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GOVERNMENT OF KERALA

PERSONNEL AND ADMINISTRATIVE REFORMS DEPARTMENT



REPORT OF WORK STUDY ON THE VIGILANCE WING OF THE KERALA FOREST AND WILDLIFE DEPARTMENT



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ON
THE VIGILANCE WING OF
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REPORT OF WORK STUDY CONDUCTED IN THE VIGILANCE
WING OF THE FOREST AND WILD LIFE DEPARTMENT

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ABSTRACT

A Vigilance Wing was formed in the Kerala Forest Department vide G.O (MS) No. 289/71/Agri dated. 23/12/71, with the broad intention of inquiring into illegal transport removal of forest produce, monitoring and evaluation of departmental works and projects, evaluation of regeneration areas, inquiring into corrupt practices by the forest officials etc. Government Order,G.O(MS)No.4/75/AD dated 21/01/71 subsequently issued specified the framework and working of the Vigilance Wing. As per this Government Order, the objective of Vigilance Wing is to combat acts of irregularity and misconduct in the Forest Department effectively and to detect and prevent forest offences.

This report analyses the strength and weakness of Vigilance and Evaluation Wing of the Forest Department in combating corruption and misconduct among Forest officials, detection and prevention of illicit transport of forest produce and the evaluation of the forestry programmes of the Department. The existence and proper functioning of Forest Vigilance Wing is

inevitable as it monitors the working of other wings of Forest Departments, such as, Territorial Wing, Social Forestry Wing, Wildlife Wing, Nature Study Center, Working Plan & Research etc.

This report is not a comprehensive one, since the scope of the study is confined only to the proposals furnished by the Principal Chief Conservator of Forest for the reorganisation of the Vigilance Wing. The report is prepared in tune with the request to expand the purview of the Vigilance Wing and to create four new Flying Squad Divisions and six new Flying Squad Ranges. The request for the re-designation of some of the posts were also taken into account while preparing the report.

The important suggestions made in this report are as follows:-

1. Thenmala FS Range may be created with headquarters at Thenmala by incorporating some parts from Chullimanoor Range and Anchal Range of Existing Punalur FS Range. The new Thenmala FS Range shall function under Punalur FS Division
2. Area of Existing Ranni FS Range being wide, a new Konni FS Range shall be created bifurcating Ranni FS Range with Headquarters at Konni.

3. A new FS Division may be created at Pathanamthitta bifurcating Punalur FS Division having jurisdiction of Ranni and Konni FS Ranges.
4. At present Kochi Taluk in Ernakulam District is under Mundakayam FS Range. The jurisdictional area of Kochi Taluk may be incorporated into the Perumbavoor FS Range under Ernakulam FS Division.
5. Kothamangalam FS Division has now three Ranges viz, Kothamangalam, Thodupuzha and Munnar. Kothamangalam FS Division may be reorganized with 2 FS Ranges viz, Marayoor FS Range and Munnar FS Range, and renamed as Munnar FS Division with HQ at Munnar.
6. The jurisdictional area of Thodupuzha FS Range may be merged to the Kothamangalam FS Range. The staff will be diverted to Newly created Marayoor FS Range except the Range Officer . The Range Officer will be to Newly created Konni FS Range.
7. Ernakulam FS Division consists of Thrissur and Perumbavoor FS Ranges. Head Quarters of Ernakulam FS Division may be shifted to Kothamangalam with jurisdiction of reorganized Kothamangalam FS Range and Perumbavoor FS Range.

- 8.** A new FS Range may be created at Chalakkudy bifurcating existing Thrissur FS Range.
- 9.** A new FS Division may be formed at Thrissur as Thrissur FS Division bifurcating existing Ernakulam FS Division, with 2 FS Ranges viz, (1) Thrissur & (2) Chalakkudy.
- 10.** Palakkad FS Division has 2 FS Ranges viz. Palakkad FS Range & Nelliampathy FS Range. A new FS Range may be created at Attappadi bifurcating existing Palakkad FS Range, with HQ at Attappady.
- 11.** A new FS Range may be created at Mananthavady bifurcating Kalpetta FS Range
- 12.** Kalpetta FS Range may be excluded from the existing Kozhikkode FS Division forming a new FS Division at Wayanad with Headquarters at Mananthavady with 2 FS Ranges viz, (1) Kalpetta F S Range & (2) Mananthavady FS Range.
- 13.** Headquarters of Kozhikkode FS Division may be shifted to Nilambur in view of the bifurcation of the Kozhikkode Division and importance of Nilambur Range.
- 14.** The Headquarters of Kannur FS Range may be shifted from Thalassery to Thana

15.Replacement of some of the suffixes of designation such as, 'Inspection & Evaluation' which comes along with 'Conservator of Forests' and 'Flying Squad' which comes along with 'Divisional Forest Officer' and 'Range Officer' with the suffix 'Vigilance'.

Chapter 1

INTRODUCTION

1.1 Forests are vital to the planet, for providing critical ecosystem services and means of livelihood to people and shelter to wildlife. The full value of forest biodiversity and ecosystem services has not been recognized, nor is safeguarded in the existing system. Till independence and the subsequent amalgamation of the princely states, more than 75% of the national geographical area was under forest. But, after independence, by early 1950s, encroachments in the forest areas had taken place and continued till 1960s, reducing the extent of forest drastically. Today the stretch of the forest area has dwindled to almost 30% of the land area.

1.2 The Vigilance and Evaluation Wing in Forest Department was formed in Kerala vide G.O.(Ms) No. 289/71/Agri. dated 23.12.1971 with the broad intention of combating corruption and misconduct among forest officials, detection and prevention of illicit transport of forest produce and for the evaluation of various departmental activities. This report

highlights the relevance of the Vigilance Wing of the Forest department in conserving the forest in Kerala. The Vigilance Wing of the Forest department functions without a Vigilance Manual. Hence no statutory procedure is seen followed in the duties the Vigilance wing is entitled to discharge. The work study team extended its attention to the Vigilance Wing regarding the procedures followed in petition enquiry, evaluation of the work of the territorial wing, helping territorial staff, inspection at various field level offices of the Forest Department etc. The Principal secretary P&ARD directed the work study team to conduct an additional exercise in the old P&ARD report, taking into account the facts pointed out by the HOFF in his revised proposal submitted to Government during the first week of september 2016 pursuant to the discussions with the Principal Chief Conservator of Forests (Vigilance) and team.

1.3 One of the major tasks of the Vigilance Wing was to inquire into petitions/complaints till 1980s. But in the present scenario the mandate of Vigilance wing has greatly changed which includes monitoring and evaluation, intelligence gathering and supporting activities with reduced importance of petition enquiry activity. In this circumstance the role of Vigilance Wing has become more important in the Forest Department.

1.4 Protection of Forest is one of the primary responsibilities of the Forest Department. Considering the predominant role of the Vigilance Wing in protecting our forest in the changed scenario, the Principal Chief Conservator of Forest has furnished a proposal to Government for the reorganisation of the Vigilance Wing. In the proposal, it has been suggested to expand the purview of the Vigilance Wing in tune with the increase in the activities of the Forest & Wild Life Department and to create four new Flying Squad Divisions and six new Flying Squad Ranges. In the first proposal it is also suggested to re designate the post of Divisional Forest Officer (FS) as Divisional Forest Officer (Vigilance) and the post of Conservator of Forest (I&E) as Conservator of Forest (Vigilance). The Principal secretary P & ARD directed the team to make out additional exercise in the old P&ARD team report, considering the facts pointed out by the HOFF in the revised proposal. Hence the ensuing report is prepared in response to the above proposal.

Chapter- 2

METHODOLOGY

2.1 The present work study is based on the revised proposal furnished by the Principal Chief Conservator of Forests for the reorganization of the Vigilance Wing of the Forest Department. The proposal is to increase the number of the Flying Squad Divisions from the present 8 to 11, so as to have representation of Flying Squad Divisions in almost all revenue districts .

2.2 In order to familiarize with the proposal, the Work Study Team held discussions with the Additional Principal Chief Conservator of Forests (Vigilance). The first team of P&ARD visited the offices of Conservator of Forests (I&E), Kottayam and Kozhikode and collected data regarding the nature of work performed in these offices and the Department in general. The Principal Chief Conservator of Forests (Vigilance) during the discussion with the P&ARD team revealed that, although in the earlier days the main activity of Forest (Vigilance) was focused on petitions, presently petition related activity constitute only

25% of the work of the Department, and major thrust ie. almost 75% has been given to inspection and evaluation activities so as to reduce the number of petitions regarding nefarious acts and illegality. Also a lot of Civil Works related to afforestation and protection related activities are going on in the Vigilance Wing. Discussion with the officers helped the team to identify the areas and the scope of the proposed work study. The revised proposal made it necessary for the second team to visit more field level offices to get details of the new mode of working of the Vigilance Wing, in tune with the changed focus and expansion of mandate.

2.3 Data was collected from 8 Flying Squad Divisional Forest Offices and 11 Flying Squad Range Offices to enhance the accuracy of the study. The team also visited field level offices under the above Ranges along with the officials of the Forest Department to assess the actual volume of work in the changed mandate. The base year selected for data collection was 2015. Both primary and secondary data were collected. Suitable forms were designed for collecting primary data. Data regarding

procedure of petition inquiry, nature of petitions, number of petitions inquired, allegations fully proved, allegations partially proved and not proved were also collected and analysed. Further details regarding jurisdictional area of Flying Squad Divisions and Flying Squad Ranges, geographical features, number of inspections conducted, the precedence given to monitoring and evaluation, intelligence gathering, supporting activities and the major challenges of the Vigilance Wing in each territory etc. were taken into account before proposing recommendation in this report.

2.4 The main focus of the study was on the bifurcation of some of the Flying Squad Divisions and Flying Squad Ranges. In addition to field visits, the Work Study Team relied on some of the conventional work study tools, such as, Self-logging, Case study, Discussion, organization chart, brainstorming, Observation techniques, Interviews etc. for the collection of data. But formulation of standard norms for the bifurcation of Flying Squad Divisions and Ranges, using the above work study tools, could not be applied in this context, since the need for each bifurcation arises due to various reasons. Each bifurcation/reorganization

proposed in this report is based on the circumstances warranted in that area. Based on the observations and findings of the team, the final report is prepared for the optimal and efficient functioning of Vigilance Wing of Forest and Wildlife Department.

Chapter- 3

ORGANISATIONAL ANALYSIS

3.1 Kerala Forest and Wildlife Department is one of the major Departments and indeed is a law enforcement agency in the state of Kerala, which is concerned with co-existence of the human beings together with the flora and the fauna along with the survival of each species in its habitat. This department functions with different wings under the control of the Principal Chief Conservator of Forests & HOFF. General Administration and coordination of all wings of the Department is the function of Principal Chief Conservator of Forests. General Administration including Recruitment and Administrative matters, Biodiversity Conservation, Forest Protection, Wildlife Management and Research, Forest Development, Social Forestry, Forest Vigilance and Evaluation, Eco-Development and Tribal Welfare, Planning and Research, Tribal Rehabilitation and Special Afforestation, Infrastructure and Human Resource Development, FMIS etc. are the subjects dealt with in the department.

3.2 The Vigilance Wing of the Forest Department helps to combat acts of irregularity and misconduct in the Forest Department and prevent

forest offences. The Additional Principal Chief Conservator of Forests (Vigilance) is the Head of Vigilance Wing of the department and the Principal Chief Conservator of Forests oversees its functions. Two Regional Offices under two Conservators of Forests functions at Kottayam and Kozhikode respectively. Eight Flying Squad Divisions headed by Divisional Forest Officers and Eighteen Flying Squad Ranges under the control of Range Officers function under the Conservators. Four Assistant Conservators of Forests are posted to assist the APCCF (Vigilance) in the Head Quarters. In the redefined situation and mandate the main duty performed by the Forest Vigilance Wing is as follows

1. Enquiry into all complaints related to implementation of forestry works under various schemes and implementation of various forest laws in the Kerala Forest Department.
2. Enquiry of petitions received from Government, Public, NGO's other agencies on irregularities in the department malpractices indulged by the officers and staff of the department including Kerala Forest Development Corporation.
3. Enquiry into petitions about the irregularities committed by individuals/groups in violation Forest Acts and rules.

4. Monitoring and Evaluation of Forestry works with a view to detecting deficiencies if any and to suggest improvements including amendment to rules guidelines and procedures.
5. Organising surprise inspection to unearth illicit activities connected with forest and forest produces.
6. Gather intelligence related to forest and wildlife offences and take action intimate the situation to the concerned officers for remedial measures.
7. Ensure assistance of the officials of the Vigilance Wing to all the officers Kerala Forest Department concerned with protection matters.
8. Apprise the PCCF, Hon'ble Minister for Forests and the Government regarding important incidents in the Kerala Forest Department which may need their intervention.
9. Furnish reports to the Government as and when required
10. Liaise with Vigilance officials of other departments and neighboring states for gathering necessary intelligence helpful in the protection matters.
11. Administrative control of the Forest Intelligence Cell and Forest Control Room of the Kerala Forest Department

Due to the lack of sufficient staff strength and increased work load , with the existing Divisions they fail to achieve the goals fully.

Forest Intelligence Cell

3.3 Forest Intelligence Cell was established during 2001 under the control of Additional Principal Chief Conservator of Forests (Vigilance). One Range Officer and 6 supporting staff (one Section Forest Officer +5 Beat Forest Officers) are working at various places in the state. The Assistant Conservator of Forests (Evaluation), besides his regular duties in the Office of Additional Principal Chief Conservator Forest (Vigilance) is supervising the intelligence work of the Cell. The secret information collected by the forest intelligence cell has resulted in detection of serious offenses and arrest of the accused especially in the Wildlife Crimes. Field officers have recognized the utility of information collected by the Intelligence Cell through secret sources. Informants are rewarded from the Secret Service Fund maintained by the Additional Principal Chief Conservator of Forests.

Toll Free Telephone Facility

3.4 A Toll Free Telephone (No: 1800 425 4733) is installed in Forest Head Quarters, Thiruvananthapuram to receive complaints and information from public. This facility is open for 24 hours. The information / complaints received through toll free telephone is recorded in the printed format and passed on to the concerned field officers for further necessary action. The Toll Free Telephone facility started operating from 2006 onwards.

3.5 In the present days the mandate of the Forest Department has changed so much that, instead of traditional departmental works like timber harvesting and planting in the reserve forest areas, other newer activities like Social Forestry, Wildlife management, Participatory Forest Management Schemes etc have become dominant activities. As a result the total time devoted to the petition enquiry stands reduced to 25-35% of the total work of the Vigilance wing. 35-45% of the working time of the vigilance staff is consumed for the Inspection and evaluation of various departmental works and also for the intelligence activities to be carried out by the vigilance wing for preventing and taking action against wildlife crimes, poaching of animals, ganja cultivation illicit brewing etc. This

also consumes several hours of their working time.

3.6 The Additional Principal Chief Conservator of Forests (Vigilance) is responsible to the Principal Chief Conservator of Forests & HOFF only. The wing tries to dispose of complaints and petitions within the shortest possible time in addition to other day today activities. The working of the Divisions are regulated in such a way that at any given point of time, the Flying Squad Divisions may have on an average, less than 10 petitions pending for enquiry. Normally the enquiry officer takes up the enquiry as soon as the complaints are received. Monitoring and evaluation reports are also furnished at the earliest. Besides, the suggestions on rectification measures are also communicated to the concerned officer at once.

3.7 The Divisional Forest Officer (FS) collect information of all important happenings in the field on a day to day basis. The same day by the evening the information is sent through E-mail to Additional Principal Chief Conservator of Forests (Vigilance) and Principal Chief Conservator of Forests & HOFF. It is quite a cumbersome task to collect information of all important happenings in the field on a day to day basis with eight Flying Squad Divisions and eighteen Flying Squad Ranges. Considering the importance of the Vigilance Wing it should be strengthened which requires reorganization.

Chapter-4

SCOPE OF THE STUDY

4.1 In the Kerala Forest Department ,the Vigilance and Evaluation wing was established in 1971, under the control of the Conservator of Forests with Headquarters at Thiruvananthapuram. As time passed by, considering the importance of the vigilance wing, many administrative reforms were implemented in this wing. Duties and functions of the wing was further elaborated, the full control of the wing was brought under the Additional Chief Conservator of Forests, some Flying Squad Divisions were created, Cardamom Hill Reserve Squad formed, Control Room started at Thiruvananthapuram, Deputy Conservator of Forests (Inspection) and Deputy Conservator of Forests (Evaluation) were upgraded to the level of Conservator of Forests and the offices of the Conservator of Forests (I&E) Kottayam and Kozhikode came into being, Rapid Action Force was constituted in certain places.

4.2 Over a period of time, the working of the department extended to different areas with more emphasis on wildlife conservation through

specialized management in Sanctuaries and National Parks, Social Forestry activities outside the traditional forest areas, tackling wildlife and other wildlife crimes outside the traditional forest areas, captive elephant issues, Eco – tourism activities, VSS / EDC activities, forestry research activities, biodiversity programmes outside the traditional forest areas, Ecologically sensitive issues outside the traditional forest areas etc.

4.3 Irrespective of the fact that the activities of the Vigilance Wing of Forest Department has been expanded many times, the required expansion of the strength of the wing has not been done so far. This situation warrants further expansion of its area of operation and its strength. Hence the proposal for reorganization of Vigilance Wing.

4.4 The meeting of the council of Chief Conservators of Forests held on 01.07.2009 at Forest Headquarters, Vazhuthacaud authorized the Principal Chief Conservator of Forests to furnish a proposal to Government for the re-organization of Vigilance Wing of the Forest Department. At present the wing has 8 Flying Squad Divisions, such as, Kannur, Kozhikode, Palakkad, Ernakulam, Idukki, Kothamangalam, Punalur and Thiruvananthapuram. Some of the Flying Squad Divisions have jurisdictions covering more than one revenue Districts. The Department is in the view that if the Divisional Forest Officers of Flying

Squad are given responsibility of inquiries and inspections in one revenue District each, the quality and pace of disposal of petitions and vigilance and evaluation work of the department activities will improve.

4.5 In view of the above circumstances the Principal Chief Conservator of Forests forwarded a proposal on 09.11.2011 to increase the number of the Flying Squad Divisions from the present 8 to 12 by adding 4 more Flying Squad Divisions by utilizing the services of the Assistant Conservators of Forests (SIP) as Divisional Forest Officer (FS). The P&ARD team constituted on 27.07.2015 visited various offices of Forest Department and prepared a work study report. A powerpoint presentation and a detailed discussion was held at the Headquarters of the Forest Department in presence of the Principal Secretary P&RD and the PCCF (Vigilance) by the team of P&ARD. In the meeting the PCCF (Vigilance) Pointed out that the suggestions given by the P&ARD team in their work study report is mainly taking into consideration that petition enquiry is the major activity of the Vigilance wing, as suggested in their proposal earlier . But that proposal of the Forest Department was prepared way back and is not relevant now. Hence the PCCF suggested a re-examination emphasising the changed focus of the Vigilance Wing.

Convinced by the arguments of the PCCF(Vigilance) , the Principal secretary, P&ARD directed the PCCF(Vigilance) to furnish a modified reorganisation proposal and based on the revised proposal, the Principal Secretary ordered that an additional exercise shall be conducted .The new P&ARD team constituted on 26.10.2016 visited 8 Flying Squad Divisional Forest Offices and 11 Flying Squad Range Offices and inspected various field level offices and collected additional data required .

4.6 The Flying Squad Divisions are functioning under the Conservators of Forests. There are two Regional Offices, under Conservators of Forests, located at Kottayam and Kozhikode respectively. Both Regional Offices have control over four Divisional Forest Offices each. The existing organization structure of the Vigilance Wing is given as *Annexure - I*

The modified proposal submitted by the PCCF is :-

(a). to create 3 new flying squad Divisions namely

1. Pathanamthitta Flying Squad Division

2. Thrissur Flying Squad Division and

3. Wayanad Flying Squad Division.

(b). to shift the headquarters of:-

1. Kothamangalam Flying Squad Division to Munnar and rename it as Munnar FS Division

2. Ernakulam Flying Squad Division to Kothamangalam.

(c). to create 6 Flying Squad Ranges namely,

1. Thenmala Flying Squad Range

2. Konni Flying Squad Range

3. Marayoor Flying Squad Range

4. Chalakkudy Flying Squad Range

5. Attappadi Flying Squad Range and

6. Mananthavady Flying Squad Range.

(d). To shift the Head Quarters of

1. Thodupuzha Flying Squad Range to Thalakodu.

2. Munnar Flying Squad Range to Munnar.

3. Thalassery Flying Squad Range to Thana.

Chapter 5

OBSERVATIONS AND ANALYSIS

5.1 Work Study is need based. The Forest Department feels that reorganization of its Vigilance Wing is inevitable in view of the role of the Vigilance wing in this department in keeping with the changed environment of work . The presence of vigilance wing in the field itself is a protection to the forest and forest produce. The bifurcations suggested in this study is with the objective of ensuring their presence in the form of patrolling, perambulations, frequent inspections at field level offices of the KFD etc in addition to combating corruption and misconduct among forest officials and other forest crimes. Bifurcation and expansion of the wing, merely based on the ideas, may not become fruitful. The practical realities should be taken into account before suggesting any bifurcation. Only a fruitful study can broaden awareness and emphasize connection between ideas and practical realities. Hence, the work study team of the Personnel and Administrative Reforms (AR.8)

Department is entrusted with the task of exploring the possibility of creating three more Flying Squad Divisions at Pathanamthitta, Thrissur, and Wayanad, shifting of Kothamangalam Flying Squad Division to Munnar renaming it as Munnar Flying Squad Division ,shifting of the Head Quarter of Ernakulam Flying Squad Division to Kothamangalam and creation of 6 more Flying Squad Ranges bifurcating the existing ones.

5.2 The team,first of all,had a discussion with the Additional Principal Chief Conservator of Forests (Vigilance) to have a thorough acquaintance with the proposal. Then the team visited the offices of Conservator of Forests (I&E), Kottayam and Kozhikode,before collecting data from Divisional Forest Offices (FS) and Range Offices (FS). The team collected data from all the 8 Divisional Forest Offices (FS) and 11 Range Offices (FS) for the furtherance of the study.The new team relied more on field visits along with the officers of the vigilance so as to realize the challenges faced, to meet with the changed objective .The Vigilance Wing functions as a watchdog and also extends necessary help to the Territorial and Wildlife staff whenever necessary.Keeping in view of the request made in the revised proposal, the area of field

studies were confined to identify the scope/need of bifurcating / re-organizing the Vigilance Wing. The team also analysed division wise area, geographical features, number of cases attended, nature of crimes, modus operandi of investigating cases etc . Summary of the Divisional Forest Offices wise analyses are shown below.

1. Divisional Forest Office (FS), Thiruvananthapuram

Divisional Forest Office (FS), Thiruvananthapuram is located at PTP Nagar, Thiruvananthapuram. Two Flying Squad Ranges are functioning under the DFO, Viz; Chullimanoor and Thiruvananthapuram Control Room. The Control room is located at Vazhuthacaud, with the jurisdictional area of Paruthippally Range, Neyyar Wildlife Sanctuary, Peppara Sanctuary, ABP Range, Social Forestry Neyyattinkara Range, KFDC Kottoor SubUnit, Social Forestry Thiruvananthapuram City Coverage Area. Since the jurisdictional area and the workload are manageable, no alteration of jurisdictional area has been made in the proposal. The Work Study Team also endorses the views in the proposal and suggest no alteration in the jurisdictional area of Thiruvananthapuram Control Room.

5.4 Flying Squad Range Chullimanoor is located at Chullimanoor

with the jurisdictional area of Palode & Kulathupuzha Ranges in Thiruvananthapuram Forest Division; Shenduruny Wildlife Sanctuary in Shenduruny Wildlife Division; Thenmala, Aryankavu Ranges & Kulathupuzha Central Nursery in Thenmala Division; Attingal Social Forestry Range in Thiruvananthapuram Social Forestry Division; Kulathupuzha, Thenmala & Aryankavu Timber Depots in Timber Sales Division Thiruvananthapuram; Research Division Kulathupuzha and KFDC Palode & Arippa Units under KFDC Thiruvananthapuram Division. The total area comprises of 1505 km² of which forest area comprises of 640.33 km².

5.5 Aryankavu and Thenmala are very sensitive areas, owing to their proximity with Tamilnadu. Aryankavu is about 65 km away from Chullimanoor. Hence, Aryankavu is not easily accessible to the Chullimanoor Range Office. In the proposal, the Forest and Wild Life Department has suggested to create a new Thenmala F S Range under Punalur FS Division. As per the opinion of the PCCF (Vig), cross border smuggling of forest produce especially sandal trees which are abundant in Aryankavu is a major challenge being faced in the area, besides there is threat from maoist activists. In the present condition presence of Flying squad round the clock is

necessary for the proper protection of the Forest. The proposal of the Forest & Wild Life Department has been taken into account by the Work Study team after due consideration of the situation pending in the area.

2. Divisional Forest Office (FS), Punalur

5.6 The Divisional Forest Office (FS), Punalur is located at Punalur having the jurisdiction of Kollam, Pathanamthitta and Alappuzha revenue Districts. Two Flying Squad Ranges under this Division are Punalur and Ranni.

5.7 The Headquarters of Punalur Flying Squad Range is situated at Pathanapuram. Punalur Flying Squad Range comprises of Pathanapuram, Anchal, Achencoil, Kanayar, Kallar and Mannarappara Territorial Ranges and Kollam Social Forestry Range, Punalur Social Forestry Range, Punalur Timber Sales Division and KFDC Punalur Division.

5.8 The Headquarters of Ranni Flying Squad Range is located at Ranni with the jurisdictional area of Konni, Naduvathu Mozhi, Ranni, Vadasserikkara and Goodrikkal territorial ranges, Pathanamthitta, Chengannur and Alappuzha Social Forestry Ranges

and KFDC Gavi. It is suggested in the proposal of Forest and Wildlife Department to create a new Flying Squad Division at Pathanamthitta with headquarters at Konni and to create a new Flying Squad Range at Thenmala. As per the proposal the existing Ranni Flying Squad Range will function under Pathanamthitta Division and Punalur and Thenmala Flying Squad Ranges will function under the Punalur Flying Squad Division.

5.9 Area of the existing Ranni FS Range is very wide. In order to perform their duties the officers have to travel about 100 km towards East (Gavi, Goodrikkal) and 125 km towards west (Aroor, Alappuzha). Existing map of the Ranni Flying Squad Range is given as *Annexure- II*. For a solution to these difficulties, **the P&ARD team suggests to :-**

(1) Create new Thenmala FS Range under Punalur FS Division with Headquarters at Thenmala.

jurisdiction of Thenmala FS Range: Thenmala Range, Aryankavu Range, Shenduruny WLS, Central Nursery, Kulathupuzha, Aryankavu & Thenmala Timber Depots of existing Chullimanoor FS Range and Anchal Range of existing Punalur FS Range, Anakulam KFDC.

Deployment of Staff

Post	Suggestion
RFO	TA post from FS Division Punalur diverted
SFO (1 No.)	Post to be diverted from Social Forestry Extension Kollam
BFO (7 No.)	2 Posts to be diverted from SIP Kollam , 5 posts to be diverted from Thekkady FS Range of PTR East Division
Driver (1 No.)	Post to be diverted from SIP Kollam
PTS (1 No.)	(to be created)
Telephone	Required
Vehicle	Existing vehicle of SIP ,Kollam

(2) Create new Pathanamthitta FS Division with Headquarters at Konni. The new Pathanamthitta FS Division will have two FS Ranges viz., (1) Ranni FS Range & (2) new Konni FS Range.

Deployment of staff

POST	SUGGESTION
DFO	Post from ACF (RAF), Office of the DFO Konni diverted
Clerk(2Nos)	Diverted one Post each from Timber Sales Divisions , Punalur and Trivandrum
Peon(1No)	Diverted from Punalur Timber Sales Division
Typist(1No)	(to be created)
Driver(1NO)	Diverted from Thekkady FS Range of Periyar East Division
PTS(1No)	(to be created)
Vehicle	From Thekkady FS Range of Periyar East Division
Telephone	required

(3) Create new Konni F.S Range by bifurcating existing Ranni FS Range, with Headquarters at Konni.

Jurisdiction of Konni FS Range: Naduvathumoozhy Range of existing Punalur FS Range and Mannarappara Range of Konni territorial Division, Konni Range, Pathanamthitta and Chengannur Social Forestry Ranges and Konni Depot under Punalur Timber Sales Division.

Deployment of Staff

Post	Suggestion
RFO	RFO post from Thodupuzha FS Range diverted
SFO (1 No.)	Post to be diverted from Striking Force Konni
BFO (7 No.)	6 Posts to be diverted from Striking Force Konni And 1 Post to be diverted from SIP Kollam
Driver (1 No.)	(To be created)
PTS (1 No.)	(To be created)
Telephone	Required
Vehicle	From Thodupuzha FS Range

Jurisdiction of Ranni FS Range:- Rest of existing Ranni FS Range. ie. Ranni Territorial Range. Vdaserykara Range, Gudrical

Range, Alappuzha SF, Ranni SF, KFDC GAVI, Arrikkakavu and Veeyapuram Timber Depots.

Divisional Forest Office (FS), Idukki

5.10. Idukki Flying Squad Division office is located at Painavu, with the jurisdiction of two Flying Squad Ranges, Viz, Flying Squad Range, Idukki and Flying Squad Range, Mundakayam. The jurisdictional area of Idukki Flying Squad Range consists of Idukki WL Sanctuary, Nagarampara, Ayyappan Kovil and Kumily ranges of Kottayam Division; Peerumedu and Kattappana SF ranges and Kulamavu KFDC. The jurisdictional area of Mundakayam Flying Squad Range consists of Erumeli Range of Kottayam Division; Periyar West Division; Periyar East Division; Kottayam SF Division and kottayam TS Division. Regarding the jurisdictional area of Idukki Flying Squad Division, no bifurcation or reorganization request is made in the proposal. The forest officers in the vigilance wing also satisfied with the jurisdictional area of the Division and its Ranges. The Work Study Team also finds that, there is no need for alteration of the jurisdictional area of the Idukki Flying Squad Division and its ranges except the following.

5.11 Suggestion : At present Kochi Taluk in Ernakulam District is a part of Mundakayam FS Range which includes the coastal areas containing the important tropical coastal vegetation of Mangrove Forest. The Distance from Idukki to Kochi is about 190 KMs and from Mundakayam to Kochi is 110 KMs. So it is inconvenient to enact proper protection activities. **Hence the P&ARD team suggests that the jurisdictional area of Kochi Taluk may be incorporated to the Perumbavoor FS Range under Ernakulam FS Division.**

Divisional Forest Office (FS), Kothamangalam

5.12 At present, Kothamangalam Flying Squad Division is having the jurisdiction of three FS ranges, Viz, Thodupuzha, Kothamangalam and Munnar. The total jurisdictional area of Kothamangalam Flying Squad Division is 4372.594 sq.km. The Head quarters of these 3 Flying Squad ranges are far away from the Division HQ. Considering the geographical peculiarities and vast area under this Division, the following modifications are suggested in the proposal of Forest and Wildlife Department:-

a). to shift Kothamangalam Flying Squad Division office to Munnar

renaming it as Munnar F.S. Division without creating further posts.

The jurisdictional area of Munnar FS Division will be restricted to Munnar and new Marayoor Flying Squad Ranges.

(b). to create new Marayoor FS Range with Headquarters at Marayoor (Bifurcating existing Munnar FS Range) with jurisdictional areas Marayoor, Kanthalloor , Chinnar, Shola and Munnar territorial ranges and Eravikulam National Park.

(c) to shift the Headquarters of existing Munnar FS Range to Munnar. Their Jurisdictional area will be Devikulam, Adimaly, Neriya Mangalam, Mankulam and Anakulam Territorial Ranges, KFDC Munnar and Social Forestry, Munnar.

(d) to shift the staff of Thodupuzha Range to the newly created Marayoor FS Range.

5.13 The work study team examined the feasibility of the proposal during the field study. Further the team had deliberations with all the officers who had sufficient field experience in these areas. Munnar is at higher terrain than Kothamangalam. It will take a full day journey to reach the Chinnar WL sanctuary and Marayur Range, which are the farthest point from the Flying Squad Headquarters. The team is of the opinion that the above proposal is intended to reduce the work hazards

that arose due to the geographical peculiarities and vastness of the area.

5.14 Considering the special geographical condition of the area and the present location of the Kothamangalam Flying Squad Division Head office, the P&ARD team is of the opinion that the the FS Division office must be located somewhere near to the central part which will facilitate the administrative convenience and functioning of the division, by reducing the distance from Division office to the Range Offices. Hence the team suggests to shift **the HQs of Kothamangalam F S Division to Munnar and rename it as Munnar FS Division without creating further posts and its jurisdictional area will be restricted to two Ranges, viz; Munnar and Marayoor (new) Flying Squad Ranges.**

Deployment of staff

Post	Suggestion
DFO	Post from FS Division Kothamangalam Shifted
Clerk (2Nos)	Diverted from DFO FS Office Kothamangalam
Peon (1No)	Diverted from DFO FS Office Kothamangalam
Typist (1No)	Diverted from DFO FS office Kothamangalam
Driver(1No)	Diverted from DFO FS office Kothamangalam
PTS(1No)	Diverted from DFO FS office Kothamangalam
Telephone & Vehicle	Shifted from DFO FS Kothamangalam

5.15 Considering the precious wealth of sandalwood at Marayoor,

Kanthalloor and Chinnar Ranges, a Flying Squad Range at Marayoor is inevitable. At present there is a Special Investigating Unit at Marayoor. This office is functioning with a Range Officer and without any supporting staff. Without supporting staff this office will not serve its purpose hence the team suggests to create a new **Flying Squad Range at Marayoor. The O/o *Special Investigating Unit at Marayoor may be converted as Flying Squad Range Office Marayoor.* Jurisdiction of Marayoor FS Range (HQ at Marayoor) :** Jurisdiction of existing Munnar FS Range except Devikulam Range (ie. jurisdictional area of Marayoor, Kanthalloor , Chinnar, Shola and Munnar territorial ranges and Eravikulam National Park.)

Deployment of staff

Post	Suggestion
RFO	RFO SIU Marayoor diverted
SFO (1 No.)	Post to be diverted from Thodupuzha FS Range
BFO (7 No.)	Post to be diverted from Thodupuzha FS Range
Driver (1 No.)	Post to be diverted from Thodupuzha FS Range
PTS (1 No.)	Post to be diverted from Thodupuzha FS Range
PTS(1No)	Diverted from DFO FS office Kothamangalam
Telephone	Required
Vehicle	Existing vehicle of Marayoor SIU

5.16 . In order to reach the deep forest within the Munnar Flying Squad Range, Eravikulam National Park, Shola National Park and Devikulam, officers have to travel an average distance of 150 kms from Marayoor which is the Headquarters of Munnar Flying Squad Range. the Range Head quarters i.e., Marayoor. In the circumstances, for the protection of Munnar, Eravikulam National Park, Shola National Park, Devikulam, Shola National Park, KFDC and Social Forestry, a Flying Squad Range to be situated at the Head quarters at Munnar is also inevitable. **Hence the team suggests that the Headquarters of Munnar Flying Squad Range now situated at Marayoor may be shifted to the new building at Munnar.**

Jurisdiction of Munnar FS Range (HQ at Munnar): Devikulam Range of existing Munnar FS Range and jurisdiction of Kothamangalam FS Range except Kothamangalam territorial Range (ie., Devikulam, Adimaly, Neriamangalam, Mankulam and Anakulam Territorial ranges , KFDC Munnar, Social Forestry Munnar).

5.17 Thodupuzha Flying Squad Range will no longer exist. The jurisdictional areas Thodupuzha Flying Squad Range will be merged to the Kothamangalam Flying Squad Range. (viz. Mullaringad range, Kaliyar Range, Thodupuzha Range and Thodupuzha SF Range.)

5.18 The Kothamangalam F.S.Range will come under Ernakulam Flying Squad Division.

Divisional Forest Office (FS), Ernakulam

5.19 Divisional Forest Office (FS), Ernakulam is situated at Palarivattom at a rented building, with two Flying Squad ranges under its control, Viz, Thrissur and Perumbavoor. Thrissur and Chalakudy Divisions, Chalakkudy and Thrissur SF Ranges of Thrissur SF Division, Seed Centre KFRI under Thrissur Research (N) Division, Chettikulam and Chalakkudy Depots of Perumbavoor TS Division, Peechi Wildlife Division and Forest Research Survey Cell etc. are under the control of Thrissur Flying Squad Range. The Headquarters of Perumbavoor Flying Squad Range is situated at Perumbavoor with the jurisdiction of Malayattoor and Vazhachal territorial Divisions, Ernakulam SF Division, Veettoor, Mudikkal and Varappuzha Depots of Perumbavoor TS Division, Thattekkad Bird Sanctuary of Idukki WL Division and NSC Kalady

5.20 As per the proposal of Forest and Wildlife Department it is requested to form a new Flying Squad Range at Chalakkudy under the new Thrissur Flying Squad Division with the jurisdiction of Pariyaram, Vellikulangara Ranges and Chettikulam Central Nursery coming under

Chalakkudy territorial Division; Athirapally, Charpa, Kalathumedu Vazhachal and Sholayar Ranges of Vazhachal Territorial Division; Chalakkudy SF Ranges of Thrissur SF Division and Chettikulam and Chalakkudy depots of Perumbavoor FS Division. It is also requested to shift the Head Quarters of Ernakulam Flying Squad Division to Kothamangalam and to form a new Flying Squad Division at Thrissur. As per the proposal Thrissur and Chalakkudy Flying Squad Ranges will come under Thrissur Flying Squad Division (New) and Perumbavoor and Kothamangalam Flying Squad Ranges will come under Ernakulam Flying Squad Division.

5.21 The jurisdictional area of Ernakulam FS Division is very vast spreading over 16 Territorial Ranges, Three wild life ranges , 4 Social Forestry Ranges and 1 Research Range : in the two revenue Districts of Ernakulam and Thrissur . The present jurisdictional area of Perumbavoor FS Range is also very vast(3263.849 sq.Km) with Malyattoor and Vazhachal Forest Divisions The jurisdictional area of Kothamangalam FS Range is in the Ernakulam District. The staff of Thodupuzha FS Range is shifted to newly proposed Marayoor FS Range and its area (which is also in Ernakulam District) is merged to the Kothamangalam FS Range. Hence it will be difficult to perform vigilance activities if the

Kothamangalam FS Range is not brought under Ernakulam FS Division. In view of the above stated facts , the P&ARD team suggests the following.

(1) to create new Thrissur FS Division (bifurcating existing Ernakulam FS Division.) with HQ at Thrissur with two FS Ranges viz. Thrissur FS Range and Chalakkudy FS Range.

Deployment of staff

Post	Suggestion
DFO	ACF(SIP), Central Circle Thrissur diverted
Clerk (2Nos)	Diverted from Perumbavoor Timber Sales Division
Peon (1No)	Diverted from Perumbavoor Timber Sales Division
Typist (1No)	<ul style="list-style-type: none"> (to be created)
Driver(1No)	Diverted from Thrissur SIP
PTS(1No)	Diverted from Thrissur SIP
Vehicle	SIP Thrissur
Telephone	required

(2) to create new chalakkudy FS Range with headquarters at Chalakkudy bifurcating existing Thrissur FS Range, and adding Vazhachal Division of existing

Perumbavoor FS Range.

Jurisdiction of Thrissur FS Range (HQ.Thrissur): The jurisdiction of existing Thrissur FS Range except Pariyaram , Vellikulangara , Chetikulam CN, Chettikulam and Chalakudi Depots and Chalakkudy SF Range

Jurisdiction of Chalakkudy FS Range.(HQ at Chalakkudy): Pariyaram , Vellikulamgara, Chettikulam CN, Chettikulam and Chalakkudi, Depots, and Chalakkudi, SF Range of existing Thrissur FS Range and Vazhachal Division of existing perumbavoor FS Range .

Deployment of staff

Post	Suggestion
RFO	Technical Assistant post from FS Division Ernakulam Diverted
SFO (1 No.)	Post to be diverted from Mobile squad Chalakkudy
BFO (7 No.)	4 Posts to be diverted from Mobile squad Chalakkudy 3 Posts to be diverted from SIP Thrissur
Driver (1 No.)	Post to be diverted from Protection force Malayattoor
PTS (1 No.)	<ul style="list-style-type: none"> (to be created)
Telephone	Required
Vehicle	Protection force Malayattoor

(3) The Headquarters of Ernakulam FS Division may be shifted from Palarivattom to Kothamangalam without changing the staff

strength.

(4) Ernakulam FS Division may be reorganized with 2 FS Ranges viz., Kothamangalam FS Range & Perumbavoor FS Range.

Jurisdiction of Kothamangalam FS Range (HQ at Thalakkode/Mullaringad.): Jurisdiction of existing Thodupuzha FS Range and Kothamangalam Territorial Range of existing Kothamangalam FS Range.

Jurisdiction of Perumbavoor FS Range (HQ at Perumbavoor): Jurisdiction of existing Perumbavoor FS Range except Vazhachal Division.

(5) Headquarters of Kothamangalam Flying Squad Range may be shifted to Mullaringad/Thalakkode without changing the staff position

Divisional Forest Office (FS), Palakkad

5.22 Flying Squad Division Office, Palakkad is functioning with two Flying Squad Ranges under its control, Viz; Palakkad and Nelliampathy. The jurisdiction of the division is the revenue district of Palakkad. Palakkad Flying Squad Range is functioning with Palakkad and

Mannarkkad Territorial Divisions, Silent Valley National Park, Palakkad Timber Sales Division and Palakkad SF Division as its area. Nelliampathy Flying Squad Range is situated at Nemmara with Nemmara Division and Parambikulam WL Division as its area. Area of Palakkad Flying Squad Range is wider than that of Nelliampathy. In the revised proposal The PCCF Suggested the bifurcation of Palakkad FS Range into two ie, Palakkad FS Range and Attappady FS Range. It is indicated that presence of an independent Flying Squad in Attappady is necessary to keep a watch on the activities that are threat to the forest protection and also to monitor implementation of development activities. The team studied the scope of bifurcation and travelled through the various areas coming under the jurisdictional area of Palakkad Flying Squad Range . The team found that, with this present jurisdictional area, it is difficult for them to keep vigil on such a vast and sensitive area like Attappady which needs more care and attention round the clock. Also it is difficult for the Range Forest Officers and staff of the Flying Squad to conduct surprise inspections in Attappady area after travelling about 70 kms from the HQs at Olavakkode. The Major Ranges near Attappady are Silent Valley National Park, Bhavani of Silent Valley Division, Agali and Attappady Ranges. Presence of a separate Unit stationed at Attappady

region is very important in the context of many ongoing departmental works also. Reported maoist presence, Ganja cultivation and animal hunting are some of the other threats faced in the area. **Hence the the team agrees to the creation of a new Attappady F.S.Range with Headquarters at Attappady, bifurcating the existing Palakkad F.S. Range.The Jurisdictional area of the three Ranges under Palakkad F.S.Division will be:-**

5.20.1 Palakkad Flying Squad Range:- Olavakode Range, Ottappalam Range, Walayar Range, Mannarkkad Range, Palakkad Timber Sales Division, Mannarkkad Social Forestry Range and Palakkad Social Forestry Range.

5.20.2 Nelliampathy Flying Squad Range:- Alathur Range, Nelliampathy Range, Kollengode Range, Sungam Range, Karimala Range, Orukomban Range, Parambikulam Range

5.20.3 Attappady Flying Squad Range:- Agali Range, Attappady Range, Bhavani Range, Silent Valley Range, Agali SF Range.

5.21 Attappady Flying Squad Range (New Range) -

staff deployment.

Post	Suggestion
RFO	Technical Assistant post from FS Division Palakkad diverted
SFO (1 No.)	From Forest Protection Force Nilambur (N) diverted (from the available 2)
BFO (7 No.)	From Forest Protection Force Nilambur (N) diverted (available 12)
Driver (1 No.)	From Forest Protection Force Nilambur (N) diverted
PTS (1 No.)	Casual wages
Telephone	Required
Vehicle	From Forest Protection Force Nilambur

Divisional Forest Office (FS), Kozhikode

5.23 Divisional Forest Office (FS), Kozhikode is located at Mathottam near Kozhikode town with the jurisdiction of three revenue districts, Viz; Kozhikode, Wayanad and Malappuram. These three revenue districts are coming under three Flying Squad Ranges, Viz; Kalpetta, Nilambur and Kozhikode. Kalpetta Flying Squad Range covers South Wayanad and North Wayanad Divisions, Sulthan Bathery WL Division, Kalpetta SF Division, Kuppadi Depot of Kozhikode TS Division, Mananthavady KFDC and Mananthavady Research Unit. Nilambur Flying Squad Range

covers Nilambur North and Nilambur South Divisions, Malappuram SF Division and Aruvacode and Nedumkayam Depots of Palakkad TS Division. Kozhikode Flying Squad Range covers Kozhikode Division, Kozhikode SF Division and Kozhikode TS Division.

5.24 In the revised proposal the HOFF suggested to bifurcate Kozhikode Flying Squad Division creating a new Flying Squad Division exclusively for Wayanad district with Headquarters at Mananthavady and also to bifurcate existing Kalpetta FS Range into Kalpetta and Mananthavady.

5.25 Wayanad District situated on the southern tip of the Deccan plateau and includes part of the Western Ghats. It is situated at a height of 700m to 2100m above sea level. Quite a large area of the District is covered by forest and it is the home to many species of animal and plant life. Further it shares borders with both Tamilnadu and Karnataka States.

5.26 The above facts increases the possibility of forest crimes in this District than any other districts in Kerala. Ensuring the presence of forest officers in the forest areas of this District is inevitable to protect the forest and to curb the crimes related with forest. In this situation one Flying Squad Range is not sufficient to cover the District as a whole. Existing map of the Kalpetta Flying Squad Range is given as *Annexure- 3. Hence*

the Work Study Team recommends to bifurcate the Kalpetta Flying Squad Range into Kalpetta and Mananthavady. The head quarters of the new Flying Squad Range may be located at Mananthavady and its jurisdiction may be Mananthavady, Periya and Begur ranges of North Wayanad Division; Tholpetty WL Range of Sulthan Bathery WL Division and Chethalayam Range of South Wayanad Division.

5.27 Close monitoring of the functions of Flying Squad Ranges in Wayanad is inevitable. Both the Flying Squad Ranges are about 100 km away from the Headquarters of Kozhikode Flying Squad Division. Muthanga and Tholpetty ranges are about 150 km away from the headquarters of Kozhikode Flying Squad Division. Further, Kozhikode Flying Squad Division has got two other revenue districts within its jurisdiction. In this circumstances Mananthavady and Kalpetta Flying Squad Ranges are not accessible to the Kozhikode Flying Squad Division. ***Hence the Work Study Team recommends to create a new Flying Squad Division, exclusively for Wayanad District, with the Headquarters at Mananthavady.***

Staff deployment Wayanad FS Division

Post	suggestion
DFO	ACF (SIP), Kannur Office of the CCF Northern Circle , Kannur.
Clerk (2Nos)	Diverted from APCCF (RN) office
Peon (1No)	Diverted from CF(I&E) Kozhikode office
Typist (1No)	<ul style="list-style-type: none"> (to be created)
Driver(1No)	Diverted from SIP , Kannur
PTS(1No)	<ul style="list-style-type: none"> (to be created)
Vehicle	SIP, Kannur
Telephone	required

5.28 The jurisdictional area of Wayanad F.S.Division will be as follows:-

Wayanad FS Division:- Kalpetta FS Range and Mananthavady FS Range

1. Kalpetta FS Range :- Meppady, Kalpetta, Chethalayam Ranges, Muthanga, Kurichiyat and Bathery WLSs, Kalpetta & Bathery SF Ranges and Kuppady Depots of existing Kalpetta FS Range.

2. Mananthavady FS Range :- Rest of Kalpetta FS Range ie., Begur Range, Mananthavady Range, Periya Ranges and Tholpetty WL Range SF Range, Mananthavady Research Mananthavady and KFDC, Bavely Depot.

Staff deployment Mananthavady FS Range

Post	Suggestion
RFO	RFO Thekkady FS diverted
SFO (1 No.)	From Malayattoor Protection Force
BFO (7 No.)	From Malayattoor Protection force diverted
Driver (1 No.)	<ul style="list-style-type: none"> (to be created)
PTS (1 No.)	<ul style="list-style-type: none"> (to be created
Telephone	Required
Vehicle	<ul style="list-style-type: none"> (New vehicle to be purchased)

5.29 After the above bifurcation the jurisdictional area of Kozhikode FS Division will considerably be reduced. Compared to Kozhikode FS Range Nilambur FS Range is highly sensitive area due to illegal felling, Animal Poaching , Reported Maoist presence , non completion of the demarcation of Forest Land (Eg. Vazhikkadavu Territorial Range)etc. It seems that full time presence of a DFO level Flying squad officer is necessary to manage the Nilambur Forest Area in proper manner .

5.29 Hence the P&ARD team suggests that the present HQs of Kozhikode FS Division may be shifted to Nilambur without changing the staff pattern._

Divisional Forest Office (FS), Kannur

5.30 Divisional Forest Office (FS) , Kannur is located at Thana in Kannur with two Flying Squad Ranges as its jurisdiction, Viz; Kannur and Kasaragod. Kannur Flying Squad Range is located at Thalassery and its jurisdiction is Thalipparamba, Kannavam and Kottiyoor ranges of Kannur Division; Aralam WL Division; Kannur SF Division and Kannothe Depot of Kozhikode TS Division. The jurisdiction of Kasaragod Flying Squad Range is Kasaragod and Kanhangad ranges of Kannur Division; Kasaragod SF Division; Parappa and Nanjangad Depots of Kozhikode TS Division. Forest area and the number of cases are comparatively less in these districts. As the area is quite comfortable and the number of cases are very less, no bifurcation or modification proposal is furnished by the Principal Chief Conservator of Forests in regard to this division.

5.31 The headquarters of Kannur F.S.Range is at Thalassery, ie, the location of the office is in the extreme southwest of the range. But the forest land is situated in the eastern part of the range. Accessibility of the entire areas, especially the forest areas of the range is affected due to the location of the range. A better location of the headquarters of the range is definitely at the eastern part of the range. *However,for the time being, the Work Study Team recommends a workable solution, ie, to shift the*

headquarters of the range from Thalassery to Thana, within the compound of the Flying Squad Division Office, Kannur. The proposed Organization structure is given as *Annexure- 3*.

Changing Designation

5.32 The proposal under consideration of the Work Study Team for the re-organization of Vigilance wing of the Forest Department also included re-designation of some of the officers of the wing. At present the wing is known as Vigilance Wing and the Wing is headed by Additional Principal Chief Conservator of Forests (Vigilance). Whereas, Conservator of Forests working in the Vigilance Wing is presently designated as Conservator of Forests (Inspection & Evaluation), Divisional Forest Officer in the Wing is now designated as Divisional Forest Officer (Flying Squad) and Range Forest Officer in the Wing is now designated as Range Forest Officer (Flying Squad). It is requested in the proposal to replace the suffixes along with Conservator of Forests, Divisional Forest Officer and Range Forest Officer with 'vigilance', so as to bring uniformity in the matter of designation.

5.33 Usually the re-designation of any post has no impact in improving the functioning of any department. As far as the Vigilance Wing of the department is concerned, the staff are transferred from other

wings of the department and vice versa. One of the important functions of the Vigilance Wing of the department is to inquire into the irregularities of the Forest officials. Inquiry against own staff certainly involves some difficulties. Some times they are to inquire into the irregularities of the officers of higher rank. In this situation, if the designation of the officers of the Vigilance Wing is suffixed with the word 'vigilance', it will provide a psychological advantage. In this circumstances, *the Work Study Team recommends to re-designate the post of Conservator of Forests (Inspection & Evaluation) as Conservator of Forests (Vigilance), Divisional Forest Officer (Flying Squad) as Divisional Forest Officer (Vigilance) and Range Forest Officer (Flying Squad) as Range Forest Officer (Vigilance).*

General Observations:

5.34 The bifurcation and reorganization of the Vigilance Wing proposed definitely increase the efficiency of the wing. Yet the same cannot be construed as the only panacea for increasing its efficiency. Though the scope of the study was restricted to the bifurcation and reorganization of the Vigilance Wing of Forest Department, the Work Study Team, during the course of the study, noticed many reasons for the existing hiccups/impediments faced by the Vigilance Wing of Forest

Department.

5.35 In case of petition enquiry most of the petitions are of anonymous nature. There is a Circular in the department that, there is no need to inquire into anonymous petitions. If anonymous petitions are not being followed up, then significance of the Vigilance Wing will itself be reduced to a great extent. Further , no statutory procedure is seen followed in petition inquiry and it is done merely based on some age old practices. There is no system to monitor the accused / corrupt persons in the department and the department functions without a Vigilance Manual. *Hence, the Work Study Team recommends to prepare a Vigilance Manual for the department.*

5.36 Vigilance is the most neglected wing of the Forest Department. Infrastructure facilities in almost all Flying Squad Ranges are very poor. Beat Forest Officers are the most vital link in the forest protection chain and they are responsible to safeguard the forest resources in their range. Flying Squad staff is bound to work round-the-clock. But no adequate facility is seen available in most of the offices for taking rest after long duty hours and the grievances voiced against their poor living and working conditions have gone unnoticed/unredressed. Staff quarters are not being provided. Long pendency of electricity bill, fuel charge and

T.A are noticed in these offices. One gun each is provided to every Range officer. Entering into the interior forest with these outdated guns definitely increases risk of the officers leading to job hazards. *Hence the Work Study Team recommends to equip the forest personnel with modern weapons with adequate training to handle them efficiently. Sufficient infrastructure facilities with staff quarters may be given to the forest personnel, especially at grass root level.*

5.37 Information gathering is one of the main functions of the Vigilance Wing. At present there is a provision for giving a small amount in lieu of information. The experience reveals that obtaining information by doling out cash is not an effective means of collecting information. No special training for gathering intelligence is now given to forest officials. Hence training to forest officials in gathering intelligence shall be imparted. Mafias are involved in most of the forest crimes. Nobody dares to give information against mafias. *As a remedy, the Work Study Team recommends to explore the possibility of setting up of a local intelligence cell in sensitive areas like Marayoor.*

5.38 Almost all forest crimes happened within the forests. Presence of forest personnel in forest and its surroundings is the best way to check forest crimes. Unfortunately most of the offices of Vigilance Wing is

situated in revenue areas and some are located far away from the forest areas. Divisional Forest Office, Kottayam is situated in the heart of Kottayam town, but the forest area starts from Mundakayam, ie, 40 km away from forest area; Thalassery Range Office is about 40 km away from forest area. These are just two examples. *The Work Study Team is of the opinion that as and when the shifting of offices under the Vigilance Wing is considered, it may be shifted to forest areas or close to it.*

5.39 Human-Wildlife conflict is quite common on the fringes of forests in Kerala. As human populations expand into wild animal habitats, wild animals enter human habitats located on the fringes of forest in search of fodder. The livestock in the human habitations attract predators which find them an easy source to prey upon. Even in a situation where a snake enters into a house, the people have the tendency to call forest personnel for assistance. The forest personnel are forced to attend to such difficult situation without proper training and arms. This situation often creates confrontation between forest personnel and the public. *The Work Study Team recommends that the forest personnel may be properly trained, motivated and equipped to handle such situation and there shall be a Snake catcher to all Range Offices.*

5.40 Most of the vehicles in the Flying Squad Ranges are very old and its

repairing is not done properly due to the paucity of fund. The forest offenders use modern vehicles, but the forest officials are compelled to chase them with these outdated vehicles. *Hence the Work Study Team recommends to provide new vehicles, wherever necessary and sufficient fund may also be provided for its repair and maintenance.*

5.41 The staff of the Forest Department are transferred between different wings of the department. *Hence the Work Study Team recommends that while posting staff in the Vigilance Wing, necessary steps should be taken to post personnel of good track record to the Vigilance Wing of the Forest Department for a specified period.*

Special focus on Nilambur Timber sales depot

5.42 The work study team while inspecting the Nedumkayam Depot noticed that thousands of lots of teak/timber are lying wasted due to no bidders turning up for bidding and it was reported that there were many repeated failed attempts for bidding with no takers for the timber. *The Forest Department therefore may take urgent remedial steps so as to dispose of the timber lying wasted for years owing to failed bidding attempts as the colossal of timber could bring useful revenue to the exchequer.*

5.43 Inspection is one of the main duties performed by the Vigilance

Wing of the Forest Department. Inspections in respect of Range Offices, Depots, Sections, Check Posts etc. are done by the Divisional Forest Officers (FS) and Range Officers (FS). But details regarding inspection and Inspection Reports are not seen prepared and kept in these offices. An inspection without inspection note will not serve its purpose and further evaluation and follow up action is also disrupted due to this unfair practice of not keeping details regarding inspection. Hence the Work Study Team recommends *to issue necessary guidelines with regard to inspections, so as to enable the inspecting officers to prepare inspection notes and to keep other relevant details required for further follow up action.*

5.44 The pivotal role in the forest protection activity is played by the beat forest offices , who are very well acquainted with very nook and corner of the forest land . The fact being so , the workstudy team noticed that the strength of the BFOs in the forest department of kerala is not sufficient for proper protection of the forest. Hence the workstudy team strongly recommends to increase the number of Beat Forest Officers of Forest Department at least by 15% of the present strength so as to conserve the forests and its ecosystem effectively.

Chapter- 6

EXPENDITURE & BENEFIT ANALYSIS

6.1 Since Forest makes our life possible, a great deal of public money is being spent by the Government for the conservation of forest. Main functions performed by the Vigilance and Evaluation Wing of the Forest Department is combating corruption and misconduct among forest officials, detection and prevention of illicit transport of forest produce and for the evaluation of various departmental activities. The prescribed duties under evaluation involve critical evaluation of all forestry programmes, viz. nursery, planting, cultural operations, surveys, timber operations etc. Effective execution of the above functions are inevitable for the existence of forest in our state. A slew of measures have been placed by the Work Study Team in the previous chapters, with a view to empower the Vigilance Wing to perform its functions effectively.

6.2 To sum up the above the Work Study Team recommends to create three new Flying Squad Divisions at Pathanamthitta, Wayanad and Thrissur. So the total number of Flying Squad Divisions rises from eight to eleven. Further the team recommends to create six new Flying Squad Ranges, viz, Thenmala, Konni, Marayoor, Chalakkudy, Attappady and

Mananthavady, and its total number rises from 18 to 24. There is no uniform staff pattern seen fixed in the Flying Squad Divisions though each being headed by a Divisional Forest Officer. Usually each Flying Squad Division Office consists of two Clerks, one Typist, one Driver, one Office Attendant and one PTS. In some offices the post of Technical Assistants(TA) and Beat Forest Officers (BFO) are existing. Flying Squad Ranges are headed by Range Forest Officers, and the number of Section Forest Officers and Beat Forest Officers(BFO) vary based on the jurisdictional area. Usually each Range Office consists of one or two Section Forest Officers, four to eight Beat Forest Officers, one Driver and one PTS.

6.3 The Work Study Team recommends a minimum staff pattern of one Divisional Forest Officer, two Clerks, one Typist / Computer operator, one Driver and one Office Attendant for each newly recommended Flying Squad Division Office .And also recommends one Range Forest Officer, one Section Forest Officer, seven Beat Forest Officers and one Driver for each newly recommended Flying Squad Range Office. The total number of staff required is calculated as follows:-

Sl.No	Name of post	Number of post in each office	Number of offices	Total
1	Divisional Forest Officer	1	3	3
2	Range Forest Officer	1	6	6
3	Section Forest Officer (SFO)	1	6	6
4	Beat Forest Officer	7	6	42
5	Clerk	2	3	6
6	Typist/ Computer Operator	1	3	3
7	Driver	1	9	9
8	Office Attendant (OA)	1	3	3
9	PTS	1	10	10

6.4 Empowerment of any department certainly involves financial commitment. But, before arriving at the recommendations, the Work Study Team took into account the precarious financial condition of the State. Creation of the above

posts certainly involves large financial burden. Forest Department consists of different wings with varying functions and some of them have lost its significance for the time being, eg:- Mobile Unit at Chalakkudy was formed to check poaching at Nilambur, Chalakkudy, etc. when poaching was predominant there. Now the Mobile Unit has lost its importance, since poaching has decreased to a greater extent. A Special Investigating Unit started at Marayoor, considering the priceless wealth of sandalwood, is not serving its purpose for the time being. The Principal Chief Conservator of Forest, in his proposal for Work Study, has identified certain excess posts for redeployment from the outdated wings of the department as mentioned above, for the purpose of reorganization of Vigilance Wing. The following are the details of post identified for redeployment.

Details of post identified for redeployment				
Sl.No	Name of Post Required	Number of posts identified for redeployment	Name of office and the number of posts identified for redeployment	
1	Divisional Forest Officer	3	1).One Assistant Conservator of Forest (ACF) from the Rapid Action Force, Office of the DFO Konni (For New FS Division,Pathanamthitta) 2).One ACF from the SIP of Thrissur Central	

				<p>Circle</p> <p>(For New Thrissur FS Division)</p> <p>3). One ACF from the SIP of Northern Circle Kannur</p> <p>(For New Wayanad FS Division)</p>
2	Range Officer	Forest	6	<p>1).One TA form the office of the Divisional Forest Officer (FS), Punalur (For New Thenmala FS Range)</p> <p>2).One RFO post from Thodupuzha FS Range (For New Konni FS Range)</p> <p>3).One RFO post from SIU Marayur (For New Marayoor FS Range)</p> <p>4).One TA from the office of the Divisional Forest Officer (FS), Ernakulam (For New Chalakkudy FS Range)</p> <p>5).One Technical Assistant (TA) form the office of the Divisional Forest Officer (FS), Palakkad (For New Attappady FS Range)</p> <p>6).One RFO from Thekkady FS Range (For New Mananthavady FS Range)</p>
3	Section Officer (SFO)	Forest	6	<p>1).One SFO from Social Forestry Extension Kollam (For Thenmala Flying Squad Range)</p> <p>2).One SFO from Striking Force Konni (For New Konni FS Range)</p> <p>3).One SFO From Thodupuzha FS Range (For New Munnar FS Range)</p> <p>4).One SFO from Mobile Squad</p> <p>5).Chalakkudy(For Chalakkudy FS Range)</p> <p>6).One SFO from Malayattoor Protection Force (For Mananthavady FS Range)</p> <p>7).One SFO from Forest Protection Force Nilambur(For Attappady FS Range)</p>

4	Beat Forest Officer (BFO)	30	2 BFOs from SIP Kollam & 5 BFOs from Thekkady FS Range of PTR East Division (For New Thenmala FS Range)
			6 BFOs from Striking Force Konni 1 BFO From SIP Kollam (For New Konni FS Range)
			7 BFOs from Thodupuzha FS Range (For New Marayoor FS Range)
			4 BFOs from Mobile Squad Chalakkudy 3 BFOs from SIP Thrissur (For new Chalakkudy FS Range)
			7 BFOs from Forest Protection Force Nilambur (North) (For New Attappady FS Range)
			7 BFOs from Malayattoor Protection Force (New Mananthavady FS Range)
5	Clerks/Senior Clerks	6	1 Clerk From Timber Sales Division Punalur 1 Clerk from Timber Sales Division Trivandrum (For new FS Division Pathanamthitta)
			2 Clerks from Perumbavoor TS Division (For New FS Division Thrissur)
			2 Clerks From APCCF (RN)Office (For New FS Division Wayanad)

6	Typist	1	1 Typist from DFO Office Kothamangalam (For new munnar flying squad division)
7	Driver	7	1 Driver diverted from SIP Kollam (For new Thenmala FS Range)
			1 Driver from Thekkady FS Range of Periyar East Division (For new Pathanamthitta FS Division)
			1 Driver from Thodupuzha FS Range (For New Marayoor FS Range)
			1 Driver from SIP Thrissur (For New Thrissur FS Division)
			1 Driver from Protection Force Marayoor (For Chalakkudy FS Range)
			1 Driver from Forest Protection Force Nilambur(N) (For Attappady FS Range)
			1 Driver from SIP Kannur (For Mananthavady FS Range)
8	Office Attendant	3	One each from Central Circle, Thrissur; Eastern Circle, Palakkad; Southern Circle, Kollam and Nilambur South Division.
9	PTS	3	1 PTS from DFO FS Office Kothamangalam (For new Munnar FS Range)
			1 PTS From Thodupuzha FS Range (For Marayoor FS Range)
			1PTS From SIP Thrissur (For new Thrissur FS Division)

6.5 The above posts are identified by the Principal Chief Conservator of Forests, in his proposal for the reorganization of the Vigilance Wing. Here the Divisional Forest Officer (DFO) and the Assistant Conservator of Forest (ACF) are equated posts and the Range Forest Officer and the Technical Assistant (TA) are equated posts. For the implementation of the reorganization suggested in the report, it requires the post of Three Divisional Forest Officer, six Range Forest Officers , six Section Forest Officers (SFO), Forty two Beat Forest Officers, six Clerks and three Office Attendants . All the above posts are seen identified in the proposal itself. **Hence the question of post creation in the above six categories do not arise.**

6.6 In the case of other staff, it requires minimum three Typist, Nine Drivers and Ten PTS for the establishment of three Division Offices and six Range Offices as recommended in this report. The posts identified in the proposal for redeployment are;

Typist- 1

Driver – 6

PTS - 3

6.7 Since the recruitments to the above posts are made district wise, its

redeployment may involves certain practical difficulties. The posts identified by the Principal Chief Conservator of Forests for redeployment was in accordance with the proposal for reorganization. The Work Study Team took no effort to identify vacancies from other wings of the department, since the scope of the study is confined only to the Vigilance Wing of the department. Hence the Work Study Team recommends to find the above posts from other wings of the department, so as to facilitate the reorganization without further financial commitment. In case no posts are available for redeployment, then the Work Study Team recommends to create the above posts, so as to facilitate the reorganization and its financial commitment is calculated below.

Additional Posts Proposed	Scale of pay	Monthly Financial Commitment (BP x 14%DA)	Salary for 13 months (Including ELS)	No. of Posts	Financial commitment of all the post per year
LD Typist	19000 - 43600	21660	281580	2	563160
Driver	18000 - 41500	19620	266760	3	800280
PTS	8200-13340	9348	121524	7	850668
Total		50628	669864	12	2214108

6.8 The financial commitment involved in the organisation with regard to the salary of personnel is Rs. 22,14,108/- (Rupees Twenty Two

Lakhs Fourteen Thousand Eight Hundred and Eight Only). As the HRA admissible and CCA are different in different places these allowances are not taken into account while calculating the financial commitment. The financial commitment in this proposal can be made zero, if the department finds the above posts for redeployment from the other wings of the department. If the department finds some of the posts for redeployment, the financial commitment involved in the proposal can be reduced to that extent. **Hence the Work Study Team recommends to find the above posts by redeployment, for implementing the reorganization proposal without creating financial burden to Government.**

6.9 With the implementation of the reorganization proposed in the report, Ranni Flying Squad Range will be bifurcated, which will facilitate better control in that region. Creation of a Flying Squad Range at Marayoor certainly enhance protection of the invaluable wealth of sandalwood at Marayoor, Kanthalloor and Chinnar Ranges. Creation of a new Flying Squad Division and a Flying Squad Range at Wayanad certainly provides better control over Wayanad District. Even if the reorganization proposal is implemented without redeployment, the benefits derive from the reorganization definitely surpasses its cost.

6.10 Expected Expenditure details for the maintenance of buildings for new offices

no	Name of new/shifted office	Building proposed	Expected maintenance cost
1	Thenmala FS Range	Type II Quarters at Shenduruny Wildlife Sanctuary	200000
2	Pathanamthitta FS Division	Govt building at Eliyarakkal	550000
3	Konni FS Range	Building at Vazhapara RAF Compound	300000
4	Munnar FS Division	High Range Mountain Land Scape Project	500000
5	Marayoor FS Range	FS Range office at Marayoor	0
6	Munnar FS Range	Old Section Office at	1000000
7	Ernakulam FS Division	Old Kothamangalam FS Division Office	200000
8	Thrissur FS Division	Existing office of ACF(SIP) & Puthoor Zoo office building, Thrissur	100000
9	Chalakudy FS Range	Mobile Squad Building Chalakkudy	200000
10	Attappady FS Range	Vacant building at Bommiyampady Under Silent Valley NP	1000000
11	Wayanad Flying Squad Division	South Wayanad Division Office (Conference Hall)	0
12	Manathavady FS Range	Old Manathavady RFO's Quarters	200000
1		Total financial commitment	4050000

Expected one time maintenance cost for the proposed office buildings amounts to Rupees 405000/- (Forty Lakhs Fifty Thousand only).

In brief the financial commitment in implementing the recommendations

is as follows

- (1). The annual financial commitment involved in the reorganisation with regard to the salary of personnel is approximately Rs. 22,14,108/- (Rs. Twenty two Lakhs Fourteen thousand one hundred and Eight only) in case no posts are available for redeployment .**
- (2). Expected one time maintenance cost for the proposed office buildings amounts to Rupees 4050000/- (Rupees Forty Lakhs Fifty Thousand only)**

Chapter -7

Observations & Summary of Recommendations

7.1 The work study Team of Personnel & Administrative Reforms (AR-8) Department was entrusted to conduct a work study in regard to the reorganization proposal of the Vigilance Wing of Forest Department. The Work Study Team had a detailed study regarding the proposal furnished by the Principal Chief Conservator of Forests and suggests the following recommendations.

- 1 Thenmala FS Range may be created under Punalur FS Division with Head quarters at Thenmala.
- 2 Ranni FS Range may be bifurcated into two, Viz; Ranni and Konni Flying Squad Ranges (Para-5.10)
- 3 Pathanamthitta FS Division may be created with two FS Ranges viz. Ranni FS Range and Konni FS Range
- 4 Marayoor FS Range may be created bifurcating existing Munnar FS Range.
- 5 Kothamangalam FS Division may be reorganised with two FS Ranges viz Marayoor FS Range and Munnar FS Range and renamed it as Munnar FS Division with Head quarters at Munnar
- 6 *Special Investigating Unit Office at Marayoor may be converted as Flying Squad Range Office Marayoor (Para)*
- 7 Munnar Flying Squad Range Office now situated at Marayoor may be shifted to Munnar (Para-)
- 8 Chalakkudy Fs Range may be created bifurcating Thrissur FS Range
- 9 Thrissur FS Division may be created bifurcating Ernakulam FS Division with two FS

Ranges viz. Thrissur and Chalakudy

- 10 Headquarters of Ernakulam FS Division may be shifted to Kothamangalam with jurisdiction Kothamangalam FS Range and Perumbavoor FS Range.
- 11 Attappady FS may be created bifurcating Palakkad FS Range
- 12 Kalpetta Flying Squad Range may be bifurcated in to Kalpetta and Mananthavady Ranges and headquarters of the new Flying Squad Range may be located at Mananthavady (Para-5.26)
- 13 A new Flying Squad Division, exclusively for Wayanad District, with the headquarters at Mananthavady may be created. Mananthavady and Kalpetta Flying Squad Ranges will be under the control of Wayanad Flying Squad Division (Para-5.27)
- 14 The Head quarters of Kozhikode FS Division may be shifted to Nilambur
- 15 Head quarters of the Kannur Flying Squad Range may be shifted from Thalassery to Thana, in the compound of the Flying Squad Division Office, Kannur.(Para-5.29)
- 16 *The Work Study Team recommends to re-designate the post of Conservator of Forests (Inspection & Evaluation) as Conservator of Forests (Vigilance), Divisional Forest Officer (Flying Squad) as Divisional Forest Officer (Vigilance) and Range Forest Officer (Flying Squad) as Range Forest Officer (Vigilance) (Para-5.31)*

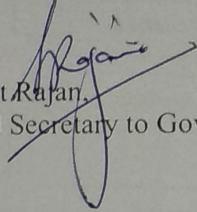
7.2 The scope of the study was the reorganization of the Vigilance Wing of the Forest Department and the Work Study Team has formulated above recommendations as the result of the study. During the course of the study, the Work Study Team noticed certain difficulties experienced by the Vigilance Wing of the Forest Department in its functions. Besides the above recommendations, the Work Study Team put forward some of the general recommendations with a view to improve the efficiency of the department and its staff. Following are the general recommendations.

- 1 *Vigilance Manual for the department may be prepared (Para-5.33)*
- 2 *forest personnel may be equipped with modern weapons and they may
be trained properly (Para-5.34)*
- 3 *Sufficient infrastructure facilities with staff quarters may be given to
the forest personnel, especially at grass root level (Para-5.34)*
- 4 *possibility of setting up of a local intelligence cell in sensitive areas like
Marayoor may be explored (Para-5.35)*
- 5 *As and when the shifting of office under the Vigilance Wing is
considered, it may be shifted to forest areas or close to it (Para-5.36)*
- 6 *forest personnel may be properly trained, motivated and equipped to
handle situations like human- Wildlife conflict and Snake catcher may
be given to all Range Offices (Para-5.37)*
- 7 *provide new vehicles, wherever necessary and sufficient fund may also
be provided for its repair and maintenance (Para-5.38)*
- 8 *while posting staff in the Vigilance Wing, necessary steps should be
taken to post personnel of good track record to the Vigilance Wing of
the Forest Department (Para-5.39)*
- 9 *issue necessary guidelines with regard to inspections, so as to enable
the inspecting officers to prepare inspection notes and to keep other
relevant details required for further follow up action (Para-5.40)*

ACKNOWLEDGEMENT

The Work Study Team in the Personnel & Administrative Reforms (AR-8) Department expresses its deep gratitude towards the officers and staff of the Forest and Wildlife Department for their whole hearted co-operation and support in the conduct of the Work Study.

Thiruvananthapuram


Satyajeet Rajan,
Principal Secretary to Government

ORGANISATION CHART (Existing)

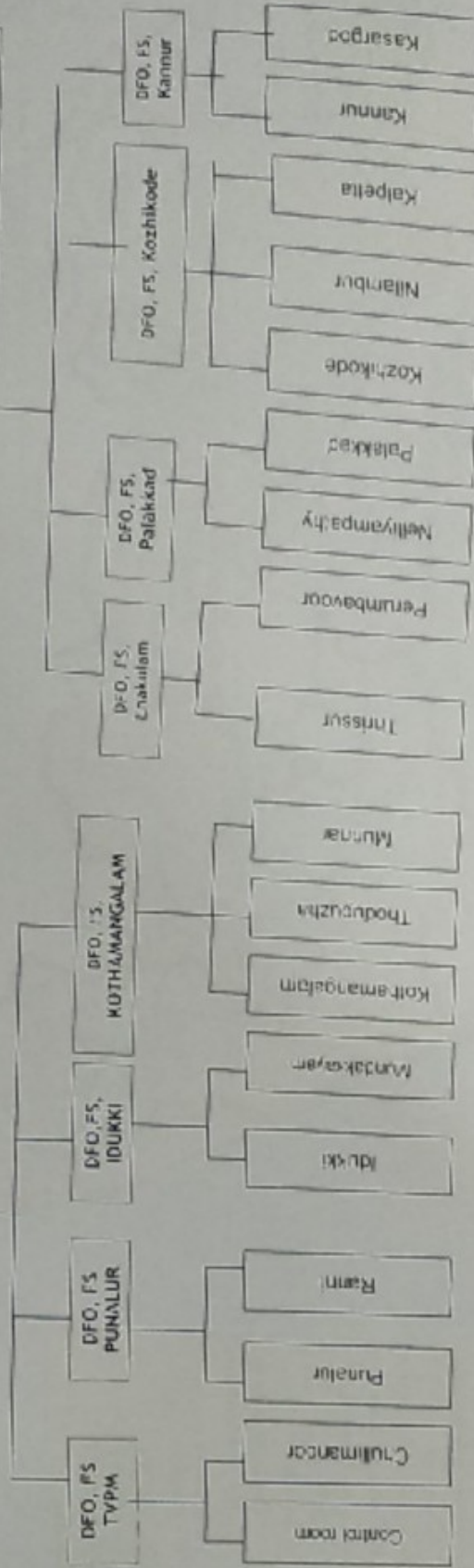
Annexure - I

PRINCIPAL CHIEF CONSERVATOR OF FOREST & HOFF

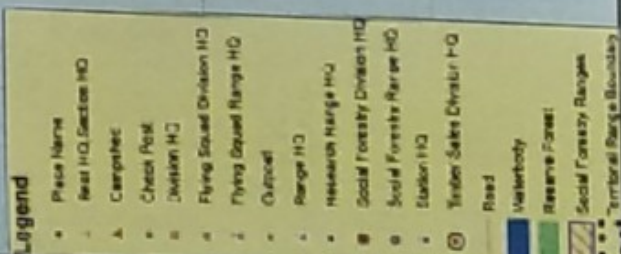
Additional Principal Chief Conservator of Forest (Vigilance)

CONSERVATOR OF FOREST (I&E) KOTTAYAM

CONSERVATOR OF FOREST (I&E) KOZHIKODE



Аннотация



Annexure - 3

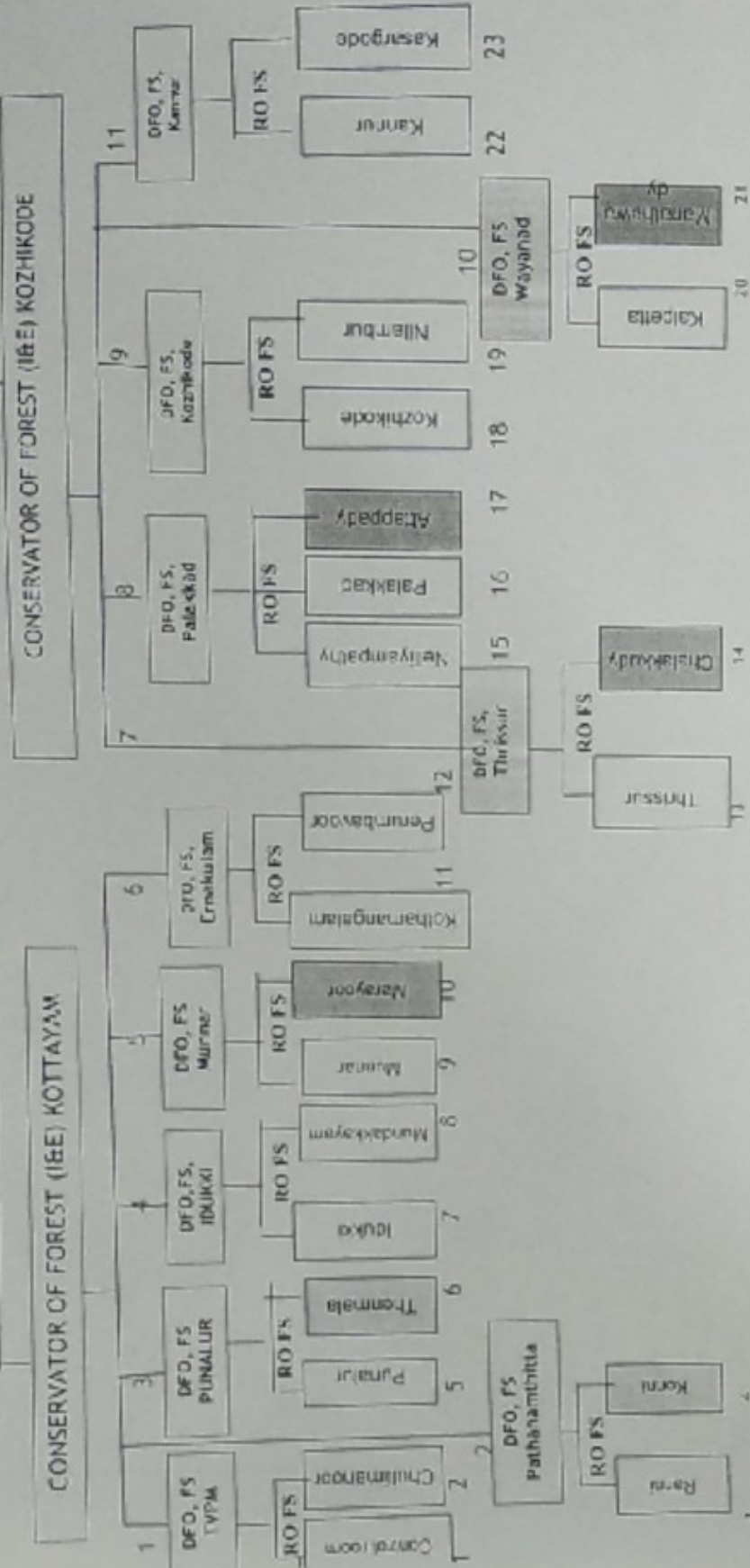


Annexure 4

ORGANISATION CHART (Proposed)

PRINCIPAL CHIEF CONSERVATOR OF FOREST & HOFF

Additional Principal Chief Conservator of Forest (Vigilance)



Newly Created Divisions, Newly Created Ranges, Renamed