

Grant of rewards to non-official informants and Forest or Police officials who help prevent or detect forest offence of a grave nature.

GOVERNMENT OF MAHARASHTRA
Revenue and Forests Department,
Mantralaya, Bombay- 400032

Resolution No. MSC/CR-40/101653-F6
Dated 24th February 1984.

RESOLUTION

A Committee, headed by the Minister for Forests, was set up by the Government to examine the question relating to the increasing incidence of illicit felling of trees and depredation on an alarming scale in some of the Government forest in the State, and to suggest ways and means by which the same could be effectively counteracted. The Committee examined the problem in all its aspects and recommended, as one of the measures, that a suitable scheme to grant rewards be brought into effect at the earliest, so as to act as an incentive for prompt prevention or detection of forest offences, which in turn would have a salutary effect on forest protection. The Committee also recommended that not only private individuals, but also the forest and police officials, who furnish valuable information, which leads to successful prevention or detection of forest offence of a grave nature, should be suitably rewarded with due regard to the outstanding nature of their effort and contribution towards prevention or detection of forest offences.

2. The above recommendation of the Committee has been considered by Government and accepted. A detailed scheme has accordingly been drawn up and appended to this Resolution as ANNEXURE. Government is pleased to direct that this scheme shall come into force with immediate effect, in supersession of all previous orders on the subject, insofar as they are repugnant or parallel to the provisions in the aforesaid scheme. The underlying object is that rewards should be granted discreetly with

Vijay
1 MAR 1984

magnitude of the loss involved to Government on that account.

3. The scheme of grant of reward would not, however, in any manner affect accord of recognition to officials for the outstanding work done by them towards forest protection, by way of grant of advance increments and/or merit certificates under the standing instructions of Government.

4. Government is also pleased to sanction the delegation of financial powers relating to sanctioning of rewards, to the various forest and other officers to the extent of the monetary limits mentioned against them as shown in the statement appended to this Resolution as ANNEXURE 'B'. The financial powers mentioned in that statement should be exercised by the officers concerned, subject to the general conditions mentioned in column 5 thereof.

5. The financial powers sanctioned in this Resolution are in suppression of the powers delegated under Government Resolution, Revenue and Forests Department No. MFS-1076/2842-F6 dated the 23rd April, 1976 and any other orders issued in that behalf earlier.

6. The exercise of the powers delegated under this Resolution is subject to the availability of budgetary provision.

7. Necessary ~~minor~~ modifications to the Bombay Forest Manual Vol. II and Financial Rules 1973 (Part II) shall be issued in due course.

8. This Resolution issues with the concurrence of the Finance Department, vide its official reference No. 461/83

EXP-10, dated the 12th May, 1983 and its letter No. DFP-1033/GR-434-Gen-5, dated the 6th February, 1984.

By order and in the name of the Governor of Maharashtra

(V. K. Prabhoo)

Deputy Secretary to Government,

To

The Chief Conservator of Forests, Maharashtra State, Pune.
(10 spare copies)

The Chief Conservator of Forests (Conservation), Maharashtra State, Pune.

The Chief Conservator of Forests (Production) Maharashtra State, Pune.

The Conservator of Forests, (All)

The Divisional Forest Officers (All)

The Sub-Divisional Forest Officers (All) in charge of Independent of Sub-Divisions.

The Inspector General of Police, Maharashtra State, Bombay.

The Accountant General, I, Maharashtra, Bombay.

The Accountant General II, Maharashtra, Nagpur.

(with for spare copies)

The Home Department (POL-10)

The Finance Department (GEN-5) (with five spare copies)

The Finance Department (EAP-10)

17-91 Desk, of Revenue & Forests Department.

All other Desk Officers of the Forest Wing of Revenue and Forests Department.

(3-1) Desk of Revenue and Forest Dept.

Copy to the Desk-F6, Revenue & Forests Department,

for select file.

ANNEXURE 'A'

Accompaniment to Government Resolution, Revenue and Forests,
Department No. MSC-1082/CR-40/101653-F6 dated the 24th February 1984.

Subject:--A scheme for the grant of rewards to non-official informants and Forest and Police officials for prevention or detection of forest offences of a grave nature.

I. Object of the Scheme:

The main object of this scheme for grant of rewards is to provide an incentive to more effective and efficient protection of forest wealth and thereby save loss of forest produce, particularly of timber, through pilferage, smuggling and clandestine trade. The existing powers in regard to grant of rewards and the amount of the reward are for too inadequate, considering the abnormal rise in the price forest produce, specially timber and firewood. Besides, according to these orders, the rewards are to be granted only after the offence cases are finally decided. The result is that the rewards are given belatedly, which acts as a disincentive to the informant, and tends to defeat the very object of the scheme.

2. In order to rectify these and other deficiencies and ensure better protection of our valuable forests specially in view of increasing lawlessness in 'sensitive areas', a comprehensive scheme in regard to grant of rewards to informants, both officials as well as non-official who help to detect and prevent forest offences of a grave nature, is now drawn up in supersession of the earlier orders of Government on the subject in so far as they relate to this scheme. The underlying intention is that rewards should be granted discreetly with due regard to the magnitude of the forest offence and the extent of loss involved to Government on account of that offence.

II) Nature of the reward and eligibility in regard to its

3. (i) Reward is a payment ex gratia and as such, subject to this scheme, it will be granted in the

absolute discretion of the competent authority.

(ii) No representation of petition against any decision regarding grant of reward shall be entertained from either the informant or any person on his behalf.

(iii) Reward being payment ex-gratia, no assignment thereof by the informant shall be recognised.

(iv) No request for reward shall be entertained from any person, merely by reason of his having acted as an employee, agent or representative of the informant.

(v) The authority competent to grant the reward, may, however, grant the same to the widow or dependent children of the deceased informant. The amount of this reward shall not exceed the amount that would have been payable to the informant had he/she not expired.

(vi) Nothing aforementioned, however, shall prevent the competent authority from granting the reward to an agent duly authorised by the informant, if he/she is temporarily incapacitated from attending to receive the reward in person.

(vii) No promise shall be given to the informant, either as to the quantum of the reward or as to the grant of any reward at all.

(viii) In case it is found that the antecedents of the informant, the nature of the information furnished by him or her in the past and in his or her past conduct warrant ignoring him or her, the Chief Conservator of Forests, on his own or at the instance of the Conservator of Forests, may direct the authority concerned, not to take cognizance of the information furnished by the informant.

III. : Criteria for grant of reward :

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forest protection, have a duty to do all that is possible to bring the offenders to book and to protect Government property, non-official informants have to be given a reward as an inducement to come forward with helpful information. From this point of view broadly speaking, while non-official informants giving helpful information need to be rewarded, the position would be some what different in the case of officials. In the ~~case of officials, only extra-ordinary work~~ on their part should call for recognition in the shape of rewards. ~~Instances of extraordinary work would be capture of known thief of forest wealth, arrest of a wanted criminal, exceptionally good investigation work securing information leading to detection of major forest offences, etc.~~ Again, whereas in the case of non-official informants the reward could be directly related to the value of the material seized and confiscated, it may be difficult to adopt such a simple formula in the case of officials, having regard to the nature of the criteria suggested above for rewarding officials. Keeping the aforesaid in view, Government has decided that the criteria for grant of rewards should be as under:-

A. : Rewards to non-official informants :

(i) Where the information leads to seizure of forest produce, which is the property of Government, and to recovery of compensation (on compounding of the offence) or conviction 10% of the in situ value of the forest produce seized may be given as reward.

(ii) Where the information leads to seizure of forest produce, which is the property of Government, but the case does not result in recovery of compensation (on compounding of the offence) or conviction, whether owing to the offender being untraceable or for any other reason 10% of the

the forest produce may be given as reward, provide the authority sanctioning to rewards is satisfied that the Government property would have escaped recovery of seizure but for the timely furnishing of the information by the informant.

(iii) Where the information leads to seizure of private property involved in forest offences and to the recovery of compensation (on compounding of the offence) or confiscation of the seized property, 10% of the amount of compensation or 10% of the in-situ value of forest produce or market value of other property confiscated, as the case may be, whichever is higher, may be given as reward.

(iv) Where the information relates to forest offences of serious nature, such as counterfeiting property marks and hammer marks, use of forged forest transit passes, serious offences under the Wildlife (Protection) Act, 1972, etc., which can lead to substantial loss of Government property, reward may be given on an ad hoc basis, on the conviction of the forest offender (whether a Government employee or not) or departmental action being taken against the offending Government employee. Reward on an ad hoc basis may also be given to persons, who render material and tangible assistance in detecting the offence, apprehending the offender or recovery of Government property. The quantum of the reward in such cases should be within the administrative competence of the authority sanctioning the reward, and be broadly related to the nature of the information, the extent of the assistance rendered, the gravity of the forest offence and the potential loss of Government property avoided.

(v) Claims of rewards below Rs. 300/- per case should not be entertained, except with the prior approval of the authority immediately superior to the authority granting the reward.

(vi) An interim reward upto Rs. 1,000 (but not exceeding 50% of the final reward likely to be admissible) may be granted in every case, as soon as it is established prima facie that the

forest protection, have a duty to do all that is possible to bring the offenders to book and to protect Government, property, non-official informants have to be given a reward as an inducement to come forward with helpful information. From this point of view broadly speaking, while non-official ^{informants} giving helpful information need to be rewarded, the position would be some what different in the case of officials. In the ~~case of officials, only their ordinary work~~ on their part should call for recognition in the shape of rewards. ~~Instances of extraordinary work would be capture of know the forest wealth, arrest of a wanted criminal, exceptionally good investigation work, securing information leading to detection of major forest offences, etc.~~ Again, whereas in the case of non-official informants the reward could be directly related to the value of the material seized and confiscated, it may be difficult to adopt such a simple formula in the case of officials, having regard to the nature of the criteria suggested above for rewarding officials. Keeping the aforesaid in view, Government has decided that the criteria for grant of rewards should be as under:-

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seizure would result in recovery of Government property or confiscation of private property involved in the forest offence or conviction or departmental punishment of the forest offender. The interim reward will be subject to adjustment toward the final reward. Interim reward in excess of Rs.1,000/- may also be sanctioned in suitable cases.

B Rewards to Police and Forest Officials :-

(a) Cash rewards may ordinarily be granted only to non-gazetted police and forest officials for performing extraordinarily good work of the following nature:-

- (i) Outstandingly good work, calling for courage, skill or initiative, such as : capture of a notorious thief of forest produce; arrest of a wanted criminal in forest offences; securing of information leading to detection or prevention of heavy loot of forest wealth; exceptionally good investigation work, etc.
- (ii) Work of a less outstanding nature, but nevertheless requiring prompt, diligent and intelligent observance of and obedience to orders, so as to be of material assistance in an investigation or prevention of forest loot of sizeable magnitude or prevention or removal of large-scale encroachments on forest lands in trying conditions.
- (iii) Reimbursement of expenditure incurred by an officer or staff, not covered by other allowances, or expenses incurred in connection with an enquiry of an extraordinary nature.

(b) Government may sanction cash rewards to gazetted officers of the Police and Forest Departments for extraordinarily good work of the above nature.

IV) Procedure for receiving and handling information help furnished by the informant is to be recorded:

5. Where any information, evidence or help is furnished or given or is intended to be given or furnished by any private individual in expectation of a reward, he shall be required to present a written statement in the form appended, to the effect of which the grant of reward is subject. This statement should be signed by the informant in the presence of the Divisional Forest Officer / Independent Sub-Divisional Forest Officer or

any higher authority of the Forest Department. Where any information is received by post in expectation of the reward, the informant shall be asked to appear in person either before the Divisional forest officer or Independent Sub-Divisional Forest Officer or any higher authority, who has received it and he shall be required to sign the written statement. This statement is primarily required as a proof of bonafides and not necessarily for use in the proceedings. It would be permissible for a authority higher than the Divisional Forest Officer also to receive and act on the information.

6. If the informant desires that his identity should not be disclosed to the forest offender, his wish should be complied with in a manner that it does not prejudice the value of the information or evidence adduced or help rendered by him.

7. Where the informant first approaches the Divisional Forest Officer/Independent Sub-Divisional Forest Officer, the latter shall immediately submit a secret report to his Conservator by name, furnishing the salient details of the antecedents of the informant, the information furnished by him/ her and the action taken and/or proposed to be taken. The Conservator of Forests shall arrange to keep himself acquainted of the developments in the case.

8. The orders sanctioning the reward will be communicated to the respective forest authorities concerned by the sanctioning authority by a secret letter, a copy of which should be enclosed to the Accountant General-II, Maharashtra at Nagpur, which will constitute sufficient authority, for drawing the amount of reward by Cheque against the sanctioned allotment.

kept in the custody of the reward sanctioning authority after countersigning the same. These receipts shall be checked by the Audit at the time of audit inspections or administrative audit.

10. The expenditure on the grant of rewards shall be debited to the following head of account:-

- Major Head :- 313, Forest.
- Minor Head :- (d) Forest Conservation and Development
- Sub-Head :- (d)(iv) Fire and Forest Protection
- Object of expenditure :- Other Charges.

२४०६ एकीकरण क. अन्य जीवन (पोजेनेतर)

प्रधानाधीप - ३९३ वने

गोप शिप - (३) वेन संरक्षण आगि विकार

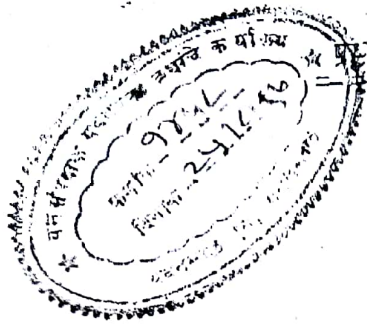
उप दिप - (३) (चार) आग संरक्षण

एगि संरक्षण - ३९३ वने

१०९०६ वन संरक्षण (पोजेनेतर)

३९३ वने

२९३ वने



प्रधान मुख्य वनसंरक्षक, महाराष्ट्र राज्य, नागपुर याचे कार्यालय.

विषय:- उत्कृष्ट कामाकरीया शासकीय
कार्या-यांना घातयाच्या आगावू
वैतनवादी बाबत.

क्रमांक कक्षा=७/आस्था/२/प्रक्र.२७८ / ७५६ /
नागपुर-४४००९१, दिनांक १८ ऑगस्ट, १९९७.

प्रति,

वनसंरक्षक,
नाशिक वृत्त,
नाशिक.

संदर्भ:- आपले अ.शा.क्र. कक्षा-१/आस्था/पी/१९/९६-९७/
जा.क्र. १४१ दि. २१.७.९७.

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संदर्भात पत्राचे अनुषंगाने कृपया शासन, महसूल व वनविभाग पत्रा
क्र. स्फर्सटी-१८९७/प्रक्र. १४२/फ-४ दि. २.८.९७ चे अपलोका करावे. आगगा
त्यातील सुचनेप्रमाणे कार्यवाही करावी. सोबत प्रत पुरविल्यांत येत आहे.

सहपत्र:- वरील प्रमाणे.

मुख्य वनसंरक्षक (प्रशासन),
महाराष्ट्र राज्य, नागपुर.अरिना

प्रतिलिपी सहपत्राच्या प्रतीसह वनसंरक्षक (सर्व) (प्रशासनिक) यांना
माहीती व योग्य त्या कार्यवाहीसाठी अग्रेषित.

सहपत्र:- वरील प्रमाणे.

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महसूल व वन विभाग
मंत्रालय, पुणे ४०००३२
दिनांक: - 2 AUG 1997

प्रति,

मुख्य वनसंरक्षक [उत्पादन]
महाराष्ट्र राज्य
नागपुर.

विषय :- उत्कृष्ट कामाकरिता शासकीय कर्मचा-यांना
मावसाच्या आगाऊ वेतनवाढीबाबत.

संदर्भ :- आपले पत्र क्र. वक्ष ७/आस्था २/प्र.क्र. /१२६४
दिनांक १०.१२.९७

उपरोक्त विषयाबाबतच्या आपल्या संदर्भांकित पत्राने व्यक्त केलेल्या
धारणेच्या अनुषंगाने सामान्य प्रशासन विभागाने दिलेले अभिप्राय खालीलप्रमाणे
आहेत.

प्रशासन निर्णयानुसार ज्या पदावर आगाऊ वेतनवाढ मंजूर करावयाची
आहे त्या पदावर त्या शासकीय कर्मचा-यांची तीन वर्षे सेवा झालेली असे
आवश्यक आहे.
कालबद्ध पदोन्नती दिल्यानंतर संबंधित कर्मचा-याला वरच्या पदाची
वेतनश्रेणी लागू करण्यात येते तथापि तो कर्मचारी वरच्या पदावर पदोन्नत होत
नाही त्यामुळे कालबद्ध पदोन्नतीनुसार वरच्या पदाची वेतनश्रेणी लागू केल्यानंतर
तीन वर्षे त्या वेतनश्रेणीत सेवा झालेली असे आवश्यक नाही.

कालबद्ध पदोन्नती मिळालेल्या कर्मचा-याला तो ज्या पदावर कार्यरत
आहे त्या पदावर व आगाऊ वेतनवाढीच्या दिनांकास ज्या वेतनश्रेणीत वेतन
घेत आहे त्या वेतनश्रेणीत आगाऊ वेतनवाढ मंजूर करण्यात यावी.

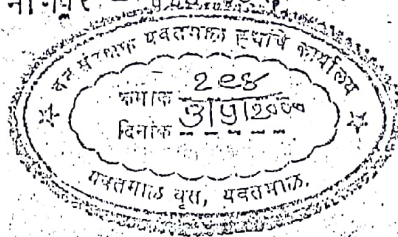
[सु.रा. कोपर्डे]
कार्यासन अधिकारी
महसूल व वन विभाग.

प्रधान मुख्य वनसंरक्षक, महाराष्ट्र राज्य, नागपुर वाणि कार्यालय

आपस

क्रमांक कड-१०[२]/आस्था/एक/प्र. क्र. ६/२०००-२००१

नागपुर - ४४०, ००६, दिनांक: १९-४-२०००



APR 2000

विषय :- मानव संसाधन विकास कार्यप्रणालीचा वापर वनकर्मचारी/अधिकारी यांना अत्युत्कृष्ट कामाच्या बविते देणे प्रकृती.

०००००००००००

महाराष्ट्र राज्यातील वनविभागात टाटा कन्सल्टन्सीच्या शिफारसीनुसार मानव संसाधन विकास कार्यप्रणालीचा वापर सुरु करण्यात आलेला आहे. त्यानुसार वनकर्मचारी/अधिकारी यांना अत्युत्कृष्ट/उत्कृष्ट कामाच्या बविते देणे कर्मचार्यांना प्रोत्साहित करणे व कामातील तत्परता वाढविण्यासाठी खालीलप्रमाणे काही मान्यता प्रदान करणेसाठी वनसंरक्षक (सर्व) यांना आवश्यक त्या कार्यवाहीसाठी सुचना किर्तित करण्यात येत आहे.

२.०० कर्मचार्यांना प्रोत्साहित करण्यासाठी, त्यांच्या उल्लेखित कामाच्या रपानात योग्य ती सुरवात खालील स्वतःच्या निष्ठाळी कार्यप्रणाली आवाही आवश्यक तेथे प्रस्ताव तयार करून शासनार्थी मंजुरीसाठी या कार्यालयाला सादर करणे.

अ) योजनेची.

ब) मोठवता.

२) प्रमाणावरील-यांना

क-१) घटनेच्या तपसिलानुसार रीत बवित्या उल्लेख असेल.

क-२) अतिरिक्त वेळेतर्फे तपसिलानुसार नमुद असेल.

३.०० (ब) मोठवता :- मोठ्या प्रमाणावरील चोरीचा वनोद्वेग हातगत करणे

" पाहीजे " असलेल्या वनसंरक्षकांना अहल करणे. वनसंरक्षकांची योजना

प्रमाणावरील तुट होत असल्याची माहिती मिळवणे व त्यास प्रतिबंध करणे, वन गन्धेय प्रकृती अवघादात्मक स्वतःच्या यांना शोधकार्य करणे इत्यादी आणि

[अत्युत्कृष्ट] असाधारण स्वतःच्या परंतु कर्तव्यतत्पर वागणूक व उल्लेखित शिफारसी

व चोरी असलेल्या वनोपजावा शोध देण्यात सहकार्य करणेबाबत आदेशाचे पालन करणे

वनविभागावरील मोठ्या प्रमाणावरील अतिक्रमण हातगत करणेसाठी वनकर्मचारी-यांना

रीत बवित देण्याची योजना शासन निर्णय ४४ महाराष्ट्र व वनविभाग, प्रमाण

संरक्षक/अधिकारी-१०/१०१६५३-एफ-६, दिनांक २४.२.१९८४ अन्वये मंजूर केलेली आहे.

त्यानुसार खालीलप्रमाणे रोज बक्षिस मंजूर करण्याचे अधिकार विविध स्तरावरील अधिका-यांना देण्यांत आले आहेत.

१] महसूल व वनविभाग [वित्त विभागाचे तल्ल्याने].	प्रति कर्मचारी रुपये १००० /- पेक्षा अधिक परंतु एका प्रकरणांत एकूण रुपये ५००० /- पेक्षा जास्त नाही.
२] मुख्य वनसंरक्षक	रुपये १००० /- पर्यंत प्रतिव्यक्ती परंतु एका प्रकरणांत एकूण रुपये ५००० /- पेक्षा जास्त नाही.
३] वनसंरक्षक	रुपये ५०० /- पर्यंत प्रतिव्यक्ती परंतु एका प्रकरणांत २५०० /- पेक्षा जास्त नाही.

दिनांक २४.२.१९८४ अन्वये रोज बक्षिस मंजूर करण्यांत आले असून
सध्या ते अस्तित्वात आहेत. यांत सुधारणा होण्याच्या दृष्टीने वनसंरक्षक यांना
स्तरावर सुधारीत प्रस्ताव तयार करून शासनाचे मंजूरीसाठी या कार्यालयास
पाठवावे.

- ४.०० [अ] पदोन्नती :-
[ब] प्रशस्तीपत्र :-

यासाठी खालील बाबींवर विचार विनिमय करून प्रस्ताव तयार करावा
व शासनाचे मंजूरीसाठी या कार्यालयास पाठवावा.

४.१ कर्मचा-यांना त्यांची कार्यक्षमता वाढविण्याच्या दृष्टीने विशिष्ट
अभ्यासक्रम [प्रशिक्षण] करावयाचे असल्यास त्यासाठी विभागी " विलस रजा " व
अभ्यासक्रमाचे शुल्कात सवलत/मदत देणे. पुस्तकासाठी शासनाकडून अनुदान उपलब्ध
करून देणे इत्यादी.

४.२ कर्मचा-यांची गुणवत्ता वाढविण्याचे दृष्टीने त्यांना योग्य ते प्रती
प्रशिक्षण देण्यांत यावे. त्यासाठी प्रशिक्षण संस्था उपलब्ध अभ्यासक्रमांची निवड
करणे, संख्या वाढविणे. अभ्यासक्रमासाठी सुयोग्य व्यक्तींची निवड करणे
इत्यादीबाबत मोकळीक ठेवण्यांत यावी.

४.३ सेवेत कार्यरत असलेल्या कर्मचा-याने सेवेत आलेनंतर शासनाचे
अनुदानाशिवाय/सहाय्यशिवाय उच्चतर अर्हतर धारण केली असल्यास, त्यांना
बक्षिस देण्यांत यावी.

विविध अभ्यासक्रमाची यादी तयार करून वृत्तीय स्तरावर तीन दिवसांचे प्रशिक्षण आयोजन करून त्या अभ्यास क्रमाचा जास्तीत जास्त कर्मचा-यांनी लाभ घेण्यासाठी त्यांना उत्तेजीत करावे व असा लाभ घेणा-या कर्मचा-यांच्या अभिलेखात त्याप्रमाणे नोंद घ्यावी.

४. ५ कार्यक्षमता व गुणवत्ता यांत वाढ करण्यासाठी तसेच कर्मचा-यांना त्यांचे कर्तृत्वानुसार पुरस्कृत करण्यासाठी व स्फुटी चिन्हे, पदके, प्रशस्ती प्रमाणपत्रे [पदक विरहित] इत्यादी स्वरूपात बक्षिे देण्यांत यावी. त्यासाठी संस्थात्मक धनपा उभारण्यांत यावी. जेणे करून कर्मचा-यांचे मनोबल वाढून त्यांचे कामात तत्परता निर्माण होईल.

४. ६ प्रादेशिक प्रदावर पदस्थापना मिळविण्यापासून परवृत्त करण्यासाठी कार्यात्मक जबाबदारीचे प्रदावरील कर्मचा-यांना लक्षात प्रादेशिक स्वरूपाचे उत्तम पुरेशा प्रमाणात उपलब्ध करून द्यावेत व त्या कामासाठी योग्यतेनुसार पुरस्कार देण्यांत यावे.

४. ७ बक्षिे देतांना येथील कर्तृत्वासाठी बक्षिे देण्याच्या निमित्त सांघिक [सामुहिक स्वरूपाचेही बक्षिे देण्यांत यावी. जसे :-

- १] राज्यस्तरीय - सर्वोत्तम विभाग प्रमुख कार्यालय.
- २] राज्यस्तरीय - सर्वोत्तम वनपुत्र.
- ३] वृत्तस्तरीय - सर्वोत्तम वनविभाग.
- ४] [अ] विभागीय स्तर - सर्वोत्तम वनपरिक्षेत्र.
- ४] [ब] परिक्षेत्र स्तर - सर्वोत्तम परिमंडळ.
- ४] [क] परिमंडळ स्तर - सर्वोत्तम नियत क्षेत्र [विट].

यामुळे सांघिक भावना वृद्धीगंत होईल. सामुहिक कामाची गुणवत्ता वाढीस लागण्यास मदत होईल. सांघिक व बक्षिे फिरते स्वरूपाचे [फिरते कप, फिरते घणक, फिरते टाळ इ] राहिल. मात्र त्या संघातील प्रत्येक कर्मचा-याचा व्यक्तिशः प्रशस्तीपत्रके देण्यांत यावी.

४. ८ सध्या प्रचलित असणा-या प्रोत्साहनपर बक्षिांच्या पद्धती जंत आगाऊ वेतनवाढी, रोय व बक्षिे, व प्रोत्साहनपर बक्षिे इत्यादी वृत्तीय विभागीय स्तरावर परिणामकारक रित्या दरवर्षी हाताळण्यात याव्यात. या बाबतचा दरवर्षी नियतकालिक वार्षिक अहवाल मुख्य वनसंरक्षक [प्रशासन] यांना

४.९ वृत्तीय/विभागीय स्तरावर उल्लेखनीय कामासाठी बक्षिस देण्याच्या कार्यक्रमां जाहीररित्या देण्यात यावा व यास विस्तृत प्रसिध्दी देण्यात यावी. त्यांत बक्षिस समारंभासाठी कर्मचा-यांचे आप्तगण, सहकुटुंब मित्र-परिवार यांना पाचारण करावे. त्यामुळे बक्षिस समारंभासाठी उपस्थित असलेले कुटुंबीय, आप्तगण, मित्र परिवार यांच्या समोर, कर्मचा-यांना बक्षिस स्विकारतांना त्या कर्मचा-यांची मानं तर अभिमानाने ताठ होईलच शिवाय इतर कर्मचा-यांनाही त्याचप्रमाणे अत्युत्कृष्ट काम करण्याची प्रेरणा/स्फूर्ती मिळेल.

४.१० राज्यस्तरावर जागतिक वन दिनाचे दिवशी या. राज्यपाल यांचे हस्ते अत्युत्कृष्ट केलेल्या कामाबद्दल बक्षिस वितरणाचा कार्यक्रम देण्याचे विचाराधीन आहे. त्यामुळे स्वर्धा करण्याची प्रवृत्ती वाढून काम अत्युत्कृष्ट रित्या करण्याबाबत कर्मचा-यांमध्ये घडाओढ निर्माण होईल.

४.११ राज्यस्तरीय/वृत्तस्तरीय/विभागीय स्तरीय अधिका-यांनी त्याच वेळी-यांचे वेळी कर्मचा-यांना त्यांना भेटण्याची वेळ निश्चित करावी. या बैठकीमध्ये त्यांच्या कर्तव्याची विचारपूस करावी व जिथे अत्युत्कृष्ट कामाचा दर्जा आढळून आला आहे. तिथे "स्पृहणीय" [भुषणावड] कामाची नोंद घेऊन त्याचवेळी संबंधितांना प्रमाणपत्र देण्याबाबत विचार करावा. त्यामुळे कामावर असलेल्या परिणाम होईल. अशा प्रकारे वैयक्तिक [पावती] प्रमाणपत्र मिळाल्यामुळे विभिन्न संस्थांतील कर्मचा-यांचा परस्पर संपर्क साधला जाऊन त्यांची आप आपसांत प्रसिध्दी होईल.

४.१२ परस्पर संपर्क हा सांघीक [सामुदायीक] व वैयक्तिक अशी दोन्ही स्वस्माची कार्यक्षमता वाढविण्यासाठी आणि उद्दिष्ट पूर्तीसाठी उत्तेजन मिळण्याचे दृष्टीने प्रभावी उपाय करू शकतो. यासाठी वृत्तीय/विभागीय स्तरावर सर्व

का-यांची बैठक बोलावावी. या बैठकीत प्रशिक्षण व प्रांत्याहिकांच्या माध्यमातून गुणवत्ता व कार्यक्षमता वाढविण्याच्या प्रयत्न करता येईल.

४.१३ कर्मचा-यांचे सर्गुत्सव, उल्लेखनीय काम, उद्दिष्टपूर्ती वनक्षेत्रातील राज्या घडामोडी व अन्य सामान्य घटनांबाबत आंतरीक वार्तापत्र [मुख्यपत्र] प्रसिध्दी देण्यात यावे. यामध्ये वैयक्तिक कर्तव्य व सांघीक उद्दिष्टपूर्ती द्वारे विभागांच्या विकासासाठी करण्यात आलेल्या प्रयत्नांचा समावेश असावा. यासाठी सध्या प्रचलित असलेले विभागांचे मुख्यपत्र "वनप्रकल्प वार्ता" हेच पुढे चालू ठेवता येईल व त्यांत उपरोक्त बाबींचा समावेश करता येईल.

प्रति,

मुख्य वनसंरक्षक [प्रशासन] १९८०