

Government of India
Ministry of Environment, Forest and Climate Change
National Tiger Conservation Authority
B-1 Wing, 7th Floor, Pt. Deendayal Antyodaya Bhawan,
CGO Complex, Lodhi Road, New Delhi-110003

F. No. 15-24/2019-NTCA

New Delhi , the August 16, 2019

OFFICE MEMORENDUM

Subject : Guidelines for Reward to frontline staff for extra ordinary performance in field.

In exercise of its powers and performance of functions under Chapter IVB of the Wildlife (Protection) Act, 1972, as ammended in 2006, the National Tiger Conservation Authority under section 38 O(2) of the said Act, issues following guidelines in respect of the subject cited above ;

The frontline staff of a **Tiger Reserves and tiger-bearing Landscapes** is responsible for actually implementing the protection/ security plan in such areas. In fact, the frontline staff is most vulnerable not only to poachers or forest offenders but also to wild animals. National Tiger Conservation Authority (Normative Standards for Tourism activities and Project Tiger) Guidelines, 2012 also envisages for not only providing funding support for staff welfare but also recognising the effort put in by the frontline staff in protecting the tiger and the forests. The proposal to give reward to such frontline staff in the ranks of Forester, Forest Guard and Watchers for extra ordinary performance in field was recommended by 2nd Technical Committee meeting of National Tiger Conservation Authority held on 19.07.2019. Consequently, the Competent Authority has approved a reward of Rs. 1 lakh each to two Foresters, two Forest Guards and two Watchers/ Protection Assistants/ Tiger Trackers (or any other frontline staff holding equivalent rank/ position) from **Tiger Reserves and Tiger Bearing Areas/ Divisions**.

2. This reward is mainly for extraordinary efforts put in by the frontline staff in overall Tiger conservation in tiger bearing areas including following fields;

- (i) Wildlife Protection and Anti-Poaching Activities
- (ii) Wildlife habitat management
- (iii) Wildlife crime detection, investigation and prosecution
- (iv) Wildlife Monitoring
- (v) Village Relocation works
- (vi) People's participation & Ecodevelopment activities
- (vii) Tourism Management/Regulation

3. For selection of frontline staff for this reward following criteria and general principles shall be followed ;

- (i) This reward is proposed to be given to frontline staff for performing extraordinary work continuously for at least two years in any of the fields mentioned in para 2.

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- (ii) The nomination may be initiated by the frontline staff by themselves or by a Range Officer under whom such frontline staff is working.
- (iii) The nomination shall be further forwarded by DFO/ Dy Director, Field Director/ Conservator of Forests/ Chief Conservator of Forests to Chief Wildlife Warden State.
- (iv) The nomination of frontline staff shall be duly recommended and forwarded by Chief Wildlife Warden of the State in the format as suggested by NTCA.
- (v) There are two awards each for Foresters, Forest Guards, and Watchers level frontline staff to the maximum limit of six. More number of awards can be given to a particular level of frontline staff nominees, in case of non availability of enough or suitable nomination from other levels of frontline staff.
- (vi) The reward to all such frontline staff selected for the award includes Rs. One lakh and a Commendation Certificate .

4. Following Selection Committee shall give its recommendation to Member Secretary, NTCA for the purpose of this reward;

- (i) Inspector General of Forests, NTCA – Chairman.
- (ii) Nominee of ADG, Wildlife, MoEF&CC- Member.
- (iii) Representative of WWF-India-Member.
- (iv) Deputy Inspector General of Forests, NTCA- Convenor.

5. The nomination with duly filled format given in Annexure-I should reach office of Member Secretary, National Tiger Conservation Authority, New Delhi on or before 30th November.

This issues with the prior approval of Competent Authority.

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Surender Mehra
Dy. Inspector General (NTCA)

Copy to

1. PS to MEF&CC/ Chairman, NTCA
2. PS to MoS EF&CC/ Vice Chairman, NTCA
3. PPS to Secretary, MoEF&CC
4. PPS to DGF and SS, EF&CC
5. PS to MS, NTCA
6. PS to ADG(Wildlife), EF&CC
7. PCCF and HoFF (Tiger Range States)
8. Principal Secretary, Forests (Tiger Range States)
9. Chief Wildlife Wardens (Tiger Range States)
10. IGF, DIGF, AIGF, NTCA HQ
11. IGF and AIGF, NTCA Regional Offices (Guwahati, Bengaluru and Nagpur)
12. Guard file

NATIONAL TIGER CONSERVATION AUTHORITY

Format for nomination for reward to frontline staff for extra ordinary performance in field.

1. Name of frontline staff (to be nominated) _____
2. Designation/Level _____
3. Place of posting (Range/Division/Circle/Tiger Reserve) _____
4. Brief description of extraordinary work done by frontline staff in last three years. (not more than 200 words) _____
5. Whether frontline staff (being nominated) has been awarded before, (if Yes, give brief details) _____
6. Recommendations by Range Officer/ Asstt Conservator of Forests (Not more than 100 words) _____
7. Recommendations by DFO/Dy. Director (Please give additional information/comments).

8. Recommendation by Field Director / Conservator of Forest / Chief Conservator of Forest

9. Recommendation by Chief Wildlife Warden _____

Name and Signature of
Chief Wildlife Warden
(With official stamp)