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वन महानिदेशक एवं विशेष सचिव

भारत सरकार

पर्यावरण एवं वन मंत्रालय

**DIRECTOR GENERAL OF FORESTS & SPECIAL SECRETARY
GOVERNMENT OF INDIA**

MINISTRY OF ENVIRONMENT & FORESTS

DO No. 13-03/2004-RT/T

Monday, 31 October 2005

Dear

Please refer to this Ministry's letter of even no. dated January 31, 2005 wherein a draft discussion paper on proposed policy on "Professionalizing the Forest Service" was forwarded for comments of the state governments. After conducting two workshops on the subject (in which officials from the state forest departments also participated) and detailed discussions in the Ministry on the recommendations of the workshops, there has been consensus that the foresters need to continuously upgrade their knowledge and skills for meeting the new challenges in the forestry sector.

2 The main objectives of the proposed initiative are,

- (a) To provide opportunities to foresters (all levels) for undertaking advanced studies, participation in trainings, workshops and seminars in the fields of their interest
- (b) To build database of technical information on all aspects of management of forestry, wildlife and environment
- (c) To build database of experts in various fields concerning forestry and wildlife
- (d) To share technical information among the foresters and the general public
- (e) To inculcate habit of undertaking specialisation in areas of interest and writing of technical papers in various journals/and presentations in seminars etc.
- (f) To consider adoption of 'professional ethics' by the members of the service

3 To achieve the above objectives, the following decisions have been taken:

- i. A website for 'knowledge management' will be hosted at IGNFA, Dehradun. To provide dedicated unit for this activity, modalities are being finalized. The foresters will be encouraged to contribute quality papers/articles on different themes for creating a repository of technical information in the website to be hosted at IGNFA.
- ii. The modalities for sharing of technical information among the foresters and general public will be worked out in detail through a consultancy to be awarded for the purpose.
- iii. The modalities for encouraging officers for pursuing advanced studies/specialization in their areas of interest and providing incentives will be finalized.
- iv. The IFS Probationers at the IGNFA will be required to prepare an 'Individual Development Plan' and accordingly pursue their career plans while working in the states.

1 of 2



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Professionalizing the Forest Service

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- v Appropriate committees will be constituted in the MoEF for pursuing action and monitoring progress on this issue.

4 Action is being initiated by the Ministry on various points mentioned above and the states will be informed accordingly. To begin with at the state level, you are requested to initiate action on the following:

- Evolve a system for compiling quality papers/articles already written by the forest officers for various journals/seminars/workshops on different themes/topics concerning management of forestry, wildlife, and environment.
- b. Encourage the foresters to write quality articles/papers.
The quality of papers may be judged by a committee to be constituted in the office of PCCF before the papers are forwarded to Director, IGNFA for building a database. Soft copies of the articles will be preferred for putting on the website.
- d. Information on forest officers having expertise in particular fields may be compiled for building a database of experts on various topics/subjects.

5 You would agree that to achieve objectives of any profession and keep its image high, it is necessary to adopt certain 'professional ethics' by members of the profession/service. Notwithstanding the existing general code of conduct and service rules for the personnel of civil services, in order to keep us reminding about the general ethics, the Ministry has prepared a draft 'Code of Ethics' for the forest officers for consideration of the members of the forestry services, a copy of which is enclosed. You are requested to circulate the copies of draft 'Code of Ethics' to the service associations and obtain their views regarding adopting the same. For the objectives mentioned above, if you feel the heading 'Professionalizing the Forest Service' is not appropriate, suitable theme may be suggested.

6 I would appreciate receiving progress of action taken by you on the points mentioned above.

With regards,

Yours sincerely,



(J C Kala)

Encl.: as above

To

Principal Chief Conservator of Forests

Draft Code of Ethics

Preamble

Forest and wildlife resources including their ecological, economic, recreational, aesthetic, cultural and spiritual values have to be managed on sound ecological principles to retain these values forever. The Constitution of India duty bounds all citizens to protect and preserve the forests and environment. Forest management in India is guided by the national forest policy which aims at maintaining ecological balance, biodiversity conservation, control of soil erosion and desertification, increase in forest cover and meeting the local demands of people living in and around forests. Foresters, motivated by the profession's historic traditions and their love for nature and people, assume multiple roles to achieve these policy objectives.

Principles and guidelines

The members of the Service shall

1. Be responsible for managing the forest and wildlife resources by following the principles of sustainable forest management to ensure long term capacity of the land to provide goods and services.
2. Practise profession with due regard to sound ecological, social, economic and environmental principles to the advantage of present and future generations.
3. Develop sensitivity to nature and inculcate this in every member of his team.
4. Ensure that specialized skills and knowledge are applied in the best interests of the society, thereby inspiring confidence in the practice of forestry.
5. Be sensitive to the short and long term basic needs of livelihood of the forest dweller communities, mainly tribal and other poor and take appropriate action towards fulfillment of such needs.
6. Work for increasing awareness of forest and environment related issues because correct and complete information is essential for delivering a good service.

7. Ensure that all statements and professional opinion are expressed only when founded on adequate knowledge of facts and upon solid technical experience and competence in the subject matter.
8. Ensure that confidential information is disclosed only when authorization is provided to release such information.
9. Use the knowledge, experience and expertise to formulate, amend and enforce sound forest related policies and laws; for international negotiations and decisions; to rectify incorrect statements on forestry; and to foster and facilitate dialogue on contentious issues among all the stakeholders.
10. Provide expert advice to those involved in drafting policy and legislation related to forests and wildlife.
11. At all times strive to protect the forestry profession collectively and individually from misrepresentation and misunderstanding.
12. Always strive for continuously upgrading skills and sound scientific knowledge to promote enhanced public undertaking of forest resources, forest regulations and practices so that the authorities are able to make informed decisions as to how the forests can be best managed & conserved.
13. Strive for creativity and innovations and nurture values of team working and harmony for better forest and environment management.
14. Provide leadership to the forestry sector and pay special attention to aspirations and needs of front line staff.
15. Maintain a high professional standard and civic behavior based on honesty, integrity and dignified conduct.
16. Follow principles of good governance in the forest and environmental management.
17. Uphold rule of law, maintain highest standard of probity and carryout the tasks/duties assigned with commitment and sincerity, effectively implement the laws, use public money efficiently, work to increase productivity and avoid wastage in every sector.
18. Reward good work and punish dereliction of duty and also provide speedy redressal of grievances.
19. Strive for capacity building of fellow foresters and strengthen professional commitment to forest and wildlife conservation.

20. Support the actions of colleagues and subordinates done in good faith and in public interest and try to help them come out of difficult situations.
21. Not use the official position to influence any person for private benefit and also dissuade those who do so within the organisation.
22. Strive for transparency, accountability and people's participation in their professional conduct.
23. Show highest standards of punctuality in his job assignments.
24. Respect viewpoints of others and accommodate to arrive at amicable solutions.
25. By unfair or unprofessional means, do nothing that could harm the reputation of a fellow member.
26. Acknowledge the help obtained from others.
27. Be straightforward in expressing professional views in a courteous manner.
28. Show affectionate behaviour towards colleagues and the general public with whom comes in contact with.
29. Conduct thorough field inspections, make halts in forest areas, wherever possible and inculcate the habit of walking inside the forests and document the interesting observations.
30. Provide able leadership and take every step to develop leadership and guide junior members so as to bring out the best in them.
31. Be smart in conduct dress and behavior and do his best to foster and maintain the highest spirit of camaraderie.
32. Never put down the department or its other members in public including the media. If any member has any grievance as to policy, practice or behavior, it shall be taken up with the member concerned.
33. Neither commit nor support any act that throws the service in bad light.
34. Shall set an example as role model for colleagues and subordinates by showing strict discipline and commitment to the job.
