaries was placed in the 54th Meeting of the Board of Governors of ICFRE held on 20.01.2017. The board decided that the detailed proposal should be submitted to the Ministry and should be placed before the BOG thereafter. Accordingly proposal was sent to the Ministry vide ICFRE letter No.11-01/PHS/2013-ICFRE dated 23.06.2017 as mentioned below under Table-13.01 for enhancement of powers to settle the medical claims of the ICFRE Pensioners Health Scheme beneficiaries:-

<table>
<thead>
<tr>
<th>Sl.</th>
<th>Name of the authorities</th>
<th>Present financial powers for settlement of medical claim</th>
<th>Proposed enhancement of powers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Col.1</td>
<td>Col.2</td>
<td>Col.3</td>
<td>Col.4</td>
</tr>
<tr>
<td>1.</td>
<td>Board of Governors of ICFRE</td>
<td>Exceeding Rs.2.00 Lakh</td>
<td>Exceeding Rs.5.00 lakh</td>
</tr>
<tr>
<td>2.</td>
<td>Director General, ICFRE</td>
<td>Upto Rs.2.00 Lakh</td>
<td>Upto Rs. 5.00 lakh</td>
</tr>
<tr>
<td>3</td>
<td>Director of Institute / Deputy Director General (Admin.), ICFRE</td>
<td>Upto Rs.50,000/-</td>
<td>Upto Rs.2.00 Lakh</td>
</tr>
</tbody>
</table>

In response, the Ministry vide letter No.2-48/2011-FE dated 1st November 2017 (Annexure 55.13.01) conveyed approval of the Competent Authority in the Ministry with the concurrence of Integrated Finance Division for enhancement of financial powers of authorities of ICFRE for settlement of medical claims under ICFREPHS as proposed above subject to the approval of Board of Governors of ICFRE and also that there is no diversion of grant-in-aid received from the Ministry /Government of India to support ICFRE Pensioners Health Scheme.

Resolution:
The Board may consider and resolve to approve the enhancement of powers for settlement of medical claims as approved and suggested by the Ministry.
To

The Secretary,
Indian Council of Forestry Research & Education,
P.O. New Forest,
Dehradun – 248006.

Subject:- Implementation of ICFRE Pensioners Health Scheme for providing medical facilities to the Pensioners of ICFRE - Enhancement of powers to settle the medical bills.

Sir,

I am directed to refer to ICFRE letter No.11-01/PHS/2013-ICFRE dated 23.6.2017 on the subject mentioned above and to convey the approval of the competent authority in the Ministry of Environment, Forest & Climate Change for enhancement of financial powers of authorities of ICFRE for settlement of medical claims under ICFREPH Scheme as proposed by ICFRE in its letter dated 23.6.2017 subject to the approval of BoG of ICFRE and also that there is no diversion of grant-in-aid received from the Ministry/Government of India to support ICFRE’s Pension Scheme.

2. This has the concurrence of Integrated Finance Division of the Ministry as well as approval of Secretary(EF&CC) and Chairman, BoG of ICFRE.

Yours faithfully,

(J.P. Meena)
Under Secretary to the Government of India

6/11/17

US (ICFREPHS)
Agenda Item No. 55.14

ESTABLISHMENT OF CENTRE FOR FOREST POLICY RESEARCH (CFPR) AT ICFRE

Background

A Policy Research Committee (PRC) was constituted by MoEF & CC vide order No 12-1/2006-FP dated 23.08.2006 under the Chairmanship of ADG (FC), to undertake policy research studies in the arena of forest and wildlife sector. ICFRE was made the Nodal Agency to undertake policy research studies and for coordinating the research work. During the period between 2006-2017, PRC met only 6 times and under the advice of PRC, ICFRE could take up Policy Research studies only on four topics.

Reason for change

After the constitution of PRC, it could meet only six times in the last 11 years and ICFRE could complete only four policy research studies under the guidance of the said committee. The PRC could not make much headway, as it did not meet frequently and advice the ICFRE to take up requisite studies. This might be partly because of complex and heterogeneous composition of PRC consisting of members from across the country who were not able to spare sufficient time for this purpose and also partly because of lack of adequate funding support to travel and take up such studies.

In view of the above, ICFRE intends to establish a “Centre for Forest Policy Research” (CFPR) at ICFRE (H.Q.), consisting of in-house officials, representatives from MoEF & CC, policy practitioners and experts, who can devote sufficient time to advise CFPR to take up policy research studies in the forest and environmental sector under the overall guidance and support of MoEF & CC.

Proposed major changes

The proposal for the "Establishment of Centre of Forest Policy Research at ICFRE" was sent to the Ministry of Environment, Forest & Climate Change, New Delhi with a request to discontinue PRC. In response, vide letter No. 8-14/2011-FP(Vol.3) part dated 29.8.2017, the Ministry has approved the discontinuation of PRC along with some suggestions. The suggestions made by the MoEF&CC, New Delhi have been incorporated and the revised proposal for "Establishment of Centre of Policy Research at ICFRE" has been prepared and placed at Annexure-55.14.01.

Resolution

The Board may consider and resolve to approve the establishment of Center for Forest Policy Research (CFPR) at ICFRE, as detailed under Annexure 55.14.01. to the Agenda Note.
Proposal for the establishment of Centre for Forest Policy Research (CFPR)

BACKGROUND

Ministry of Environment, Forests & Climate Change constituted a Policy Research Committee (PRC) vide order No 12-1/2006-FP dated 23.08.2006, to advice and support Indian Council of Forestry Research & Education (ICFRE) to take up policy research in the forestry sector. The main objective of constituting PRC was to identify the thrust areas for policy research, analysis of various legislations related to management of forest resources, provide inputs to MoEF & CC on policy issues and advice ICFRE to initiate policy research work.

After the constitution of PRC, it could meet only six times in the last 11 years and ICFRE could complete only four policy research studies under the guidance of the said committee. The PRC could not make much headway, as it did not meet frequently and advice the ICFRE to take up of such studies. This might be partly because of complex and heterogeneous composition of PRC consisting of members from across the country who were not able to spare sufficient time for this purpose and also partly because of lack of adequate funding support to travel and take up such studies.

In view of the above, ICFRE intends to establish a “Centre for Forest Policy Research” (CFPR) at ICFRE (H.Q.) consisting of in-house officials, representatives from MoEF&CC, policy practitioners and experts, who can devote sufficient time to advise CFPR to take up policy research studies in the forest and environmental sector under the overall guidance and support of MoEF&CC.

In this regard, MoEF&CC was requested to discontinue the existing PRC, so that CFPR can take up the policy Research work. In pursuance of that, MoEF&CC has given a consent to discontinue the PRC vide letter No. 8-14/2011-FP(Vol.3) part, dated 29.08.2017 along with few suggestions to incorporate in CFPR proposal. Accordingly the proposal for establishment of CFPR has been prepared.

INTRODUCTION

Indian Council of Forestry Research & Education (ICFRE) is an apex body dealing with Forestry Research, Education and Extension in the country. Hence, it is imperative for the ICFRE to also look into the policy issues for the better governance of forests, wildlife and other natural resources. In this endeavor, Centre for Forest Policy Research...
Policy Research (CFPR) is proposed to be established at ICFRE (Hqtrs.) to take up policy research studies exclusively focused on forest and environment sector.

The prime aim of the CFPR would be to act as “Policy Think Tank” dedicated to undertake extensive and in-depth research on policy perspectives in the forestry and environment sector. It will provide inputs to Government of India for policy decisions and appropriate interventions. The prime focus of CFPR would be on research in contemporary policy issues for the better governance of forest and environment in India.

The CFPR will work in close liaison with MoEF&CC, Govt. of India, State Governments, public sector organizations, academicians, researchers, practitioners in public policy, corporates, and other stakeholders associated with governance and management of natural resources in the country. The inputs of CFPR will help the policy planners in taking informed decisions.

VISION
CFPR aims to become "Center of Excellence for Public Policy Research" in the arena of forest and environment and governance by providing leadership, best practices, research and support. The center will serve as 'policy think tank' for Government of India and play policy advocacy role, provide inputs for policy formation, implementation and evaluation for ensuring optimal usage and conservation of forest and environment in the country.

MISSION
The CFPR will conduct policy research in the arena of forest and environment and provide inputs for the Government in the process of policy formulation, implementation and evaluation for management of forest & environment sectors. In this endeavour, CFPR’s mission is:

1. To provide inputs to the Government for better policy formulation for the management of forest and environment in the country.
2. To undertake consultancy projects on policy advocacy and assignments related to evaluation of government policies/programmes/projects.
3. To strengthen the policy formulation for the better governance of forest and environment, making use of rich research experience and expertise available in the ICFRE in the forestry sector.
4. To augment the capacity building of public servants, researchers and executives with latest techniques and tools for better policy formulation, implementation and evaluation.
OBJECTIVES
The main objectives of CFPR are:

1. To identify the thrust areas where there is a need for policy interventions for better governance of forest and environment in the country and also conduct research on the same through collaborative research projects.

2. To undertake the policy analysis of governance of forest and environment and also look into the relevant legislations in a changing socio-economic scenario.

3. To provide inputs to the Government on issues related to policy formulation & strategies for implementation.

4. To carryout evaluation of various Government programmes/projects/policies with respect to identification of gaps in policy perspective.

5. To provide policy advisory services to Government of India and State Government Organizations, on the matter related to sustainable management and Governance of forest and environment.

6. To conduct capacity building programmes for the stakeholders involved in the management and governance of natural resources.

7. To organize seminars/workshops/conferences on public policy related to governance of forest and environment.

8. To create a knowledge base on public policy issues related to the governance of forest and environment.

9. To develop CFRP as ‘State of the Art’ resource center having repository of information on governance of forest and environment and best practices adopted across the globe for the sustainable management.

COMPOSITION OF CFPR
CFPR will be created in the Directorate of Education at ICFRE (H.Q.) and Deputy Director General (Education) will act as Chairperson of CFPR. All the works related to administration and coordination for the policy research undertaken by the CFPR will be looked after by the ADG (Edu & RB) under the guidance of chairperson with the assistance of scientists working in the Directorate and other administrative staff.

For day to day monitoring and execution of policy research works research associates/administrative staff will be hired on contract basis depending on the work load.
ADVISORY COMMITTEE

CFPR shall have an Advisory committee headed by the Director General, ICFRE and it will comprise of the following:

i. Director General, ICFRE – Chairperson

ii. Fulltime Members
   a) IGF (Forest Policy), MoEF & CC - Member
   b) DIG (Forest Policy), MoEF & CC - Member
   c) DDG (Education) - Member
   d) DDG (Research) - Member
   e) DDG (Administration) - Member
   f) DDG (Extension) - Member
   g) Directors from three ICFRE Institutes - Member (to be nominated by the chairperson)
   h) Director (IC) - Member
   i) ADG (BCC) - Member
   j) ADG (Education) - Member Secretary

iii. Experts and Specialists (2 - 5 Members) - To be nominated by the Chairperson
   (with domain knowledge)

iv. Practitioners (2 - 3 Members) - To be nominated by the Chairperson.

The term of members nominated by the chairperson will be for one year. This advisory committee will meet at least twice a year to advise and review the policy research work of CFPR in the council. The terms of reference for the advisory committee are as given below:

i. To identify the specific areas for policy research in the arena of forest and environment.

ii. To review the existing legislations related to forest and environment sector with the changing scenario at national and global level for undertaking policy research.

iii. To advise the CFPR in formulation of proposals to initiate policy research in identified thrust areas.

iv. To review the progress of work done by the CFPR.

ACTIVITIES OF CFPR

The activities of CFPR will primarily focus on 'policy' and 'governance' of forest, wildlife and other natural resources. In this endeavor CFPR will take up the following activities.

i. To conduct research in public policy issues related to governance of forest and environment in project mode.

ii. To undertake analysis and evaluation of Government policies/programmes/projects. By doing so, CFPR will provide
feedback to the Government for the better implementation of policies and programmes.

iii. To provide policy advisory services through consultancy to various stakeholders involved in governance of forest and environment in the country and abroad.

iv. To organize seminars/workshops/conferences/capacity building programmes on public policy related issues.

**THRUST AREAS FOR POLICY RESEARCH**

Some suggested thrust areas for Policy Research are as given below:-

1. **Governance of Forest & Natural Resources**
   i. Forests and Water
   ii. Intersectoral policy issues effecting forestry sector.
   iii. Forestry certification and sustainable forest management
   iv. National Forest Policy and national development priorities
   v. Institutional reforms and policy interventions
   vi. Technology interface and its usage for enhancing efficiency in NRM.
   vii. Organizational system an HRM policies on forest and environment Management.
   viii. Review professionalism in forestry sector as per the changing times.

2. **Forest and Climate Change**
   i. Adaptation and mitigation through forestry interventions.
   ii. Policy initiatives regarding implementation of REDD+ mechanism
   iii. India’s Commitment to Climate Change and role of forestry.

3. **Economic and Environmental Aspects of Forest Management**
   i. Economic valuation of environment services and contribution of the same in GDP calculation.
   ii. Adaptation of payment for ecosystem services (PES) approach for sustainable management of forest & wildlife.
   iii. Developing market mechanism for PES.
   iv. Role of forestry in green economy
   v. Liberalization of timber trade and wood based industries
   vi. Environmental Impact Assessment (EIA) & Environmental Management Plan (EMP)
   vii. Livelihood security of forest dependent communities
   viii. Policy options for the reclamation and utilization of degraded forest land and wastelands
   ix. Financial allocation to forestry sector viz a viz benefits acquired to the society.
   x. Value chain promotion of timber and non timber forest produce
4. **Biodiversity Conservation**  
   i. Analysis of impact of Biodiversity Act  
   ii. Forest genetic resource management.  
   iii. Impact of deforestation and land use change on Biodiversity  
   iv. Sustainable harvest of NTFP  

5. **Forest, trees and people interface**  
   i. Joint Forest Management – Poverty Alleviation  
   ii. Forest Rights Act  
   iii. Eco-tourism  
   iv. Agroforestry, Avenue Plantations, Urban Greening, etc.  
   v. Skill development for conservation based livelihood promotion strategies.  

6. **Wildlife Management**  
   i. Approaches for management of wildlife (species specific/landscape approach)  
   ii. Man-animal conflict management and challenges  
   iii. Use of smart green infrastructure for wildlife management  
   iv. Habitat fragmentation and its impact on wildlife  

7. **Forestry Extension & Education**  
   i. Advocacy on forest, wildlife and biodiversity conservation.  
   ii. Forestry education, training and capacity upscaling.  
   iii. Making forestry job aspirational  

8. **Leveraging resources for conservation**  
   i. Public private partnerships and networks.  
   ii. CSR mobilization for environment protection.  

Apart from the above suggested thrust areas, the Advisory Committee will be at liberty to choose any other contemporary issue for Policy Research.

**KEY INSTITUTIONS FOR THE COLLABORATION**  
CFPR will act as policy think tank for the Ministry of Environment, Forest and Climate Change (MoEF&CC). In this direction, CFRP will closely work with “Forest Policy Division” of the MoEF&CC as it is the nodal division in the ministry to deal with policy issues. It also intends to work closely with all the subordinate organizations of MoEF&CC, such as, Wildlife Institute of India, Indian Institute of Forest Management, Indian Plywood Industries Research & Training Institute, Forest Survey of India, Zoological Survey of India and Botanical Survey of India, etc.

In addition to the above, CFPR will also strive its best to work with other Ministries/Departments of the Government of India such as NITI Aayog, Ministry of Tribal Affairs, Ministry of Rural Development, Ministry of Panchayat Raj, Ministry of Ayush, Ministry of Coal. Ministry of Science and Technology, Ministry of Water Resources, River Development and Ganga Rejuvenation.
CFPR will also work in close association with State Governments, State Forest Departments and their research wings, NGOs/Civil Societies Organizations, Practitioners, Experts, etc.

MODALITIES OF WORKING AND SOURCE OF FUNDING

Under the guidance of Advisory Committee, centre would take up policy research studies in the identified thrust areas. The policy research studies will be taken up in primarily in project mode depending upon the requirement of the clients/stakeholders/ ministries/departments/organizations. In this regard, for necessary funding of the projects, CFPR will take proactive initiative and approach organizations like MoEF&CC, NITI Aayog, AYUSH etc., besides ICFRE funding. Depending upon the requirement, the project proposal/concept notes will be prepared with the help of working groups constituted exclusively for the said purpose consisting of in-house and external experts. Project formulation shall primarily be funded through ICFRE plan funds.

Depending on the thrust area of policy research, CFPR will identify in-house/outside domain experts/agencies/institutions, etc., having adequate experience and expertise in dealing with policy issues and may form a working group for the preparation of project document, execution of policy research work and finalization of report. The working group will be constituted with the approval of D.G., ICFRE for specific task and for specific period of time depending on the thrust area of policy research. Outside domain experts/consultants may be hired as per the procedure/guidelines for the engagement of consultants approved by the D.G., ICFRE. Policy research projects shall be approved by DG, ICFRE and such projects need not be referred to RAG and RPC for recommendation.

After the completion of policy research assignments, the CFPR will publish policy briefs/documents and the policy research progress and outcome will be briefed to the advisory committee regularly.

FINANCIAL IMPLICATIONS

As all the administrative affairs of CFPR will be looked after by the existing officers/staff of the Directorate of Education, ICFRE, the financial implication, if any, would be met from the grant-in-aid/plan (GC) funds of the council. Creation of any new post is not envisaged in CFPR.
COST OF ADMINISTERING OF ICFRE GENERAL PROVIDENT FUND

The Pension Cell, ICFRE is maintaining 1050 General Provident Fund Accounts of ICFRE employees. The online General Provident Fund status is available to the individual GPF subscribers as well as all GPF Accounts have been kept up to date manually also. The Pension Cell is dealing with the settlement of pensionary benefits, GPF and New Pension Scheme adopted by the ICFRE, as such there is essential need of a helping hand to upkeep the records / ledgers / Cash Books properly. However, one contractual worker has been engaged in the Pension Cell and his wages amounting to Rs.2.50 lakh approx. annually is being booked under the Plan GC.

As there is acute shortage of regular ministerial staff in the Council and due to financial aspects, the ‘Need Aspect Committee’ of ICFRE in its meeting held on 16.03.2017 recommended as communicated by the ADG (Admin.), ICFRE vide letter dated 13.04.2017 that the wages of contractual worker engaged in Pension Cell may be paid from the Pension Fund. There is no such provision available in the ICFRE Pension Fund Regulations, therefore a proposal for making provision in the ICFRE GPF Regulations (Annexure 55.15.01) for meeting expenditure of wages of a skilled worker on contractual basis / outsourced, out of the ICFRE GPF Fund was placed in the XII Meeting of the ICFRE GPF Board of Trust held on 04th September 2017. The ICFRE GPF Board of Trust in its said meeting approved the proposal in principle subject to approval of the Board of Governors of ICFRE.

In this regard Board is apprised that the Clause (g) of ICFRE GPF Regulations deals with Cost of Administering of the Fund and the requisite provision may be made through insertion of the following sub rule (i) under Clause (g) – Cost of Administering of Fund under the ICFRE GPF Regulations.

Resolution

The Board may consider and resolve to approve the insertion of sub rule (i) under Clause (g) ‘Cost of Administering of the Fund’ of Chapter 6 - Administration and Management of the Fund under ICFRE GPF Regulations as under :

(i) “Expenditure of wages for engagement of skilled / unskilled worker on contractual basis and other miscellaneous expenditure for administering General Provident Fund may be met out of the interest earned on the investment of General Provident Fund, subject to approval of the Director General, ICFRE.”
ICFRE (GPF) REGULATIONS

1. Name & Scope of the Fund:
   (a) The name of the Fund shall be “The Indian Council of Forestry Research & Education General Provident Fund”.

   (b) There shall be a single fund for whole ICFRE and its account shall be maintained at the ICFRE Head Quarters, Dehradun by Controller (Accounts).

2. Extent of application and date of effect of the Regulations
   (a) These Regulations shall apply uniformly to all employees of the Council and shall operate w.e.f. 01/04/94. Accounts already dealt with by P.A.O., so far will be transferred to ICFRE and accumulation of each employee in the respective account on transfer to ICFRE will be shown as opening balance of GPF of the particular employee in ICFRE w.e.f. from 01/04/94 rights and liabilities of the G.O.I. under the existing fund shall become the right and liabilities of the ICFRE Society herein after named.

   (b) Since ICFRE has adopted GPF Cum Pension scheme of the GOI, GPF rules framed by GOI on the subject will apply to the employees of the Council mutatis-mutandis as amended from time to time with the exception that all functions hitherto being performed by PAO will be performed by Controller (Account) Pension Cell, ICFRE.

3. Definitions
   Definition of ‘Family’ – ‘Family’ includes, spouse, parents, children (including adopted child/ward), minor brothers, unmarried sisters, deceased son’s widow and children and where no parents of the subscriber is alive, a paternal grandparent. For a male subscriber more than one wife is included, but a judiciously separated wife is excluded, unless the subscriber expresses in writing otherwise. A female subscriber may exclude her husband from her family for this purpose.

   All other definitions given under Central Govt. GPF rules will adhered to these regulations.

4. Executive Instructions
   Constitution of the Fund as an Irrevocable Trust.
   The fund shall be constituted as a “Trust which shall be irrevocable. No money belonging to the fund shall be recoverable by the ICFRE Society under any pretext what-so-ever, nor shall the ICFRE have any lien or charge of any description on the same as here in provided.
5. **Assets of the Fund**

The fund shall consist of:

(a) Lump-sum amount of the GPF accumulations including interest, of the employees who have permanently been absorbed in the ICFRE Society, to be transferred by GOI, PAO to be credited to the new GPF of the Council.

(b) Contribution to be made by the employees of the ICFRE Society in the shape of regular monthly contribution to the fund.

(c) Accumulations received from any other Provident Fund, where, transfers are permitted by these rules.

(d) Interest/dividends and profits which may accrue on contribution and investments Bank deposits as admissible under the rule.

(e) Sums appropriated or forfeited to the fund under these rules.

6. **Administration and Management of the Fund**

(a) Subject to the provision of sub-clause (d) below, the fund and its administration, and management shall be vested in Trust consisting of the following:

1. DG, ICFRE or his nominee - Chairman
2. Director (Finance) - Member
3. Controller (ACC) ICFRE - Member-Secy
4. Secretary, ICFRE - Member
5. One staff representative of employee of each Institute/Advance Centre under ICFRE to be elected as per annexure – I

(b) The Board shall be a body corporate under the name of Indian Council of Forestry Research & Education, GPF Board of Trustees having perpetual succession and common seal and shall by the said name sue and be sued.

(c) The Chairman of the Board may exercise a casting vote.

(d) Controller (Accounts) ICFRE, shall function as its Executive Officer to deal with all matters pertaining to administration, management and accounting of the fund and other day to day routine work on behalf of the Board in accordance with these Regulations and in the manner as may be directed by the Board except such matters as may be specifically reserved for disposal and decision by the Board. The Executive Officer may be assisted by necessary staff for the efficient discharge of his functions. Controller (Accounts) shall also functions as the Secretary of the Board and will participate in its deliberations but shall not be entitled to vote. It shall be the duty of the Executive Officer to convene meetings, keep records thereof, take necessary steps to ensure maintenance of accounts in a proper way to carry out the decisions of the Board and perform such duties as may be assigned to him by the Board.
(e) **Quorum & Disposal of Business :**
   (i) Four trustees of whom at least two shall be from the employees representative, shall constitute a quorum at any meeting.
   (ii) If at any meeting the number of trustees is less than the required quorum the Chairman shall adjourn the meeting to a date not later than 7 days from the date of the original meeting informing the trustees of the date, time and place of the adjourned meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number of trustees present.
   (iii) No act or proceeding of the Board shall be deemed to be invalid merely by reason of vacancy, or any defect in the constitution of the Board.
   (iv) Members attending the Board meeting shall be treated as on tour.

(f) **Functions of the Board of Trustees**
   (A) The Board of Trustees shall interalia, decide the following matters:
      (i) Difference or disputes which may arise on any matter under these Regulations either as to the interpretation thereof or as to the rights and obligations of the ICFRE Society and/or of the members.
      (ii) Investment of moneys of the Funds as are excepted to be surplus to the requirements of the Fund from time to time.
      (iii) Raising of moneys as may be required for the purpose of the Fund by sale, hypothecation or pledge of the investment wholly or partly.
      (iv) Fixation of rate of interest to be credited to member’s account, which will not be less than the rate of interest applicable to GOI GPF at any time.
   (B) The Board shall maintain such accounts submit such returns, make such investments, provide for such facilities for inspection and arrange for payment of such inspection charges under the Act as the Provident Fund Commissioner concerned direct from time to time.

(g) **Cost of administering the Fund**
   The cost charges and expenses of administering the Fund including the payment of inspection charges and of the determination of any question arising under these Regulations or otherwise, and all expenses incurred by the Board in the discharge of their duties, shall be borne by the ICFRE, Society.
(h) Term of Office

i. The Chairman and other members of the Board who represent the ICFRE Society on the Board shall hold their office as Trustees for such time as they continue to hold their respective offices under the ICFRE. The terms of office of every other trustee shall be three years, commencing from the date on which he is declared elected as trustee save as hereinafter provided. Provided that any such trustee shall not withstanding the expiry of the said period of three years, continue to hold office until the name of his successor is notified.

ii. An out going trustee shall be eligible for renomination/reelection.

iii. A trustee may resign his office by a letter addressed to the Chairman and his office shall become vacant from the date from which the resignation is accepted.

iv. If a trustee fails to attend three consecutive meetings of the Board without obtaining leave of absence from the Chairman of the Board, he shall cease to be a trustee. Provided that the Chairman may on his own motion or on application made by such trustee in this behalf restore the trustee to his office if he is satisfied that three were reasonable grounds for the absence.
Agenda Item No. 55.16

REVISION OF AUDITOR’S FEE

As per rule 33 of ICFRE Bye Laws, the accounts of the society shall be subject to an Annual Audit by an Accountant General or Chartered Accountants appointed by the BoG in consultation with the Government of India and any expenditure incurred in connection with such audit shall be payable by the Society to the Chartered Accountants. The remuneration payable to the Auditors shall be determined by the BoG, ICFRE.

Audit fee of the Charted Accountant was enhanced from ₹50,000 to ₹80,000 for the audit of Annual Accounts for the year 2010 vide approval of Secretary to the Government of India, Ministry of Environment and Forests and Chairman of the BoG of ICFRE and same was conveyed vide Secretary, ICFRE letter No. 58-21/XLII/2010-ICFRE dated 23.08.2010 (Annexure-55.16.01). Thereafter, last revision was made for enhancement of Audit fee from ₹80,000/- to ₹1,15,000/- for auditing the annual accounts for the year 2013-14, by Secretary, ICFRE as per the recommendations made in the 50th meeting of BoG held on 31.10.2014. Audit fee has not been further revised since year 2013-14. The annual account involves Plan/Non-Plan North East and Externally Aided project funds pertaining to 9 Institutes, 4 Research Centres, ICFRE Headquaters, Van Vigyan Bhawan, Pension Cell, GPF, GIS, ICFERPHS and it takes about 40 to 50 working days.

The nominated firm M/s Virendra Kalra & Company has sent their acceptance to conduct the statutory audit of Annual Accounts of ICFRE vide their letter dated 08.01.2017 and a request vide letter 18.01.2017 (Annexure-55.16.02) for fixing audit fee ₹1,50,000/- for the financial year 2016-17 with the following reasons.

1. For the level of volume of assignment, the quoted fee is not viable as the audit work.
2. Involves 19 Institutes/Centres/DDO with over 250 Externally Aided Projects.

In this regard CAG vide letter No. 41-CA.V/22-92 dated 24.01.2006 (Annexure-55.16.03) has intimated that Fees payable to the auditors is to be decided by the Council after getting it duly approved by the appropriate authority.

Therefore, considering the growing inflation rate, volume of works involved and the request of Auditor for enhancement of audit fee, the Board is requested to consider the proposal of enhancement of Auditors fee from ₹1,15,000/- to ₹1,50,000/-.

Resolution

The Board may consider and resolve to approve the enhancement of Auditors fee from Rs. 1,15,000/- to Rs. 1,50,000/-. 

129
To
The Deputy Director General (Admin),
ICFRE

Sub: Enhancement of Audit Fees of the Chartered Accountants from Rs.50,000/- to Rs.80,000/- for Audit works in ICFRE - regarding.

Sir,

With reference to your Note dated 29.04.2010 on the above mentioned subject, I am directed to convey the approval of the Secretary to the Government of India, Ministry of Environment and Forests and Chairman of the BOG, ICFRE for enhancement of audit fees of the Chartered Accountants from Rs.50,000/- to Rs.80,000/- for audit of Annual Accounts and Balance Sheet of the ICFRE for the year 2009 - 2010.

Yours faithfully,

(Sudhanshu Gupta)
Secretary, ICFRE
Mr. Arun Singh Rawat,
Deputy Director General (Admin),
Indian Council of Forestry Research and Education,
P.O. New Forest,
Dehradun- 280006,
Uttarakhand.

Subject: Audit of accounts and Balance Sheet of ICFRE, Dehradun for the Financial Year 2016-2017

Sir,

This is with reference to your letter no. 1-12/2014-ICFRE/Admin/Budget dated January 06, 2017 with respect to appointment of Statutory Auditors for FY 2016-2017.

On understanding the scope and volume of assignment, post discussion with you and your team, the quoted fee is not viable for the level and volume of professional services involved. As communicated to us, there are 19 institutes/centres with over 250 projects to be audited in the said assignment. Thus, we would request you to consider increase in the professional fee. We propose a nominal cost (taking into account the volume and cost of competent staff) for this assignment to be INR 150,000 (Rs. One Lakh and Fifty thousand) exclusive of applicable taxes and out of pocket expenses (at actual cost), if any.

We look forward to a favourable response to the same.

For Verendra Kalra & Co.
Chartered accountants

[Signature]

Verendra Kalra
FCA Partner
Signed at Dehradun on 18.1.17
To The Deputy Director General (Admin.),
Directorate of Administration,
Indian Council of Forestry Research & Education,
P.O. New Forest,
Dehradun 248006

Subject: Appointment of Statutory Auditors Indian Council of Forestry Research & Education for the year 2005-06- Fees thereof.

Sir,

I am directed to invite a reference to your letter No.47-2/2002-ICFRF/Admin dated 17th January, 2006 on the subject cited above and to state that fees payable to the auditors is to be decided by the Council after getting it duly approved by the appropriate authority. Even in case of Government Companies the remuneration payable to the auditors is fixed by the Company in their AGM as per section 224 (3)(a) of the Companies Act, 1956 and not by this office.

Therefore, the audit fees may be decided by the Indian Council of Forestry Research & Education, keeping in view the work involved and mandays required etc and intimated to the auditor under intimation to this office.

Yours faithfully,

(Ranjit Mazumder)
Senior Administrative Officer

10, Bahadur Shah Zafar Marg, New Delhi-110002
REVISION OF ADMINISTRATIVE & FINANCIAL POWER TO DIRECTOR GENERAL, ICFRE AND DIRECTOR OF INSTITUTES

The Board of Governors of ICFRE in its I\textsuperscript{st} meeting held on 24\textsuperscript{th} July 1991 and IV\textsuperscript{th} meeting held on 7\textsuperscript{th} July 1992 delegated the Administrative & Financial powers to Director General, ICFRE and the Directors of the Institutes. As there is a considerable lapse of time since IV\textsuperscript{th} BOG, it has been found that the Administrative & Financial powers delegated to Director General, ICFRE & Directors of Institutes need revision. The Administrative & Financial powers requiring revision and additional inclusions are detailed below:

1. **ADMINISTRATIVE AND FINANCIAL POWERS REQUIRING REVISION**

(A) **ADMINISTRATIVE POWERS**

(i) Item – 17 - Powers to sanction undertaking of work for which fee is offered and the acceptance of fee (SR-11 + SR-12)

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<td>Competent Authority and Extent of Powers</td>
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<tr>
<td>Director General</td>
<td>Directors of Institute</td>
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<td>Full powers except in his own case for which approval of Board of Governors is necessary</td>
<td>₹ 2,000 in each case except in own case for which approval of DG is necessary</td>
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Remark: In case of recurring fees the limit would apply to the total amount of recurring payment made to an individual in a year subject to provision laid down in SR-11 and SR-12.
B. FINANCIAL POWERS

(i) Item – 5 - Incurring of expenditure on printing of annual reports technical reports, manual, book, brochures

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<tr>
<td>Director General</td>
<td>Directors of Institute</td>
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<tr>
<td>Full</td>
<td>₹50,000 per annum</td>
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Justification: The cost of printing has gone up, the requirement of printed material for publicity and reports related to projects, seminar and conferences has also increased.

(ii) Item – 8 - Hiring of building for the use of Institute/Council (office-building)

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<tr>
<td>Director General</td>
<td>Directors of Institute</td>
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<tr>
<td>Full</td>
<td>₹2,000/- in each case</td>
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Justification: All the Institutes and Centres of ICFRE are housed in the buildings of the council except the centre at Allahabad. The rent for hiring of building has increased ever since the power was delegated to the Directors of the Institute, this is proposed to be increased.
(iii) Item – 22 - Power to write off irrecoverable losses of stores/public money including losses of stamps

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<td>Director General</td>
<td>Directors of Institute</td>
</tr>
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<td>Full</td>
<td>Director General</td>
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Full The powers to the Directors will be ₹10,000/- for loss of stores not due to theft, fraud or negligence in each and ₹2,500 in each other cases.

Justification: The cost of purchase of store items has increased considerably ever since this power was delegated to the Directors of the Institute. The limit is proposed to be increased.

(iv) Item – 24 - Power of incurring contingent expenditure not specifically covered under any sub-item mentioned therein in each case.

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<tr>
<td>Director General</td>
<td>Directors of Institute</td>
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<tr>
<td>Full</td>
<td>Recurring ₹4,000/- per annum in each case. Non-recurring ₹10,000/- per annum recurring.</td>
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Justification: The cost of material and services has increased considerably ever since this power was delegated to the Directors of the Institute. The limit is proposed to be increased.
(v) Item – 49 - Civil works (departmental including fencing)

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<tr>
<td>Director General</td>
<td>Directors of Institute</td>
</tr>
<tr>
<td>Full</td>
<td>The powers of the Directors will be ₹1,00,000/- in each case</td>
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(vi) Item – 50 - To accord administrative approval/ expenditure sanction and technical sanction for estimates of work

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| Full | Directors will have powers upto ₹5,00,000/- for non-residential and ₹1,00,000/- for residential in each case. | Full | **For administrative approval and expenditure sanction.**  
₹12,50,000/- for non-residential  
₹2,50,000/- for residential buildings.  
**For Technical Sanction**  
Non Residential buildings- ₹5,00,000/-  
Residential buildings  
₹2,50,000/-  
Note:-In case of the work being done departmentally Directors of the Institute will have the power to accord Technical sanction upto ₹2.50 lakh for residential and ₹5.00 lakhs for non-residential buildings in each case. Technical sanction for beyond these limits in each case will be obtained from the Technical Departments like CPWD, State PWD, CCU etc. |

Justification:

a) The cost of material and labour has increased since the year 1991-92 when the power was delegated to the Directors of the Institutes. The delegated power falls short to meet current requirement and so needs to be reviewed.

b) CPWD was doing all the works at the time of creation of ICFRE but some of the institutes are doing the work departmentally now. For the work being done through CPWD/CCU/PWD technical sanction is given by these department but for the works being done departmentally technical sanction is required to be delegated to the Directors of the Institutes.
2. **FINANCIAL POWERS REQUIRED TO BE INCLUDED**

**B. FINANCIAL POWERS (for inclusion)**

(i) The Board of Governors vide its 4th meeting held on 07.07.1992 has delegated power to auction vehicles which have completed their lives and distance run as per schedule VII of Delegation of powers rule 1978 to DG, ICFRE.

The power to auction the vehicles needs to be clarified further and to include power of condemnation of vehicles also, then only delegated power will be in the line of powers to write off losses under delegation of financial power rules 1978.

The auction of the vehicle is the follow up of its condemnation. The power of condemnation of the vehicle may be delegated to the Director of the Institute and the approval to auction the condemned vehicle may remain with Director General, ICFRE.

**Item – 53 – Condemnation and auction of motor vehicles and motor cycle etc. after their stipulated life is over. (for inclusion)**

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<td>Directors of Institute</td>
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**Resolution**

The Board may consider and resolve to approve the

a) Revision of Administrative and Financial powers detailed under para (1) “Administrative and Financial powers requiring revision and

b) Inclusion of Financial powers as detailed under para (2) “Financial powers required to be included” in the body of the Agenda Note.
**Agenda Item No. 55.18**

**ADOPTION OF 7th CENTRAL PAY COMMISSION IN ICFRE**

The Ministry of Environment, Forests and Climate Change, Government of India vide its letter No. 1-5/2017-RT dated 22.05.2017, with the concurrence of Ministry of Finance (DoE) vide ID Note No. 1-1/2017-E.III(A) dated 11.05.2017, has approved financial assistance of 100% of additional impact for implementation of 7th CPC recommendations in ICFRE. (Annexure–55.18.01).

The approval of the Ministry was only for the purpose of revised pay scales and not for allowances and so the pay of the ICFRE employees was revised in accordance to the Central Civil Services (Revised Pay) Rules 2016 notified by Government of India vide its Gazette Notification dated 25.07.2016 with effect from 01.01.2016.


Following allowances have been revised in accordance of Ministry of Finance, Department of Expenditure Resolution No. 11-1/2016-IC dated 06.07.2017 and subsequent orders and OM’s in the matter:

1. House Rent Allowance in accordance of OM No. 2/5/2017-E.II(B) dated 07.07.2017
2. Transport Allowance in accordance of OM No. 21/5/2017-E.II(B) dated 07.07.2017
3. The allowances discontinued by the Government vide OM No. 29/1/2017-E.II(B) dated 11.07.2017 have been discontinued.
6. Fixation of pay of pre-revised pay scales of 1 Scale granted to candidates appointed as trainees on compassionate grounds in accordance with Department of Personnel and Training OM No. 14014/2/2009-Estt.D dated 09.10.2017.

The council takes care of Pensionery liabilities of its employees and the same has been revised in accordance with the OMs on the subject issued by the Government under the realm of 7th CPC as listed below:

7. Pensionery benefit(s) to ICFRE Pensioners have been revised in accordance to DoPT OM No. 38/37/2016-P&PW(A)(i) and (ii) dated 04.08.2016 and OM No. 38/37/2016-P&PW(A) dated 12.05.2017. The OMs shall affect the pensions of current and pre-2016 pensioners.
8. Fixed medical allowance of pensioners have been revised from ₹500 to ₹1000 per month in accordance to OM No. 4/34/2017 P&PW (D) dated 19.07.2017.

The allowances as may be notified by the Government of India from time to time shall be accordingly adopted / adhered to by the Council.

Resolution

The Board is apprised of the adoption of pay and allowances under the realm of 7th Central Pay Commission in ICFRE.
F.No. 1-5/2017-RT

To

Director General
Indian Council of Forestry Research and Education,
PO New Forest, Dehradun-248006,
Uttarakhand.


Sir,

With reference to your letter No.34-32/2015-ICFRE dated 29.03.2017 on the subject mentioned above. In this context, I am directed to inform that the Competent Authority has approved financial assistance of 100% of additional impact for implementation of 7th CPC recommendation in Indian Council of Forestry Research and Education (ICFRE), Dehradun, subject to the following conditions:

(i) As per Ministry of Finance (DoE), O.M.No.1/1/2016-E.III(A) dated 13.01.2017, is only in respect of revised pay scales contained in CCS(RP) Rules, 2016; The additional funds would be only for the purpose of revised pay scales and not in case of the revised allowances based on the 7th CPC as already mentioned in Para-6 of (DoE), O.M. dated 13.1.2017.

(ii) Further as O.M. dated the 13.1.2017, is only in case of pay scales and not in case of pension; Additional funds for the purpose of pension should not be allowed in terms of aforesaid O.M. while implementing the revised pay scales.

2. This issues with the concurrence of Ministry of Finance (DoE) vide ID Note No. 1-1/2017-E.III(A) dated 11.05.2017 and approval of the Secretary (E,F&CC).

Yours faithfully,

(Dr. Suneesh Buxy)
Deputy Inspector General of Forests (RT)
Sh. Gulab Singh, IFS
Asst. Inspector General of Forests (RT)
E-mail – digfrt-mef@nic.in
Tel.: 011-24695239

Government of India
Ministry of Environment, Forests & Climate Change
Agni Wing, 3rd Floor, Indira Paryavaran Bhawan, Jor Bagh Road, New Delhi – 110003

F. No. 1-5/2017-RT

To
The Secretary,
Indian Council of Forestry Research and Education,
PO New Forest, Dehradun – 248006, Uttarakhand.

Sub: Implementation of revised allowances based on the 7th Central Pay Commission in Indian Council of Forestry Research and Education, Dehradun - regarding.

Sir,

Please refer to your mail dated 18.08.2017 on the subject cited above. In this context, it is informed that IFD has concurred the proposal of implementing the revised allowances for the regular employees of ICFRE, as per terms and conditions contained in the Department of Expenditure’s OM No. 1/1/2016-E III (A) dated 26.07.2017 subject to the following condition:

Strict adherence of provisions contained in the DOE OM no. 29/1/2017-E. IIB dated 11th July, 2017 regarding non-disbursal of discontinued allowances.

2. This is for your kind information and further necessary action please.

Encb - As above

Yours faithfully

(Gulab Singh)
Asst. Inspector General of Forests (RT)
Office Memorandum

Dated the 26th July, 2017

Subject: Revision of rates of Allowances – extension of Government decisions on the recommendations of the 7th Central Pay Commission in respect of employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies set-up by and funded/controlled by the Central Government – regarding.

The undersigned is directed to invite attention to this Department’s OM of even number dated 13.1.2017, regarding extension of revised pay scales based on the recommendations of the 7th Central Pay Commission in respect of employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies set-up by and funded/controlled by the Central Government and to say that in terms of para 6 thereof, it was mentioned that the Central Government has not taken any decision in regard to various allowances based on the recommendation of the 7th Central Pay Commission in respect of Central Government employees and, therefore, until further orders, the existing allowances in the autonomous organizations shall continue to be admissible as per the existing terms and conditions, irrespective of the revised pay scales having been adopted.

2. The decision of the Central Government on the recommendations of the 7th Central Pay Commission in regard to allowances in respect of Central Government employees have since been announced as per this Department’s Resolution No. 11-1/2016-IC dated 6.7.2017 and the consequent Government orders have also been issued by this Department in regard to allowances like HRA, Travelling Allowance, Transport Allowance, Family Planning Allowance, etc. The attention is also invited to this Department’s OM No.29/1/2017-E-IIIB dated 11th July, 2017 regarding non-disbursal of discontinued allowances.

3. Accordingly, it has been decided that such of the existing allowances at present admissible in case of employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies set-up by and funded/controlled by the Central Government, as are exactly as per the Central Government pattern, may be revised in accordance with the decision contained in the aforesaid Resolution dated 6.7.2017 read with the Government orders issued in the matter. The provisions contained in this Department’s OM No. 29/1/2017-E-IIIB dt. 11th July, 2017 regarding non-disbursal of discontinued allowances shall also be strictly followed.
4. All other stipulations including the modalities for additional financial impact on allowances, as contained in the OM dated 13.1.2017 referred to in para 1 above, shall continue to be applicable in regard to these orders.

5. Hindi version of these orders is attached.

(Amar Nath Singh)
Director

To

All Ministries/Departments of Government of India
All Financial Advisors of the Government of India.
OFFICE MEMORANDUM

Subject:- Payment on account of discontinued allowances – regarding.

The undersigned is directed to inform that the recommendations of the 7th CPC on allowances have been accepted by the Government with 34 modifications. Resolution in this regard has been published on 6th July, 2017.

2. In this regard, attention is drawn to Para 8.2.5 of the Report of the 7th CPC wherein it has been mentioned that any allowance, not mentioned in the Report (and hence not reported to the Commission), shall cease to exist immediately. In case there is any demand or requirement for continuation of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of Ministry of Finance and should be put in the public domain.

3. As the recommendations of the 7th CPC on allowances have come into effect from 1st July, 2017, disbursement of all existing allowances which have not been specifically recommended for continuation in terms of the Resolution dated 6th July, 2017 shall be discontinued from the salary of the month of July, 2017.

4. In view of the nature of the allowances specific to Ministry of External Affairs, these allowances were not covered by the 7th Central Pay Commission. Hence this order will not be applicable to allowances specific to Ministry of External Affairs.

5. It shall be the responsibility of the Heads of the Department to ensure that no bills relating to disbursement in respect of such allowances is drawn by the Head of Office/Drawing & Disbursing Officers under their purview/jurisdiction. Pay and Accounts Officers shall ensure that no payment is effected if any such bill relating to the disbursement of the discontinued allowances is submitted to them. If such bills are received, they should be returned to the DDO and intimation thereof shall also be given to the Head of the Department and the Chief Controller of Accounts.

(Annex George Mathew)
Joint Secretary to the Government of India

To:
1. Joint Secretary(Admn./Estt.), all Ministries/Departments
2. All Financial Advisors
Agenda Item No. 55.19

STATUS OF FUNDING OF KENDRIYA VIDYALAYA, FRI, DEHRADUN AND KENDRIYA VIDYALAYA, TFRI, JABALPUR

The Kendriya Vidyalaya, Forest Research Institute (FRI), Dehradun came into existence in 1964 as a Civil Sector School. In 1984, the then President, FRI & Colleges signed a resolution for conversion of KV, FRI to a Project School agreeing to the pre-condition that “FRI will bear the recurring and non-recurring expenditure including accommodation, land and future development facilities as also the proportionate overhead charge on this Vidyalaya”.

Kendriya Vidyalaya, Tropical Forest Research Institute (TFRI) at Jabalpur is running as a project school since 1993 as per the MoU signed between the Director TFRI and Kendriya Vidyalaya Sangathan (KVS), which states that all expense of KV (Pay and allowances as well as overhead charges) shall be borne by TFRI.

In the 53rd meeting of BoG held on 05.02.2016, while discussing the agenda item No.4, “Annual Audited Accounts of ICFRE for the year 2014-15”, funding of Projects schools of KVs were also discussed. As an outcome of the agenda the BoG noted that “….KV at FRI, Dehradun and TFRI, Jabalpur were being financially supported even though the number of students of wards of ICFRE/MoE employees in this school was very less. Financial support should be in proportion to the number of students of wards of ICFRE/MoE&CC employees in this school”.

The strength of wards of officers/officials from ICFRE and its sister organizations is 24% in KV FRI and only 2% in KV TFRI. The budget was accordingly released by respective institutes to KV FRI and KV TFRI for the financial year 2016-17.

The decision of BoG was conveyed to Kendriya Vidyalaya Sangathan also, which vide its letter dated 15.06.2016 to the Director, FRI conveyed that unilateral reduction in budget is in contravention of resolution adopted by FRI and also that there is no provision to run the school on partial funding. It was also conveyed that in case of non-availability of budget, KVS will be constrained to go for phase-wise closure of school.

It was also conveyed to the ICFRE authorities by the Kendriya Vidyalaya Sangathan during various meetings that Sangathan has also stopped the funding of project schools due to objection of the Public Accounts Committee. The curtailment of funds from ICFRE and non provisioning of funds from the KVS led to serious budgetary problem for both the schools.

The issue was taken up with the Ministry of Human Resource Development by the Secretary, MoEF&CC vide letter No. 1-9/2015-RT dated 29.03.2017 and Director General ICFRE vide letter dated 23.05.2017. However, there does not seem to be any response so far from the Ministry of Human Resource Development.
Ministry vide its letter No. 1-9/2015-RT dated 08.08.2017 has conveyed the approval of the competent authority to apportion the expenditure on Kendriya Vidyalaya amongst all institutions of MoEF&CC. As per the directions of the Ministry, a meeting was held under the Chairmanship of the Director General, ICFRE on 18th October 2017 with all the sister organizations to fix the percentage of share of various organizations to apportion the expenditure of Kendriya Vidyalaya.

At present percentage share of students of wards of council at KV FRI is 21% and at KV TFRI is 2%. With regards to apportioning of funding to KV FRI, it shall not be out of context to mention here that the apportioned support extended to KV FRI by other sister organizations, ultimately comes out from the financial assistance provided to these organizations by the Ministry and hence can be considered to be consolidated.

The Ministry was accordingly apprised of the developments vide letter dated 25.10.2017 and the Secretary (E,F&CC)/ Chairman BoG ICFRE was requested to:

1. To keep the decision taken in 53rd BoG of ICFRE taken in its meeting held on 05.02.2016 for proportionate funding of the KV Schools in abeyance till the issue is finally resolved.
2. To take up the issue with the Ministry of Human Resource Development to convert the KV FRI and KV TFRI from project schools to civil schools of Kendriya Vidyalaya Sangathan.
3. To meet the requirement of budget of KV, FRI and KV, TFRI for the current financial year and thereafter till such time the schools are converted in Civil Schools by the Ministry of HRD.
4. In case, schools are to be closed in view of the less number of students from ICFRE and sister organizations, it needs to be closed in phased manner and funding is required to be reduced gradually.

The Ministry vide its letter dated 08.12.2017 (Annexure-55.19.01) has acceded to the proposal of ICFRE submitted vide ICFRE’s letter dated 16.11.2017 and has directed to release the salary of the KV FRI and KV TFRI immediately and in case of budgetary constraint, a separate proposal for requirement of additional budget towards release of salary may be submitted to the Ministry.

Resolution

The Board is apprised of the decision of the Ministry for continued funding of the KV FRI and KV TFRI till these are converted into the Civil Sector Schools.
ANNEXURE-55.19.01

Dr. Suneesh Buxy, IFS
Dy. Inspector General of Forest (RT)
E-mail – digfrt.mef@nic.in
Tel : 011-24695233

Government of India
Ministry of Environment, Forest &
Climate Change
Agni Wing, 3rd Floor, Indira Paryavaran
Bhawan, Jor Bagh Road, New Delhi –
110003

F. No. 1-9/2015-RT

Dated: 12.12.2017

To,

The Secretary,
Indian Council of Forestry Research and Education,
PO New Forest, Dehradun – 248006, Uttarakhand.

Sub: Kendriya Vidyalaya (KV), FRI, Dehradun and TFRI, Jabalpur-regarding.

Sir,

Please refer to your letter no. 36-1/2017 dated 16.11.2017 on the subject mentioned above. In this context, the undersigned is directed to convey the approval of Secretary (F, F&CC) and Chairman BoG on the following-

(i) To keep the decision of BoG of ICFRE taken in its meeting held on 5th February 2016 for the proportionate funding of the KV schools in abeyance till the issue is finally resolved.

(ii) To take up the issue with the Ministry of Human Resource Development to convert the status of KV, FRI and KV, TFRI form Project Schools to Civil Schools of Kendriya Vidyalaya Sangathan.

(iii) To meet the requirement of budget of KV, FRI and KV, TFRI for the current financial year and thereafter till such time the schools are converted into civil schools by the Ministry of HRD.

(iv) In case, schools are to be closed in view of the less number of students from ICFRE and sister organizations, it needs to be closed in a phased manner and funding is required to be reduced gradually.

2. In view of the above, it is requested to kindly release the salary of the KV, FRI, Dehradun and KV, TFRI, Jabalpur immediately under intimation to this Ministry. If budget for release salary is not available then may send a separate proposal for requirement of additional budget towards release of salary of teachers of KV, FRI & KV, TFRI.

3. This is for your kind information and necessary action please.

Yours faithfully,

(Dr. Suneesh Buxy)
Dy. Inspector General of Forests (RT)