

GOVERNMENT OF ODISHA  
General Administration and Public Grievance Department

**OFFICE MEMORANDUM**

Bhubaneswar, dated the 15<sup>th</sup> Sept, 2017

No. GAD-SER1-IAS-0021-2017-**19872**/AIS.I., Consequent upon acceptance of the recommendations of the Seventh Central Pay Commission vide Resolution dated 25.07.2016, the Government of India, in consultation with the State Governments, have been pleased to replace the Indian Forest Service (Pay) Rules, 2007 by the Indian Forest Service (Pay) Rules, 2016 vide Notification No.14021/5/2016-AIS-II dated 28.09.2016 to provide for the revised pay structure to the members of Indian Forest Service w.e.f 01.01.2016.

The State Government have been pleased to decide that the guidelines and procedures envisaged in the Government of India Notification No.14021/5/2016-AIS-II dated 28.09.2016 shall be followed for revision and drawal of pay of the members of IFS of Odisha Cadre in the revised pay structure. The authority competent to revise the pay, rates of DA and other instructions are provided in the Annexure appended hereto.

This has been concurred in by Finance Department in this Department File No. SER1-IAS-0021-2017

By order of the Governor

  
(N.K. Sethi)

Additional Secretary to Government

Memo No. **19873**/AIS.I, Bhubaneswar,

dated: 15.09.2017

Copy along with copy of the IFS (Pay) Rules, 2016 forwarded to Forest & Environment Department / Principal Chief Conservator of Forest (HoFF), Bhubaneswar / Principal Chief Conservator of Forest (Wild Life), Nayapalli, Bhubaneswar / Secretary to the Odisha Legislative Assembly, Bhubaneswar / A.G (A&E), Odisha, Bhubaneswar / Dy. A.G, Odisha, Puri / All RDCs / Member, Board of Revenue, Odisha, Cuttack / Chief Administrator, KBK, Koraput / Resident Commissioner, Government of Odisha, Odisha Bhawan, New Delhi / Principal Secretary to Governor, Odisha / Principal Secretary to Chief Minister, Odisha / P.S to Chief Secretary, Odisha / P.S to DC-cum-ACS, P & C Deptt. / P.S to Agriculture Production Commissioner, Odisha / P.S to Special Secretary to Government, G.A & P.G Deptt. / All Desks of Services-I Branch for information and necessary action.

  
Additional Secretary to Government

**1. AUTHORITY COMPETENT TO REVISE THE PAY**

The pay of a member of the Indian Forest Service borne in the Odisha cadre in the revised pay structure shall be revised and checked by the officers as specified below :-

Sl. No.	IFS officers holding different posts.	Officer competent to check the pay revision.	Competent authority to revise the pay.
1	2	3	4
1	Officers on deputation to Central Govt.	To be decided by the Central Govt.	The Central Government.
2	Officers on deputation to other State Governments.	To be decided by the borrowing State Government.	State Government concerned.
<b>3</b>	<b>Officers working under the State Government.</b>		
	i. Officers working in different Administrative Departments	FA/AFA of the concerned Administrative Departments.	Head of the Administrative Deptt.
	ii. Officers working as HoD	FA/AFA of the respective Administrative Departments.	Administrative Department
	iii. Officers working in and under Heads of the Departments.	An officer to be nominated by the Heads of the Department.	Heads of the Department.
4	Officers on deputation to PSUs under the control of State Government / Autonomous Bodies.	Financial Advisor / AFA of Forest & Environment Deptt.	Forest & Environment Department.

**Note:**

1. The Head of office shall fill up the pay fixation statement of IFS officers working under their administrative control and send it to the concerned Administrative Department/ HODs along with the service book, form of option and undertaking as at **Annexure-A**.
2. In case of officers on Foreign Service under the State Government, the Accountant General (A&E) Odisha, Bhubaneswar shall furnish the necessary pay particulars and Service Books of the officers concerned to the Forest & Environment Department.

**2. DEARNESS ALLOWANCE**

Consequent upon implementation of the IFS (Pay) Rules, 2016 w.e.f 01.01.2016, the revised rates of Dearness Allowance shall be regulated in the manner as notified by the Government of India, Ministry of Finance from time to time and the rate of Dearness Allowance will be as mentioned below:

Date from which payable	Rate of D.A
01.01.2016	No D.A.
01.07.2016	@2% of Basic Pay
01.01.2017	@4% of Basic Pay

**Note: The D.A. and DP already sanctioned in the prescribed scale of pay and drawn will be adjusted while drawing the revised Pay and Dearness Allowance in the revised pay structure.**

3. **EXCESS PAYMENT**

Each IFS officer while receiving revised salary will be required to give an undertaking to the concerned Drawing & Disbursing Officer in writing in the form at **Annexure-A** to the effect that the excess payment, if any, found to have been made as a result of fixation of pay in the revised pay structure will be refunded by him to the Government either by way of adjustment against future payments or otherwise.

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UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature :

Name:

Designation:

Date :

Station:



**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS****(Department of Personnel and Training)****NOTIFICATION**

New Delhi, the 28th September, 2016

**G.S.R. 924(E).**— In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951) and in supersession of the Indian Forest Service (Pay) Rules, 2007, except as respects things done or omitted to be done before such supersession, the Central Government after consultation with the Governments of the States concerned, hereby makes the following rules, namely:-

**1. Short title and commencement.**— (1) These rules may be called the Indian Forest Service (Pay) Rules, 2016.

(2) They shall be deemed to have come into force on the 1<sup>st</sup> day of January, 2016.

**2. Definitions.**— In these rules, unless the context otherwise requires:—

- (i) “basic pay” in the revised pay structure means the pay drawn in the specified Level in the Pay Matrix;
- (ii) “benchmark score” shall mean the minimum numerical weighted mean score arrived at for overall grading above which an officer shall be regarded as fit for promotion or empanelment, as the case may be, to the next higher grade;
- (iii) “cadre” and “cadre posts” shall have the meanings respectively assigned to them in the Indian Forest Service (Cadre) Rules, 1966;
- (iv) “departmental examination” means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of the State or posted to that State for training;
- (v) “direct recruit” means a person appointed to the Indian Forest Service in accordance with rule 7 of the Indian Forest Service (Recruitment) Rules, 1966;
- (vi) “existing basic pay” means the pay drawn in the existing Pay Band and Grade Pay or pay in the existing scale;
- (vii) “existing emoluments” means the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on the 1<sup>st</sup> day of January, 2016;
- (viii) “existing Pay Band and Grade Pay” in relation to a member of service means the pay in the Pay Band and the Grade Pay applicable to the post held by the member of service as on the date immediately before the notification of these rules whether in a substantive capacity or in officiating capacity;
- (ix) “existing pay structure” in relation to a member of service means the present system of Pay Band and Grade Pay or the Pay Scale applicable to the post held by the member of service as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity;
- (x) “existing scale” in relation to a member of service means the pay scale applicable to the post held by the member of service as on the date immediately before the publication of these rules in the Higher Administrative Grade, Higher Administrative Grade Plus and Apex Scale whether in a substantive or officiating capacity;
- (xi) “Level in the Pay Matrix” shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in the Pay Matrix in Schedule III;
- (xii) “lien” means the title of a member of the Service to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post, including a tenure post, to which he has been appointed on regular basis and on which he is not on probation;
- (xiii) “Member of the Service” means a member of the Indian Forest Service;
- (xiv) ‘Officiation’ means an officer performing the duties of a post on which another member of the Service holds a lien and it includes an officer appointed by the Government in officiating capacity in a vacant post in which no other member of the Service holds the lien;
- (xv) “Pay in the Level” means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;

(xvi) "Pay Matrix" means the Matrix specified in the Schedule III with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale;

(xvii) "Personal pay" means additional pay granted to a member of the Service –

(a) to save him from a loss in his substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or due to any reduction of such substantive pay otherwise than as a disciplinary measure; or

(b) in exceptional circumstances, on other personal considerations;

(xviii) "promoted officer" means an officer appointed to the Indian Forest Service by promotion from a State Forest Service in accordance with sub-rule (1) of rule 8 of the Indian Forest Service (Recruitment) Rules, 1966;

(xix) "promotion" means appointment of a member of the Service to the next higher grade over the one in which he is serving at the relevant time;

(xx) "revised pay structure" in relation to any post specified in Schedule II means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the post unless a different revised Level is notified separately for that post;

(xxi) "revised emoluments" means the pay in the Level of a pay of a member of the Service in the revised pay structure or the basic pay in the Apex scale;

(xxii) "Schedule" means the Schedule appended to these rules;

(xxiii) "Service" means the Indian Forest Service;

(xxiv) "State" means a State specified in the First Schedule to the Constitution and includes an Union territory;

(xxv) "State Cadre" and "Joint Cadre" shall have the meanings respectively assigned to them in the Indian Forest Service (Cadre) Rules, 1966;

(xxvi) "State Forest Service" shall have the meaning assigned to it in the Indian Forest Service (Recruitment) Rules, 1966; and

(xxvii) "State Government concerned" in relation to a Joint Cadre means the Joint Cadre Authority.

**Note 1.**—The benchmark score shall be notified by the State Government for promotion within the cadre and by the Central Government for the purpose of empanelment and any revision of benchmarks by the Government shall have prospective effect.

**Note 2.**—The junior-most person(s) in the grade will, however, be liable to be reverted to the lower grade if the number of members of the Service entitled to hold the regular posts is more than the number of posts available in that grade.

**3. Levels in the Pay Matrix and appointment in these Levels.**— (1) Pay Matrix- The Level of pay in the Pay Matrix admissible to a member of Service which shall be deemed to have come into force from the 1<sup>st</sup> day of January, 2016 shall be as follows:-

<b>(A) Junior Scale:</b>	<b>Level 10 in the Pay Matrix</b>
<b>(B) Senior Scales-</b>	
(i) <b>Senior Time Scale:</b>	<b>Level 11 in the Pay Matrix</b>
(ii) <b>Junior Administrative Grade:</b>	<b>Level 12 in the Pay Matrix</b>
(iii) <b>Selection Grade:</b>	<b>Level 13 in the Pay Matrix</b>
<b>(C) Super Time Scale:</b>	
(i) <b>Conservator of Forests:</b>	<b>Level 13A in the Pay Matrix</b>
(ii) <b>Chief Conservator of Forests:</b>	<b>Level 14 in the Pay Matrix</b>

**(D) Above Super Time Scale:**

(i)	<b>Additional Principal Chief Conservator of Forests: HAG</b>	<b>Level 15 in the Pay Matrix</b>
(ii)	<b>HAG+ Scale:</b>	<b>Level 16 in the Pay Matrix</b>
(iii)	<b>Apex Scale:</b>	<b>Level 17 in the Pay Matrix</b>

**Note 1.**—Appointment of a member of the Service to the Senior Time Scale and above shall be regulated as per the provisions in the Guidelines regarding promotion to various grades in the Indian Forest Service and any member of the Service shall be eligible for appointment to the Senior Time Scale on his completion of four years of service, subject to the provisions of sub-rule (2) of rule 6A of the Indian Forest Service (Recruitment) Rules, 1966 and to the Junior Administrative Grade on completion of nine years of service, to the Selection Grade on completion of thirteen years of service, to the Conservator of Forests (Super Time Scale) on completion of fourteen years of service and to the Chief Conservator of Forests (Super Time Scale) on completion of eighteen years of service.

**Note 2.**—The four years, nine years, thirteen years, fourteen years and eighteen years of service in this rule shall be calculated from the year of allotment assigned to him under rule 3 of the Indian Forest Service (Regulation of Seniority) Rules, 1966.

**Note 3.**—The period of extraordinary leave taken otherwise than on medical certificate or considered by the State Government concerned to have been taken for any cause beyond the control of the member of the Service or for pursuing studies, which are in public interest and for which Study Leave could otherwise be admissible under the All India Service (Study Leave) Regulations, 1960, shall be excluded for the purpose of calculating the eligibility period of service required for appointment in these grades.

*Explanation 1.* - The option to retain the existing pay structure shall be admissible only in respect of one existing Pay Band and Grade Pay or scale.

*Explanation 2.* - The aforesaid option shall not be admissible to any person appointed to the Service on or after the 1st day of January, 2016 and he shall be allowed pay only in the revised pay structure.

*Explanation 3.* - Where a member of the Service exercises an option to retain the existing pay structure in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that structure, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing pay structure in the permanent post on which he holds lien or would have held a lien, had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force whichever is higher.

(2)(i) Appointment to the Selection Grade and to posts carrying pay above Selection Grade in the Indian Forest Service shall be made by selection on merit, as per criteria that may be prescribed by the Central Government, with due regard to seniority.

(ii) Appointment of a member of the Service in the Level of Selection Grade and above shall be subject to availability of vacancies in these grades and for this purpose, it shall be mandatory upon the State Cadres or the Joint Cadre Authorities, as the case may be, to seek prior concurrence of the Central Government on the number of available vacancies in each grade and any appointments made without obtaining the prior concurrence of Government of India shall be liable for cancellation.

(iii) The Central Government shall accord such concurrence within a period of thirty days from the date of receipt of such references and if the Central Government does not accord concurrence within a period of said thirty days, the concurrence on availability of vacancies shall be deemed to have been accorded and the position emanating as referred to this clause shall be placed before the Screening Committee at the time it meets to consider promotion in these grades.

(iv) A member of the Service shall be entitled to draw pay in the scales of Selection Grade and above only on appointment to these grades.

Provided that a member of the service shall be appointed to the Junior Administrative Grade only after he has completed phase III mandatory Mid Career Training Programme with effect from the date on which he would have been eligible for appointment in the Junior Administrative Grade if not for completion of the mandatory Mid Career Training Programme:

Provided further that a member of the Service shall be appointed to the Super Time Scale (ii) only after he has completed phase IV mandatory Mid Career Training Programme as prescribed with effect from the date on which he

would have been eligible for appointment in the Super Time Scale(ii) if not for completion of the mandatory Mid Career Training Programme:

Provided also that a member of Service, who has less than three years of service after the year in which he has been slotted to undergo Phase III, Phase IV or Phase V of Mid-Career Training, would not be sent for mandatory mid-career training programme.

**Note 1:** Whenever any Indian Administrative Service officer of a particular batch is posted at the Centre to a Level 10,11,12 or Level 13, 14 of the Pay Matrix the members of the Service, who are senior to such Indian Administrative Service officer by two years or more and have not so far been promoted to that particular level, shall be granted the same Level on non-functional basis in their respective State cadres from the date of posting of the Indian Administrative Service officer at the Centre in that particular Level and in the case of those members of the Service who are posted at the Centre, at the time of grant of Non-Functional upgradation, their basic pay will be fixed by granting one increment in the existing pay in the applicable existing Level subject to the minimum of the Level of non-functional upgradation, and they will not be granted pay at the higher Level as the case may be. Such officers will continue getting the pay of the post against which they have been appointed at the Centre under the Central Staffing Scheme along with Central Deputation Tenure Allowance (CDTA), wherever applicable.

**Note 2:** The post of Principal Chief Conservator of Forest in the apex scale (Level 17) shall be filled by selection from amongst the officers holding the post of Principal Chief Conservator of Forest in the State cadre in the Level 16 of the Pay Matrix.

**4. Fixation of pay in the revised pay structure.** - The initial pay of a member of the Service who opts or deemed to have opted in accordance with these rules, to be governed by the revised pay structure on and from the 1st day of January, 2016 or from a later date, which shall be re-fixed as from that date separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(A) In the cases of all members of the Service,-

- (i) the pay in the applicable Level in the **Pay Matrix** shall be the pay obtained by multiplying the existing basic pay by a **factor of 2.57**, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix;
- (ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum pay or the first Cell of that applicable Level.

Provided that-

- (a) where, in the fixation of pay, the pay of members of the Service drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level the Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of member of Service drawing higher pay in pre-revised structure shall be fixed at the next vertical Cell in the applicable Level;
  - (b) For this purpose, pay drawn by two members of the Service in a given pay Band and Grade Pay or scale where the higher pay is at least 3 % more than the lower pay shall constitute two stages. Officers drawing pay where the difference is less than 3% shall not be entitled for this benefit. (Illustration before Schedule-I)
  - (c) if by stepping up of the pay as above, the pay of a member of Service gets fixed at a stage in the revised pay structure which is higher than the stage in the revised pay structure at which the pay of a member of the Service who was drawing pay at the next higher stage or stages in the same existing pay structure is fixed, the pay of the latter shall also be stepped up to the extent by which it falls short of that of the former.
- (B) In the case of a member of the Service, who was on the 1st day of January, 2016 on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, the "existing pay structure" includes the pay in the pay band and grade pay applicable to the post to which he would have held but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post.



- (C) In the case of members of the Service who are in receipt of special pay or allowance in addition to pay in the existing pay structure which has been recommended for replacement by a pay in the applicable Level of the Pay Matrix without any special pay or allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.
- (D) In the case of members of the Service who are in receipt of special pay component with any other nomenclature in addition to pay in the existing pay structure, such as personal pay for promoting small family norms, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance or pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above and in such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.

**Note 1.**-A member of the Service under suspension, shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

**Note 2.** - Where the 'existing emoluments' exceed the revised emoluments in the case of any member of Service, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

**Note 3.** - Where in the fixation of pay under sub-rule (1) of rule 3, the pay of a member of the Service, who, in the existing pay structure was drawing immediately before the 1st day of January, 2016 more pay than another member of the Service junior to him in the same cadre, gets fixed in the revised pay structure at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay structure as that of the junior.

**Note 4.** - Where a member of the Service is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such member of the Service as personal pay to be absorbed in future increases in pay.

**Note 5.** - In the case of members of the Service who are in receipt of personal pay for passing Hindi Pragma and such other examinations under the "Hindi Teaching Scheme" prior to the 1<sup>st</sup> day of January, 2016, while the personal pay shall not be taken into account for the purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure on and from the 1st day of January, 2016 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the officer would have continued to draw it.

**Note 6.** - In case where a senior member of Service promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay in the Level in the Pay Matrix of the senior member of Service shall be stepped up to an amount equal to the pay in the Level in the Pay Matrix as fixed for his junior in that higher post; and the said stepping up should be done with effect from the date of promotion of the junior member of Service subject to the fulfillment of the following conditions, namely:—

- (a) both the junior and the senior members of Service should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;
- (b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay should be identical;
- (c) the senior member of Service at the time of promotion should have been drawing equal or more pay than the junior;
- (d) the anomaly should be directly as a result of the application of the provisions of this Note;
- (e) if even in the lower post, the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this Note need not be invoked to step up the pay of the senior member of the Service.

**Note 7.** - The order relating to re-fixation of the pay of the senior member of the Service in accordance with the above provisions shall be issued under the relevant rules and the senior member of the Service shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

- (E) Fixation of pay in the revised pay structure subsequent to the 1st day of January, 2016 where a member of Service continues to draw his pay in the existing pay structure and opts for revised pay structure from a date later than the 1st day of January, 2016, his pay from the later date in the revised pay structure shall be fixed under these rules and for this purpose his pay in the existing pay structure shall be the same as of existing emoluments as calculated in accordance with clauses - (A), (C) or (D), as the case may be, subject to the condition that the basic pay on the later date and where the member of the Service is in receipt of special allowance, his pay shall be fixed after deducting from those emoluments an amount equal to the special allowance at the revised rates appropriate to the emoluments so calculated'.

**5. Fixation of initial pay.—**(1) The initial pay of a direct recruit shall be fixed at the minimum pay or the first Cell in the Level 10 of Pay Matrix:

Provided that, if a direct recruit holds a lien, or would hold the lien, had his lien not been suspended on permanent post, under the rules applicable to him prior to his appointment to the Indian Forest Service, his initial pay shall be regulated in following manner, namely:-

- (a) he shall, during the period of probation, draw the pay of the permanent post, if it is more than the minimum of the Junior Scale and on confirmation in the Indian Forest Service;
- (b) if he was holding a Group A post before appointment to the Indian Forest Service, his pay shall be fixed at the same stage as the pay in the Group A post in the Level 10 of the Pay Matrix; and
- (c) if he was holding a post lower than a Group A post, his pay in the Level 10 of the Pay Matrix shall be fixed as the pay arrived at by increasing his pay in respect of the lower post by one increment as specified in the vertical Cells of the applicable Level in the Pay Matrix admissible for such lower post, and if his pay in the pay Matrix after adding one increment is less than the minimum of the first Cell in the Level 10 of the Pay Matrix, then, his pay shall be fixed at the minimum of the Level 10 of the Pay Matrix;
- (d) he shall however, cease to earn any increments in the Junior Scale, until, having regard to his length of service, he becomes entitled to a higher pay:

Provided further that he shall draw the pay admissible under rule 10 if that is more than the pay referred to in the preceding proviso."

- (2) The pay in case of promotion of a member of Service, in the Junior Scale to a post in the Senior Time Scale, in the revised pay structure shall be made in the following manner:—

One increment shall be given in the Level 10 of the Pay Matrix from which the Member of service is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level 11 of the Pay Matrix corresponding to the Senior Time Scale of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

- (3) The initial pay of a State Forest Service officer, on his appointment to the Service or on appointment in a cadre post in an officiating capacity in accordance with rule 9 of the Indian Forest Service (Cadre) Rules, 1966, as the case may be, shall be fixed as per the principles laid down in Schedule I annexed to this rule and the pay and incremental benefits shall accrue to him under the relevant provisions.

- (4) The initial pay of a member of the Service in the Senior Time Scale shall, on appointment to the Junior Administrative Grade, be fixed in Level 12 of the Pay Matrix in the same manner as in the case of promotion from Junior Time Scale to Senior Time Scale by adding one increment in the Level 11 of the Pay Matrix from which the Member of service is promoted, he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which he is promoted then he shall be placed at the next higher Cell in that Level

- (5) The pay of a member of the Service in the Junior Administrative Grade shall, on promotion in the Selection Grade, be fixed at Level 13 of the Pay Matrix by adding one increment in the Level 12 of the Pay Matrix from which the Member of service is promoted, he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which he is promoted and if no such Cell is available in the Level to which he is promoted, then he shall be placed at the next higher Cell in that Level.

- (6) The pay of a member of the Service in the Selection Grade shall, on promotion to the Conservator of Forest Grade, shall be fixed at Level 13A of the Pay Matrix by adding one increment in the Level 13 of the Pay Matrix from which the Member of service is promoted, he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which he is promoted and if no such Cell is available in the Level to which he is promoted, then he shall be placed at the next higher Cell in that Level.

(7) The pay of a member of the Service in the Conservator of Forest Grade, on promotion to the Chief Conservator of Forest Grade, shall be fixed at Level 14 of the Pay Matrix by granting one increment in the Level 13A of the Pay Matrix from which the member of service is promoted and the figure so arrived at will be located in the Level of the post to which promoted and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

(8) The pay of a member of the Service in the Chief Conservator of Forest Grade, on promotion to the HAG Grade shall be fixed at Level 15 of the Pay Matrix by granting one increment in the Level from which the member of service is promoted and the figure so arrived at will be located in the Level of the post to which promoted and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell subject to a minimum of Level 15 and the pay in the HAG Grade shall not exceed the maximum of Level 15.

(9) The pay of a member of the Service in the HAG Grade, on promotion to the HAG+ Grade, shall be fixed at Level 16 of the Pay Matrix by granting one increment in the Level 15 of the Pay Matrix from which the member of service is promoted and the figure so arrived at will be located in the Level of the post to which promoted and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix subject to a minimum of Level 16 and the pay in the HAG+ Grade shall not exceed the maximum of the Level 16.

(10) On promotion from one grade to another in the Service, a member of the Service shall have an option to get his pay fixed in the Level of the higher post either from the date of his promotion or from the date on which he subsequently earns an increment in the lower scale in the manner provided in the relevant sub-rule above; in the latter case, on the date of promotion, pay in the Level of Pay Matrix shall be fixed as the same in the lower post, with further re-fixation to be done in the manner provided in relevant sub-rules with effect from the 1<sup>st</sup> day of January or the 1st day of July, the date of accrual of the next increment in the lower scale.

#### 6. Exercise of option.—

- (1) The option shall be exercised in writing in the form (Form of Option) appended to these rules so as to reach the authority mentioned in sub-rule (2) within three months of the date of notification of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within three months of the date of such order:

Provided that:-

- (i) in the case of a Member of Service who is, on the date of such notification or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and
- (ii) where a Member of Service is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

Provided further that any member of Service may opt to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in that pay structure:

Provided also that in cases where a member of the Service has been placed in a higher pay scale between the 1<sup>st</sup> January, 2016 and the date of notification of these rules on account of promotion or upgradation, the member of Service may opt to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

- (2) The option shall be intimated by the Member of Service to the Controlling authority along with an undertaking in the form appended to these rules.

(3) If the intimation regarding option is not received by the authority within the time specified in sub-rule(1), the member of service shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

- (4) The option once exercised shall be final.

- Note 1.** — The members of service whose services were terminated on or after the 1st January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).
- Note 2.** — The members of service who have died on or after the 1st day of January, 2016 and could not exercise the option within prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as is most beneficial to their dependents if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office.
- Note 3.** — The members of service who were on earned leave or any other leave on the 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

**7. Pay protection to officers on Central deputation under Central Staffing Scheme.—**

If the pay of the officers posted on deputation to the Central Government under Central Staffing Scheme after fixation of their pay in the revised pay structure either under these rules or as per the instructions regulating such fixation of pay on the post to which they are appointed on deputation, happens to be lower than the pay they would have been entitled to had they been in their parent cadre and would have drawn that pay but for the Central deputation, such difference in the pay shall be protected in the form of Personal Pay with effect from the date of notification of Government Resolution in this regard, i.e. 25<sup>th</sup> July, 2016.

Further, if the member of Service is promoted in the cadre while on central deputation under Central Staffing Scheme, the difference in the pay that the officer would have drawn had he been in the parent cadre and the amount of pay on his deputation to Centre shall be protected in the form of personal pay with effect from the date of issue of this Government Resolution.

**8. Regulation of increments.—**(1) (a) The increment in Pay Matrix shall be as specified in the vertical Cells of applicable Level in the Pay Matrix.

- (b) There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July.

Provided that a member of Service shall be entitled to only one annual increment either on 1st January, 2016 or 1<sup>st</sup> July, 2016 depending on the date of his appointment, promotion or grant of financial upgradation.

Provided further that in case of members of Service who had been drawing maximum of the applicable Pay Band and Grade Pay or scale, as the case may be, for more than two years as on 01.01.2016, one increment in the applicable Level in the Pay Matrix shall be granted on 01.01.2016 for every two completed years of stagnation at the maximum of the said Pay Band and Grade Pay or scale. Grant of additional increment (s) shall be subject to condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix. (Illustration before Schedule-I)

(c) The increment in respect of a member of Service appointed or promoted or granted financial upgradation during the period between the 2nd day of January and 1<sup>st</sup> day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

(2) All leave, except extraordinary leave taken otherwise than on medical certificate shall count for increment in the applicable level of pay matrix of a post held by member of Service at the time he proceeded on leave:

Provided that the State Government concerned is satisfied that the extraordinary leave was taken for any cause beyond the control of the member of the Service or for pursuing higher Scientific or Technical studies in public interest for which Study Leave under the All India Service (Study Leave) Regulations, 1960 is admissible, such extra-ordinary leave be counted for increment under this sub-rule.

(3) The period of deputation out of India shall also be so counted and the counting of those said period for increments shall be subject to the condition that the member of the Service would have continued to hold that post but for his proceeding on such leave or deputation out of India:

Provided that where the leave is not counted for increment under this rule, it shall have the effect of postponing the next increment to the extent of the period involved.

(4) The increments admissible to a member of the Service in a Level in the Pay Matrix of pay as specified in sub-rule (1) of rule 3 shall be regulated with reference to the length of his service including broken period of service rendered in that Level in the previous service, if any, shall also count for increment, if it is –

(i) service in a cadre post; or

(ii) service in a permanent or temporary post (including a post in a body incorporated or not, which is wholly or substantially owned or controlled by the Government) in the said Level or in a higher Level:

Provided that the service in a post outside the cadre, including service in a post under the Central Government, shall count for increment on reversion to the cadre, subject to the following conditions, namely:-

- (a) the member of the Service should have been approved by the Government of the State on the cadre of which he is borne, for appointment to posts in the said Level;
- (b) all his seniors in the cadre, except those regarded as unfit for such appointment, were serving in posts carrying pay in the said Level in which the benefit is to be allowed or in higher posts, and at least one junior was holding a cadre post, or an ex-cadre post within the permissible State Deputation Reserve or the over-utilised State Deputation Reserve permitted by the Central Government, under the Government of the State on the cadre of which he is borne, carrying pay in the said Level; and
- (c) the service shall count from the date on which his junior is so promoted and the benefit shall be limited to the period during which he would have held a post under the Government of the State on the cadre on which he is borne.
- (5) A member of the Service, while holding post outside the cadre, including a post under the Central Government, may be granted proforma promotion to a post in the Level above the Level specified in rule 3 by the Government of the State on the cadre to which he is borne.
- (6) In case of a member of the Service being cleared for proforma promotion in the Super Time Scale and the Above Super Time Scale, the period of service covered by the proforma promotion shall, on his subsequent reversion to the cadre and appointment to a post in the said Level, count towards the initial fixation of pay and increments subject to the following conditions, namely:-
- (i) the member of the Service concerned should have been approved by the State Government for appointment to the said Level during the relevant period;
- (ii) all his seniors (excluding those considered unfit) should have started drawing pay in that Level on or before the date from which the proforma promotion is granted to him;
- (iii) the junior next below the officer (or, if that officer has been passed over for the reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or forgoes promotion on his own volition to that grade, the officer next junior to him not so passed over) should also have started drawing pay in that Level from that date and his appointment thereto not being fortuitous; and
- (iv) the benefit should be allowed on 'one for one' basis.
- (7) When a member of the Service holds an ex-cadre post in a time scale of pay identical with the time scale of pay of an ex-cadre post held by him on an earlier occasion, his initial pay in the latter ex-cadre post shall not be less than the pay which he drew on the previous occasion and he shall count the period during which he drew that pay on such last and on any previous occasion for increment in the stage of the scale equivalent to that pay and the service so rendered shall, on his reversion to the cadre, count towards initial fixation of pay to the extent and subject to the conditions stipulated in sub-rule (4).
- (8) Where a member of the Service is on leave other than the study leave granted under the All India Service (Study Leave) Regulations, 1960, on the date on which an increment becomes due, he shall

get the benefit of the same, if otherwise admissible under the rules, from the date he resumes duty but it does not postpone his normal date of increment in future.

- (9) A member of the service who has completed 28 years of service shall be eligible for drawing increment, with retrospective effect, after he has completed the Phase V of the mandatory Mid Career Training programme.

**9. Withholding of increments.**—The State Government may withhold, for such time as it may direct, an increment due to any direct recruit or to any State Forest Service officer appointed to the Indian Forest Service, who fails to pass the departmental examination or examinations within such time as the State Government may by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

**10. Grant of advance increments.**— Notwithstanding anything contained in rule 13 of the Indian Forest Service (Probation) Rules, 1968, the State Government shall sanction the second and third increments due to a direct recruit with effect from the prescribed date of increment after he passes the prescribed departmental examination or examinations irrespective of the length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the Level in the Pay Matrix:

Provided that the third increment under this rule shall be granted retrospectively from the prescribed date of increment after passing the prescribed departmental examination, or the last of the prescribed departmental examinations, as the case may be, on the successful completion of the probation and confirmation:

Provided further that a direct recruit who has been exempted from appearing for the whole or any part of the departmental examination or examinations, as the case may be, for the reason that he had already passed such examination or examinations or part thereof before he became a member of the Service, shall, for the purpose of this rule, be deemed to have passed the departmental examination or examinations or part thereof, as the case may be, after the date of the earliest such examination or examinations or part thereof, in which he would have appeared, but for the exemption, after he became a member of the Service.

**11. Pay of officers holding posts included in Schedule II.**— Any member of the Service appointed to hold a post specified in Schedule II shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule plus Special Allowance or Central (Deputation on Tenure) Allowance, wherever admissible:

Provided that such pay shall not at any time be less than the pay admissible under rule 5 and rule 8 of these rules.

**12. Pay of members of the Service appointed to posts not included in Schedule II.**

(1) No member of the Service shall be appointed to a post other than a post specified in Schedule II, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, make a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule.

(2) The pay of a member of the Service on appointment to a post other than a post specified in Schedule II shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

(3) For the purpose of this rule, post other than a post specified in Schedule II includes a post under a body (incorporated or not), which is wholly or substantially owned or controlled by the Government.

(4) Notwithstanding anything contained in this rule, the State Government concerned in respect of any posts under its control, or the Central Government in respect of any posts under its control, may, for sufficient reasons to be recorded in writing, where equation is not possible, appoint any member of the Service to any such post without making a declaration that the said post is equivalent in status and responsibility of a post specified in Schedule II.

(5) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which no pay or Level in the Pay Matrix has been prescribed, shall draw such rate of pay as the State Government, in consultation with the Central Government in the case of a post under the control of the State Government, or as the Central Government in the case of a post under the control of the Central Government may, after taking into account the nature of duties and responsibilities involved in the post, determine.

(6) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which any pay or Level in the Pay Matrix has been prescribed, shall draw where the pay has been prescribed, the prescribed pay and where scale of pay has been prescribed, such rate of pay not exceeding the maximum of the

Pay Level as may be fixed in this behalf by the State Government, or by the Central Government as the case may be:

Provided that the pay allowed to an officer under this sub- rule and sub-rule (5) shall not at any time be less than what he would have drawn had he not been appointed to a post referred to in sub-rule (4).

(7) At no time the number of members of the Service appointed to hold posts, other than cadre posts referred to in sub-rule (1) and sub-rule (4), which carry pay at Level 16 per mensem and which are reckoned against the State Deputation Reserve, shall except with the prior approval of the Central Government, exceed the number of cadre posts at that level of pay in a State cadre or, as the case may be, in a Joint cadre.

**13. Pay of members of the Service appointed to hold more than one post.** - The grant of additional pay to a member of the Service appointed to hold more than one post simultaneously shall be regulated in the following manner,—

- in the case of a member of the Service serving in connection with the affairs of the Union, by the rules, regulations and orders applicable to officers of the Central Services, Group 'A';
- in the case of a member of the Service serving in connection with the affairs of a State, by the rules, regulations and orders applicable to officers of State Forest Services, Class I.

**14. Authority to exercise powers under rules 9, 10 and 12 in relation to a Joint Cadre.**—(1) The powers under rules 9,10 in the case of a member of the Service borne on a Joint Cadre, shall be exercised by the Joint Cadre Authority.

(2) The powers under rule 12 in relation to the members of Service and in relation to posts, borne on a Joint Cadre shall be exercised by the Government of the Constituent State concerned.

#### **ILLUSTRATIONS:**

##### **(1) Bunching of stages in the revised pay structure:**

If two members of Service drawing pay of Rs. 53,000 and Rs. 54,590 in the GP 10000 are to be fitted in the new pay matrix, the member of Service drawing pay of Rs. 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,36,210 and the member of Service drawing pay of Rs. 54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,40,296. Revised pay of both should ideally be fixed in the first cell of level 14 in the pay of Rs. 1,44,200 but to avoid bunching the member of Services drawing pay of Rs. 54,590 will get fixed in second cell of level 14 in the pay of Rs. 1,48,500. [Proviso under Rule 4(A)(ii)]

##### **(2) Additional increment for stagnation at the maximum of the Pay Band and Grade Pay or Scale:**

<b>Pay Band and Grade Pay or Scale</b>	<b>PB-4 (37400-67000), GP 10000</b>	<b>HAG (67000-79000)</b>
Maximum of the applicable Pay and Grade Pay or Scale	Rs.77000	Rs.79000
Date on which pay fixed at maximum of the applicable Pay and Grade Pay or Scale	01.07.2014	01.07.2013
Revised Pay in the applicable Level in the new Pay Matrix	199600	205100
No. of years completed at maximum as on 01.01.2016	1 year and 6 months	2 years and 6 months
No. of Increment (s) to be granted on 01.01.2016	Nil	0
Revised Pay after grant of increment on 01.01.2016	199600	211300

After fixation of pay on 01.01.2016 as indicated above, the date of increment shall be regulated as per the provisions of Rule 8 of IFS(Pay) Rules, 2016. [Proviso under Rule 8(1)(b)]

#### **SCHEDULE I**

##### **Principles of pay fixation in cases falling under sub-rules (3) of rule 5**

In this Schedule, the term –

- “actual pay” means the pay to which a member of the State Forest Service is entitled by virtue of his substantive position in the cadre of that Service or by virtue of his having continuously worked in a temporary or officiating capacity in a higher post for a period of three years or more after following the

prescribed procedure, provided the State Government have not revised the scales of pay applicable to the State Forest Service after the 1<sup>st</sup> day of January, 2016. If the pay scales have been revised subsequent to the 1<sup>st</sup> day of January, 2016, the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the 1<sup>st</sup> day of January, 2016 and merged in the revised pay scales, shall be excluded. Any existing relief allotted by the State Government shall be excluded for fixation of pay in Indian Forest Service..

- (ii) “assumed pay” means the pay which a member of the State Forest Service would have drawn in a scale of his Service in which he was confirmed or in which had continuously worked in a temporary or officiating capacity for a period of three years or more after following the prescribed procedure, provided the State Government have not revised scales of pay applicable to the State Forest Service after the first day of January, 2016. If the pay scales have been revised subsequent to the 1<sup>st</sup> day of January, 2016, the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the 1<sup>st</sup> day of January, 2016 and merged in the revised pay scales, shall be excluded.

- (1) Notwithstanding anything contained in the Note-I to sub-rule (1), of rule 3, the initial pay of a promoted officer shall be fixed at the stage of the senior scale next above his actual pay:

Provided that if such stage of pay happens to be common to different components of the Senior Scale, pay shall be fixed in the lower or the lowest component, as the case may be, of the Senior Scale.

- (2) In the case of a promoted officer appointed to the Indian Forest Service on probation, on any enhancement of his actual pay or assumed pay either as a result of a pay revision or on becoming eligible for an increment or in the event of confirmation in the higher scale of the State Forest Service, during the period of probation, unless the probation is extended within the meaning of sub-rule (3) of rule 3 of the Indian Forest Service (Probation) Rules 1968, he shall be entitled to have his pay recalculated in accordance with the principles laid down in this Schedule on the basis of his enhanced pay in the State Forest Service as if he was promoted to the Indian Forest Service with effect from the date of such enhancement.
- (3) If a promoted officer appointed to the Indian Forest Service on probation is confirmed with effect from a date prior to the date of his promotion to the Indian Forest Service in the higher scale of the State Forest Service during the period of probation, unless the probation is extended within the meaning of sub-rule (3) of rule 3 of the Indian Forest Service (Probation) Rules, 1968 and there is, thus an enhancement of his actual pay or assumed pay, his pay shall be recalculated in accordance with the principles laid down in this Schedule on the basis of his enhanced pay in the Indian Forest Service with effect from the date of such enhancement.
- (4) Where a promoted officer who on the date of his appointment to the Indian Forest Service had held or is holding continuously a post other than a cadre post under the State Government or the Central Government or on foreign Service and the post is –

(a) in a time scale identical to the time scale of a cadre post; or

(b) equal in status and responsibilities to a cadre post,

and the State Government concerned furnishes a certificate to the Central Government within three months of his appointment to a post other than a cadre post or within three months of the date on which the next junior Select List Officer is appointed to a cadre post, whichever is later, that he would have so officiated in a cadre post under rule 9 of the Indian Forest Service (Cadre) Rules, 1966, but for his appointment to a post other than a cadre post as relating to a post under clause (a) for a period not exceeding one year and, with the approval of the Central Government, for a further period not exceeding two years; or as relating to a post in clause (b), for a period not exceeding three years, his initial pay in the Senior Time Scale fixed in accordance with clause (1) shall not be at a stage lower than the pay he drew or draws in the said non-cadre post:

Provided that the number of officers in respect of whom the certificate shall be current at one time shall not exceed one-half of the maximum size of the Select List permissible under sub-regulation (1) of regulation 5 of the Indian Forest Service (Appointment by Promotion) Regulations, 1966 and follow the order in which the names of such officers appear in the Select List:



Provided further that such certificate shall be given only if, for every senior officer in the Select List appointed to a non-cadre post in respect of which the certificate is given, there is one junior Select List Officer officiating in a senior post under rule 9 of the Indian Forest Service (Cadre) Rules, 1966:

Provided also that the number of officers in respect of whom the certificate is given, shall not exceed the number of posts by which the number of cadre officers holding non-cadre posts under the control of the State Government falls short of the deputation reserve sanctioned under the Schedule to the Indian Forest Service (Fixation of Cadre Strength) Regulations, 1966.

- (5) The pay of a promoted officer shall not, in any case, be fixed below the minimum of the Senior Time Scale.
- (6) If cadre officiation of a promoted officer is followed by appointment in the Service, pay fixed during his officiation shall be taken into account while fixing pay at the time of such appointment.
- (7) Notwithstanding anything contained in these rules, the pay of a promoted officer shall not at any time exceed the basic pay which he would have drawn as a direct-recruit on that date if he had been appointed to the Indian Forest Service on the date on which he was appointed to the State Forest Service, after attaining the age of twenty five years, as the case may be.
- (8) The fixation of pay of the State Forest Service officers on their appointment or appointed to officiate in cadre posts of the Indian Forest Service shall be in Proforma A.

## SCHEDULE II

### (PART A)

**Posts carrying pay above the Senior Scale in the Indian Forest Service under State Governments. (in existence as on 01.01.2016)**

#### Andhra Pradesh

1	Principal Chief Conservator of Forests (Head of the Forest Force)	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests	Level 15 in the Pay Matrix
4	Chief Conservator of Forests	Level 14 in the Pay Matrix
5	Conservator of Forests (Count = 13)*	Level 13A in the Pay Matrix

#### ARUNACHAL PRADESH GOA-MIZORAM-UNION TERRITORIES

#### Arunachal Pradesh

1	Principal Chief Conservator of Forests (Head of the Forest Force)	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife & Biodiversity) & CWLW	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Administration & Vigilance)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Planning & Development)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Conservation & Working Plan)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Research & Evaluation)	Level 15 in the Pay Matrix
7	Chief Conservator of Forests (Forest Development Agency & Information Technology)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Conservation)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (State Forest Research Institute)	Level 14 in the Pay Matrix
10	Chief Conservator of Forests, Western Circle	Level 14 in the Pay Matrix
11	Chief Conservator of Forests, Central Circle	Level 14 in the Pay Matrix
12	Chief Conservator of Forests, Eastern Circle	Level 14 in the Pay Matrix
13	Chief Conservator of Forests, Southern Circle	Level 14 in the Pay Matrix
14	Conservator of Forests (Head Quarter)	Level 13A in the Pay Matrix
15	Conservator of Forests (Planning & Statistics)	Level 13A in the Pay Matrix

16	Conservator of Forests (Monitoring & Evaluation)	Level 13A in the Pay Matrix
17	Conservator of Forests & Field Director (Project Tiger)	Level 13A in the Pay Matrix
18	Conservator of Forests, Northern Working Plan	Level 13A in the Pay Matrix
19	Conservator of Forests, Eastern Working Plan	Level 13A in the Pay Matrix

**Goa**

1	Additional Principal Chief Conservator of Forests & CWLW	Level 15 in the Pay Matrix
2	Chief Conservator of Forest (Administration & Development)	Level 14 in the Pay Matrix
3	Conservator of Forests (Wildlife & Ecotourism)	Level 13A in the Pay Matrix
4	Conservator of Forests (Conservation)	Level 13A in the Pay Matrix

**Mizoram**

1	Principal Chief Conservator of Forests	Level 16 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests (Administration & Vigilance)	Level 15 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Planning & Development)	Level 15 in the Pay Matrix
4	Chief Conservator of Forests, Northern Circle	Level 14 in the Pay Matrix
5	Chief Conservator of Forests, Central Circle	Level 14 in the Pay Matrix
6	Chief Conservator of Forests, Southern Circle	Level 14 in the Pay Matrix
7	Chief Conservator of Forests (Wildlife)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Research, Training & Monitoring)	Level 14 in the Pay Matrix
9	Conservator of Forests (Planning)	Level 13A in the Pay Matrix
10	Conservator of Forests (Tiger Reserve, Dampa)	Level 13A in the Pay Matrix
11	Conservator of Forests (Head Quarter)	Level 13A in the Pay Matrix

**Andaman & Nicobar Administration**

1	Principal Chief Conservator of Forests	Level 16 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife) & CWLW	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Administration & Vigilance and Environment & Conservation)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Planning & Development)	Level 15 in the Pay Matrix
5	Chief Conservator of Forests (Territorial Circle)	Level 14 in the Pay Matrix
6	Chief Conservator of Forests (Coastal Zone & Forest Conservation)	Level 14 in the Pay Matrix
7	Chief Conservator of Forests (Biodiversity Conservation & Biosphere Reserve)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Research & Working Plan)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (Development & Utilization and Ecotourism)	Level 14 in the Pay Matrix
10	Conservator of Forests (Head Quarter)	Level 13A in the Pay Matrix
11	Conservator of Forests (Wildlife)	Level 13A in the Pay Matrix
12	Conservator of Forests (Ecotourism, Biosphere Reserve & Coastal Zone)	Level 13A in the Pay Matrix

**Dadra & Nagar Haveli, Daman & Diu**

1	Chief Conservator of Forests	Level 14 in the Pay Matrix
2	Conservator of Forests (Wildlife) & CWLW	Level 13A in the Pay Matrix

**Delhi**

1	Additional Principal Chief Conservator of Forests	Level 15 in the Pay Matrix
2	Chief Conservator of Forests (Wildlife) & CWLW	Level 14 in the Pay Matrix
3	Conservator of Forests (Administration & Development)	Level 13A in the Pay Matrix

**Puducherry**

1	Conservator of Forests (Environment & Forests) & CWLW	Level 13A in the Pay Matrix
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**Lakshadweep**

1	Conservator of Forests (Environment & Forests) & CWLW	Level 13A in the Pay Matrix
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**Chandigarh Administration**

1	Conservator of Forests (Environment & Forests) & CWLW	Level 13A in the Pay Matrix
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**ASSAM-MEGHALAYA****Assam**

1	Principal Chief Conservator of Forests (Head of the Forest Force)	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests(Wildlife) & Chief Wildlife warden	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Admin and Vigilance)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests( Planning & Development)	Level 15 in the Pay Matrix
5	Chief Conservator of Forests (Wildlife and Biodiversity)	Level 14 in the Pay Matrix
6	Chief Conservator of Forests (Social Forestry and Nodal Officer, FDA)	Level 14 in the Pay Matrix
7	Chief Conservator of Forests (Research, Education, Working Plans)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Territorial)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests & Nodal Officer, FC Act	Level 14 in the Pay Matrix
10	Chief Conservator of Forests (Bodoland Territorial Council)	Level 14 in the Pay Matrix
11	Chief Conservator of Forests (Karbi Anglong Autonomous Council)	Level 14 in the Pay Matrix
12	Chief Conservator of Forests (NC Hills Autonomous Council)	Level 14 in the Pay Matrix
13	Conservator of Forests (Territorial)	Level 13A in the Pay Matrix
14	Conservator of Forests (Working Plan)	Level 13A in the Pay Matrix
15	Conservator of Forests (Research & Education)	Level 13A in the Pay Matrix
16	Conservator of Forests (Headquarter) (In the office of the PCCF, Assam)	Level 13A in the Pay Matrix
17	Conservator of Forests (Social Forestry)	Level 13A in the Pay Matrix
18	Conservator of Forests (Wildlife) Headquarter	Level 13A in the Pay Matrix
19	Conservator of Forests (Border and Protection in the office of the CCF Territorial)	Level 13A in the Pay Matrix
20	Field Director, Project Tiger, Manas	Level 13A in the Pay Matrix
21	Director, Kaziranga National Park	Level 13A in the Pay Matrix
22	Conservator of Forests (Bodoland Territorial Council)	Level 13A in the Pay Matrix

**Meghalaya**

1	Principal Chief Conservator of Forests	Level 17 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests (Monitoring Research and Training and District Council Affairs)	Level 15 in the Pay Matrix
3	Chief Conservator of Forests (Territorial)	Level 14 in the Pay Matrix
4	Chief Conservator of Forests ( Social Forestry)	Level 14 in the Pay Matrix
5	Chief Conservator of Forests (Wildlife)	Level 14 in the Pay Matrix
6	Conservator of Forests (Headquarter)	Level 13A in the Pay Matrix
7	Conservator of Forests (Territorial and Wildlife, Khasi Hills Region)	Level 13A in the Pay Matrix
8	Conservator of Forests (Territorial and Wildlife, Garo Hills Region)	Level 13A in the Pay Matrix

9	Conservator of Forests (Social Forestry, Khasi Hills Region)	Level 13A in the Pay Matrix
10	Conservator of Forests (Social Forestry, Garo Hills Region)	Level 13A in the Pay Matrix
11	Conservator of Forests (Research and Training)	Level 13A in the Pay Matrix
12	Conservator of Forests (Monitoring and Evaluation)	Level 13A in the Pay Matrix
13	Conservator of Forests (GIS and Project Formulation)	Level 13A in the Pay Matrix
14	Conservator of Forests (Development and Biodiversity)	Level 13A in the Pay Matrix

**Bihar**

1	Principal Chief Conservator of Forests & Head of the Forest Force	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests, (Development)	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests-cum Chief Wildlife Warden	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (CAMPAs) cum Nodal Officer	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Working Plan, Research & Extension)	Level 15 in the Pay Matrix
6	Chief Conservator of Forests Patna, Muzaffarpur, Bhagalpur	Level 14 in the Pay Matrix
7	Director Ecology & Environment	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Information Technology)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests, (Human Resource Development)	Level 14 in the Pay Matrix
10	Chief Conservator of Forests (Joint Forest Management)	Level 14 in the Pay Matrix
11	Conservator of Forests, Bhagalpur, Gaya, Patna, Muzaffarpur, Siwan, Purnea	Level 13A in the Pay Matrix
12	Conservator of Forests –cum-Field Director, Valmiki Tiger Reserve, Bettiah	Level 13A in the Pay Matrix
13	Conservator of Forests Working Plan, Research & Extension	Level 13A in the Pay Matrix
14	Conservator of Forests (Wildlife) Patna	Level 13A in the Pay Matrix
15	Conservator of Forests (Headquarters)	Level 13A in the Pay Matrix
16	Conservator of Forests (Monitoring & Evaluation)	Level 13A in the Pay Matrix

**Chhattisgarh**

1	Principal chief Conservator of Forests & Head of the Forest Force	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests, (Wildlife Management & Biodiversity Conservation-cum-Chief Wildlife Warden)	Level 16 in the Pay Matrix
3	Addl. Principal Chief Conservator of Forests (Development & Planning)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Working Plan)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Joint Forest Management & Policy Analysis)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Admn/ GAZETTED and Coordination)	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (Protection)	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (Production)	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests (Budget, Account & Audit)	Level 15 in the Pay Matrix
10	Additional Principal Chief Conservator of Forests (Land Management & Forest Conservation Act)	Level 15 in the Pay Matrix
11	Additional Principal Chief Conservator of Forests (CAMPAs)	Level 15 in the Pay Matrix

12	Additional Principal Chief Conservator of Forests & Director, State Forest Research & Training Institute	Level 15 in the Pay Matrix
13	Additional Principal Chief Conservator of Forests (Admn./Non-Gazetted)	Level 15 in the Pay Matrix
14	Additional Principal Chief Conservator of Forests (HRD & IT)	Level 15 in the Pay Matrix
15	Additional Principal Chief Conservator of Forests (Monitoring & Evaluation)	Level 15 in the Pay Matrix
16	Additional Principal Chief Conservator of Forests (Wildlife Management & Planning)	Level 15 in the Pay Matrix
17	Chief Conservator of Forests (Eco-Tourism & Biodiversity Conservation)	Level 14 in the Pay Matrix
18	Chief Conservator of Forests (Vigilance)	Level 14 in the Pay Matrix
19	Chief Conservator of Forests (Research & Extension)	Level 14 in the Pay Matrix
20	Chief Conservator of Forests (Territorial), Raipur, Bilaspur, Durg, Jagadapur, Kanker & Sarguja	Level 14 in the Pay Matrix
21	Chief Conservator of Forests, Wildlife & Field Director, Indravati Tiger Reserve	Level 14 in the Pay Matrix
22	Chief Conservator of Forests, Wildlife & Field Director, Achanakmar Tiger Reserve	Level 14 in the Pay Matrix
23	Chief Conservator of Forests, Wildlife & Field Director, Udanti-Sitanadi Tiger Reserve	Level 14 in the Pay Matrix
24	Chief Conservator of Forests, Working Plan, Bilaspur	Level 14 in the Pay Matrix
25	Chief Conservator of Forests, Working Plan, Raipur	Level 14 in the Pay Matrix
26	Conservator of Forests, Development, Project Formulation & Planning (HQ)	Level 13A in the Pay Matrix
27	Conservator of Forests, Admn./Gazatted & Coordination (HQ)	Level 13A in the Pay Matrix
28	Conservator of Forests, Protection (HQ)	Level 13A in the Pay Matrix
29	Conservator of Forests, Production (HQ)	Level 13A in the Pay Matrix
30	Conservator of Forests, JFM & Policy Analysis (HQ)	Level 13A in the Pay Matrix
31	Conservator of Forests, Monitoring & Evaluation (HQ)	Level 13A in the Pay Matrix
32	Conservator of Forests, Land Management & Forest Conservation (HQ)	Level 13A in the Pay Matrix
33	Conservator of Forests, Wildlife (HQ)	Level 13A in the Pay Matrix
34	Conservator of Forests, Working Plan (HQ)	Level 13A in the Pay Matrix
35	Conservator of Forests, CAMPA (HQ)	Level 13A in the Pay Matrix
36	Conservator of Forests, (Working Plan) Raipur, Bilaspur, Durg, Jagadapur, Kanker & Sarguja	Level 13A in the Pay Matrix
37	Conservator of Forests, Project Elephant, Sarguja	Level 13A in the Pay Matrix
38	Conservator of Forests, FMIS Division, Raipur	Level 13A in the Pay Matrix
39	Conservator of Forests, Admn./Non Gazetted (HQ)	Level 13A in the Pay Matrix
40	Conservator of Forests, Vigilance (HQ)	Level 13A in the Pay Matrix
41	Conservator of Forests, Budget, Account & Audit (HQ)	Level 13A in the Pay Matrix
42	Addl. Director, SFRTI, Raipur	Level 13A in the Pay Matrix

**Gujarat**

1	Principal Chief Conservator of Forests (General), Gandhinagar	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife), Gandhinagar	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (D & M), Gandhinagar	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Social Forestry), Gandhinagar	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Monitoring), Gandhinagar	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (FM), Gandhinagar	Level 15 in the Pay Matrix

7	Additional Principal Chief Conservator of Forests (Land), Gandhinagar	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (Research & Training), Gandhinagar	Level 15 in the Pay Matrix
9	Chief Conservator of Forests (W.P.), Vadodara	Level 14 in the Pay Matrix
10	Chief Conservator of Forests (Administration), Gandhinagar	Level 14 in the Pay Matrix
11	Chief Conservator of Forests (Vigilance & Protection), Gandhinagar	Level 14 in the Pay Matrix
12	Chief Conservator of Forests, Vadodara	Level 14 in the Pay Matrix
13	Chief Conservator of Forests, Surat	Level 14 in the Pay Matrix
14	Chief Conservator of Forests, Gandhinagar	Level 14 in the Pay Matrix
15	Chief Conservator of Forests, Junagadh	Level 14 in the Pay Matrix
16	Chief Conservator of Forests, Kutch	Level 14 in the Pay Matrix
17	Chief Conservator of Forests, Valsad	Level 14 in the Pay Matrix
18	Chief Conservator of Forests, Wildlife, Junagadh	Level 14 in the Pay Matrix
19	Chief Conservator of Forests, Marine National Park, Jamnagar	Level 14 in the Pay Matrix
20	Chief Conservator of Forests, SF, Ahmedabad	Level 14 in the Pay Matrix
21	Conservator of Forests, D&M, O/o PCCF, Gandhinagar	Level 13A in the Pay Matrix
22	Conservator of Forests, WL, O/o PCCF, Gandhinagar	Level 13A in the Pay Matrix
23	Conservator of Forests, SF, O/o PCCF, Gandhinagar	Level 13A in the Pay Matrix
24	Conservator of Forests, Monitoring, O/o PCCF, Gandhinagar	Level 13A in the Pay Matrix
25	Conservator of Forests, Accounts, O/o PCCF, Gandhinagar	Level 13A in the Pay Matrix
26	Conservator of Forests S&FU, Rajpipla	Level 13A in the Pay Matrix
27	Conservator of Forests (SF), Bharuch	Level 13A in the Pay Matrix
28	Conservator of Forests (SF), Mehsana	Level 13A in the Pay Matrix
29	Conservator of Forests (SF), Rajkot	Level 13A in the Pay Matrix
30	Conservator of Forests (WP), Surat	Level 13A in the Pay Matrix
31	Conservator of Forests (WP), Vadodara	Level 13A in the Pay Matrix
32	Conservator of Forests (WP), Junagadh	Level 13A in the Pay Matrix
33	Conservator of Forests (WL), Vadodara	Level 13A in the Pay Matrix
34	Conservator of Forests, Monitoring, Gandhinagar	Level 13A in the Pay Matrix
35	Conservator of Forests, Research, Gandhinagar	Level 13A in the Pay Matrix
36	Conservator of Forests, Vigilance, Gandhinagar	Level 13A in the Pay Matrix

**Haryana**

1	Principal Chief Conservator of Forests & HoFF	Level 17 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests (Forestry)	Level 15 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Wildlife) cum-Chief Wildlife Warden	Level 15 in the Pay Matrix
4	Chief Conservator of Forests (Protection)	Level 14 in the Pay Matrix
5	Chief Conservator of Forests (Social Forestry)	Level 14 in the Pay Matrix
6	Chief Conservator of Forests (Development)	Level 14 in the Pay Matrix
7	Chief Conservator of Forests (Production)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Headquarters)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (Administration)	Level 14 in the Pay Matrix
10	Conservator of Forests (North Circle)	Level 13A in the Pay Matrix
11	Conservator of Forests (South Circle)	Level 13A in the Pay Matrix
12	Conservator of Forests (West Circle)	Level 13A in the Pay Matrix
13	Conservator of Forests (Central), Rohtak	Level 13A in the Pay Matrix
14	Conservator of Forests (Planning & MIS)	Level 13A in the Pay Matrix
15	Conservator of Forests (Research)	Level 13A in the Pay Matrix
16	Conservator of Forests (Training)	Level 13A in the Pay Matrix
17	Conservator of Forests (Working Plan, M&E. FC)	Level 13A in the Pay Matrix
18	Conservator of Forests (Production)	Level 13A in the Pay Matrix
19	Conservator of Forests (Wildlife)	Level 13A in the Pay Matrix
20	Conservator of Forests (Social Forestry)	Level 13A in the Pay Matrix

**Himachal Pradesh**

1	Principal Chief Conservator of Forests (HOFF)	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife)	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Project)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Administration Planning & Development)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (PFM & FDA)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (CAT PLANS)	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (Working Plan & Settlement)	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (Research & NTFP)	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests (Protected Area Network & Bio-Diversity)	Level 15 in the Pay Matrix
10	Chief Conservator of Forests (Human Resource Development, T&E)	Level 14 in the Pay Matrix
11	Chief Conservator of Forests (FCA)	Level 14 in the Pay Matrix
12	Chief Conservator of Forests (Ecotourism)	Level 14 in the Pay Matrix
13	Chief Conservator of Forests (FP & FC)	Level 14 in the Pay Matrix
14	Chief Conservator of Forests (M&E)	Level 14 in the Pay Matrix
15	Chief Conservator of Forests (PF & Audit)	Level 14 in the Pay Matrix
16	Chief Conservator of Forests (Soil & LRM)	Level 14 in the Pay Matrix
17	Chief Conservator of Forests (Project Formulation)	Level 14 in the Pay Matrix
18	Chief Conservator of Forests (GHNP & PIN Valley National Parks)	Level 14 in the Pay Matrix
19	Chief Conservator of Forests North (Wildlife)	Level 14 in the Pay Matrix
20	Chief Conservator of Forests South (Wildlife)	Level 14 in the Pay Matrix
21	Chief Conservator of Forests, (T) Kullu	Level 14 in the Pay Matrix
22	Chief Conservator of Forests, (T) Chamba	Level 14 in the Pay Matrix
23	Chief Conservator of Forests, (T) Rampur	Level 14 in the Pay Matrix
24	Conservator of Forests (Territorial), Bilaspur	Level 13A in the Pay Matrix
25	Conservator of Forests (Territorial), Hamirpur	Level 13A in the Pay Matrix
26	Conservator of Forests (Territorial), Dharamshala	Level 13A in the Pay Matrix
27	Conservator of Forests (Territorial), Mandi	Level 13A in the Pay Matrix
28	Conservator of Forests (Territorial), Nahan	Level 13A in the Pay Matrix
29	Conservator of Forests (Territorial), Shimla	Level 13A in the Pay Matrix
30	Conservator of Forests, (Pol. & Law)	Level 13A in the Pay Matrix
31	Conservator of Forests, (CAT Plans)	Level 13A in the Pay Matrix
32	Conservator of Forests, (Research)	Level 13A in the Pay Matrix
33	Conservator of Forests, (MIS & Public Grievance)	Level 13A in the Pay Matrix
34	Conservator of Forests, (Finance & Planning)	Level 13A in the Pay Matrix
35	Conservator of Forests, (Soil)	Level 13A in the Pay Matrix
36	Conservator of Forests, (Working Plan North)	Level 13A in the Pay Matrix
37	Conservator of Forests, (Working Plan South)	Level 13A in the Pay Matrix
38	Conservator of Forests, (Working Plan Central)	Level 13A in the Pay Matrix
39	Conservator of Forests, (FTI SNR)	Level 13A in the Pay Matrix
40	Conservator of Forests, (FTI Chail)	Level 13A in the Pay Matrix
41	Conservator of Forests, (M&E)	Level 13A in the Pay Matrix

**Jammu & Kashmir**

1	Principal Chief Conservator of Forests (HOFF)	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (WL) and Chief Wildlife Warden	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Central)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Social Forestry)	Level 15 in the Pay Matrix

5	Additional Principal Chief Conservator of Forests/Director Forest Protection Force	Level 15 in the Pay Matrix
6	Chief Conservator of Forests Jammu	Level 14 in the Pay Matrix
7	Chief Conservator of Forests Kashmir	Level 14 in the Pay Matrix
8	Chief Conservator of Forests Working Plan, Research & Training	Level 14 in the Pay Matrix
9	Chief Conservator of Forests Planning & Projects	Level 14 in the Pay Matrix
10	Chief Conservator of Forests Soil Conservation	Level 14 in the Pay Matrix
11	Chief Conservator of Forests Environment & Remote Sensing	Level 14 in the Pay Matrix
12	Chief Conservator of Forests Eco-Tourism	Level 14 in the Pay Matrix
13	Chief Conservator of Forests FC Act and Nodal Officer	Level 14 in the Pay Matrix
14	Chief Conservator of Forests, Forest Settlement & Demarcation	Level 14 in the Pay Matrix
15	Conservator of Forests East Circle	Level 13A in the Pay Matrix
16	Conservator of Forests West Circle	Level 13A in the Pay Matrix
17	Conservator of Forests Chenab Circle	Level 13A in the Pay Matrix
18	Conservator of Forests North Circle	Level 13A in the Pay Matrix
19	Conservator of Forests South Circle	Level 13A in the Pay Matrix
20	Conservator of Forests Srinagar Circle	Level 13A in the Pay Matrix
21	Conservator of Forests Central Circle	Level 13A in the Pay Matrix
22	Conservator of Forests Agrostology	Level 13A in the Pay Matrix
23	Conservator of Forests / RD Social Forestry Kashmir	Level 13A in the Pay Matrix
24	Conservator of Forests / RD Social Forestry Jammu	Level 13A in the Pay Matrix
25	Conservator of Forests Wildlife Jammu	Level 13A in the Pay Matrix
26	Conservator of Forests Wildlife Kashmir	Level 13A in the Pay Matrix
27	Conservator of Forests Wildlife Ladakh	Level 13A in the Pay Matrix
28	Conservator of Forests Research & Training	Level 13A in the Pay Matrix
29	Conservator of Forests (Vigilance)	Level 13A in the Pay Matrix
30	Conservator of Forests (Working Plan)	Level 13A in the Pay Matrix

**Jharkhand**

1	Principal Chief Conservator of Forests & HOFF	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests, Wildlife and Chief Wildlife Warden	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Development)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Working Plan)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (HRD)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Research and Training)	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (CAMPA)	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (FDA)	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests (Special Projects)	Level 15 in the Pay Matrix
10	Additional Principal Chief Conservator of Forests & Director, Extension Forestry, North Chhotanagpur & Palamau/South Chhotanagpur/ Santhal Pragana	Level 15 in the Pay Matrix
11	Regional Chief Conservator of Forests, Hazaribagh.	Level 14 in the Pay Matrix
12	Regional Chief Conservator of Forests, Palamau.	Level 14 in the Pay Matrix
13	Regional Chief Conservator of Forests, Ranchi	Level 14 in the Pay Matrix
14	Regional Chief Conservator of Forests, Santhal Paragana	Level 14 in the Pay Matrix
15	Regional Chief Conservator of Forests, Singhbhum	Level 14 in the Pay Matrix
16	Regional Chief Conservator of Forests, Bokaro	Level 14 in the Pay Matrix
17	Chief Conservator of Forests (Wildlife)	Level 14 in the Pay Matrix
18	Chief Conservator of Forests (Research)	Level 14 in the Pay Matrix
19	Chief Conservator of Forests (Vigilance)	Level 14 in the Pay Matrix
20	Chief Conservator of Forests (Training)	Level 14 in the Pay Matrix



21	Chief Conservator of Forests Personnel (Gazetted)	Level 14 in the Pay Matrix
22	Chief Conservator of Forests Personnel (Non-Gazetted)	Level 14 in the Pay Matrix
23	Chief Conservator of Forests & Field Director, Palamau Tiger Reserve	Level 14 in the Pay Matrix
24	Chief Conservator of Forests & Director, Bhagwan Birsa Biological Park, Ranchi	Level 14 in the Pay Matrix
25	Chief Conservator of Forests (Administration)	Level 14 in the Pay Matrix
26	Conservator of Forests, Territorial Circles - Bokaro	Level 13A in the Pay Matrix
27	Conservator of Forests, Territorial Circles - Deoghar	Level 13A in the Pay Matrix
28	Conservator of Forests, Territorial Circles - Dumka	Level 13A in the Pay Matrix
29	Conservator of Forests, Territorial Circles - Hazaribagh	Level 13A in the Pay Matrix
30	Conservator of Forests, Territorial Circles - Ranchi	Level 13A in the Pay Matrix
31	Conservator of Forests, Territorial Circles - Chaibasa	Level 13A in the Pay Matrix
32	Conservator of Forests, Territorial Circles - Mediniganagar	Level 13A in the Pay Matrix
33	Conservator of Forests, Territorial Circles -Giridih	Level 13A in the Pay Matrix
34	Conservator of Forests, Territorial Circles -Chatra	Level 13A in the Pay Matrix
35	Conservator of Forests, Territorial Circles - Gumla	Level 13A in the Pay Matrix
36	Conservator of Forests, Territorial Circles - Jamshedpur	Level 13A in the Pay Matrix
37	Conservator of Forests, Territorial Circles - Garwah	Level 13A in the Pay Matrix
38	Conservator of Forests, Working Plans - Ranchi	Level 13A in the Pay Matrix
39	Conservator of Forests, Working Plans - Chaibasa	Level 13A in the Pay Matrix
40	Conservator of Forests, Working Plans - Dumka	Level 13A in the Pay Matrix
41	Conservator of Forests, Working Plans - Bokaro	Level 13A in the Pay Matrix
42	Conservator of Forests, Working Plans - Palamau	Level 13A in the Pay Matrix
43	Conservator of Forests, Working Plans - Hazaribagh	Level 13A in the Pay Matrix
44	Conservator of Forests, Planning Ranchi	Level 13A in the Pay Matrix
45	Conservator of Forests & State Silviculturist, Ranchi	Level 13A in the Pay Matrix
46	Conservator of Forests, Plantation Research & Evaluation, Ranchi	Level 13A in the Pay Matrix

**Karnataka**

1	Principal Chief Conservator of Forests & HOFF	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife)	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Evaluation, Working Plan and Training)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Forest Resources Management)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Development)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Headquarters & Co-ordination)	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (Vigilance)	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (Personnel & Recruitment)	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests (Research & Utilization)	Level 15 in the Pay Matrix
10	Additional Principal Chief Conservator of Forests (Forest Conservation)	Level 15 in the Pay Matrix
11	Additional Principal Chief Conservator of Forests (Project)	Level 15 in the Pay Matrix
12	Additional Principal Chief Conservator of Forests (Wildlife)	Level 15 in the Pay Matrix
13	Chief Conservator of Forests (Human Resources Development)	Level 14 in the Pay Matrix
14	Chief Conservator of Forests (Project Tiger) South	Level 14 in the Pay Matrix
15	Chief Conservator of Forests & Secretary (Forests)	Level 14 in the Pay Matrix
16	Chief Conservator of Forests (Legal Cell)	Level 14 in the Pay Matrix
17	Chief Conservator of Forests (Territorial)	Level 14 in the Pay Matrix
18	Conservator of Forests (Working Plan)	Level 13A in the Pay Matrix
19	Conservator of Forests (Research)	Level 13A in the Pay Matrix

20	Conservator of Forests (Budget & Audit)	Level 13A in the Pay Matrix
21	Conservator of Forests (Head Quarters)	Level 13A in the Pay Matrix
22	Conservator of Forests (Forest Conservation)	Level 13A in the Pay Matrix
23	Conservator of Forests (Project)	Level 13A in the Pay Matrix
24	Conservator of Forests (Forest Resource Management)	Level 13A in the Pay Matrix
25	Conservator of Forests (Vigilance)	Level 13A in the Pay Matrix
26	Conservator of Forests (Development)	Level 13A in the Pay Matrix
27	Director, Rajiv Gandhi National Park	Level 13A in the Pay Matrix
28	Director, Bandipura National Park	Level 13A in the Pay Matrix
29	Director, Bhadra Wildlife, Chickamagalur	Level 13A in the Pay Matrix
30	Director, Anshi-Dandeli National Park	Level 13A in the Pay Matrix

**Kerala**

1	Principal Chief Conservator of Forests & Head of Forest Force	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife) and Chief Wildlife Warden	Level 16 in the Pay Matrix
3	Principal Chief Conservator of Forests (Forest Management)	Level 16 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Administration)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Finance, Budget & Audit)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator (Forest Land & Resources)	Level 15 in the Pay Matrix
7	Addl. Principal Chief Conservator of Forests (Vigilance & Forest Intelligence)	Level 15 in the Pay Matrix
8	Chief Conservator of Forests, ED & TW	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (Working Plan & Research)	Level 14 in the Pay Matrix
10	Chief Conservator of Forests, Territorial (Southern circle, Kollam, High Range Circle, Kottayam, Central Circle, Thrissur, Eastern Circle, Palakkad and Northern Circle, Kozhikode)	Level 14 in the Pay Matrix
11	Chief Conservator of Forests (Wildlife) & Field Director Palakkad	Level 14 in the Pay Matrix
12	Chief Conservator of Forests (Wildlife) & Field Director Kottayam	Level 14 in the Pay Matrix
13	Chief Conservator of Forests & Nodal Officer, CAMPA	Level 14 in the Pay Matrix
14	Chief Conservator of Forests (Information Technology)	Level 14 in the Pay Matrix
15	Conservator of Forests (HRD)	Level 13A in the Pay Matrix
16	Conservator of Forests (Special Afforestation)	Level 13A in the Pay Matrix
17	Conservator of Forests-Inspection & Evaluation (Northern Region), Kozhikode & Southern Region, Kottayam	Level 13A in the Pay Matrix
18	Conservator of Forests (Social Forestry), Ernakulam, Kozhikode, Kollam	Level 13A in the Pay Matrix
19	Conservator of Forests (Working Plan) Northern Region Kozhikode & Southern Region, Kollam	Level 13A in the Pay Matrix
20	Conservator of Forests & TA to PCCF (FM)	Level 13A in the Pay Matrix
21	Conservator of Forests & TA to PCCF & CWW	Level 13A in the Pay Matrix
22	Conservator of Forests & TA to PCCF & HoFF	Level 13A in the Pay Matrix
23	Conservator of Forests (Wildlife)	Level 13A in the Pay Matrix

**Madhya Pradesh**

1	Principal Chief Conservator of Forests & Head of the Forest Force	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests Biodiversity Conservation & Chief Wildlife Warden	Level 16 in the Pay Matrix
3	Principal Chief Conservator of Forests, Working Plan & Forest Land Records	Level 16 in the Pay Matrix

4	Principal Chief Conservator of Forests, Research & Extension and Lok Vaniki	Level 16 in the Pay Matrix
5	Principal Chief Conservator of Forests, Production	Level 16 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests, Development & Planning	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests, Adm.I	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests, Res.& Ext.	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests, Protection	Level 15 in the Pay Matrix
10	Additional Principal Chief Conservator of Forests, Adm.II	Level 15 in the Pay Matrix
11	Additional Principal Chief Conservator of Forests, Wildlife Management, Planning & Eco-tourism	Level 15 in the Pay Matrix
12	Additional Principal Chief Conservator of Forests, Vigilance & Complaints	Level 15 in the Pay Matrix
13	Additional Principal Chief Conservator of Forests, Land Management	Level 15 in the Pay Matrix
14	Additional Principal Chief Conservator of Forests, Production	Level 15 in the Pay Matrix
15	Additional Principal Chief Conservator of Forests, Finance & Budget	Level 15 in the Pay Matrix
16	Additional Principal Chief Conservator of Forests, J.F.M & F.D.A	Level 15 in the Pay Matrix
17	Additional Principal Chief Conservator of Forests, IT	Level 15 in the Pay Matrix
18	Additional Principal Chief Conservator of Forests, Project	Level 15 in the Pay Matrix
19	Additional Principal Chief Conservator of Forests, Co-ordination	Level 15 in the Pay Matrix
20	Additional Principal Chief Conservator of Forests, Monitoring & Evaluation	Level 15 in the Pay Matrix
21	Additional Principal Chief Conservator of Forests, HRD	Level 15 in the Pay Matrix
22	Additional Principal Chief Conservator of Forests, Forest Land Records	Level 15 in the Pay Matrix
23	Additional Principal Chief Conservator of Forests, Working Plan-HQ	Level 15 in the Pay Matrix
24	Additional Principal Chief Conservator of Forests, Working Plan-Regional, Bhopal, Jabalpur & Indore	Level 15 in the Pay Matrix
25	Additional Principal Chief Conservator of Forests, Liaisoning, New Delhi	Level 15 in the Pay Matrix
26	Additional Principal Chief Conservator of Forests, Wildlife Protection	Level 15 in the Pay Matrix
27	Additional Principal Chief Conservator of Forests, CAMPA	Level 15 in the Pay Matrix
28	Additional Principal Chief Conservator of Forests, Green India Mission	Level 15 in the Pay Matrix
29	Chief Conservator of Forests, Forest Ranger's College, Balaghat	Level 14 in the Pay Matrix
30	Chief Conservator of Forests (Territorial): Rewa, Shadol, Balaghat, Seoni, Chhindwara, Indore, Khandwa, Jabalpur, Hosangabad, Bhopal, Sagar, Ujjain, Gwalior, Shivpuri, Chhattarpur and Betul	Level 14 in the Pay Matrix
31	Chief Conservator of Forests & Field Director: Kanha Tiger Reserve, Mandla; Bandhavgarh Tiger Reserve, Umaria; Pench Tiger Reserve, Seoni; Sanjay Tiger Reserve, Rewa; Panna Tiger Reserve, Panna; Satpura Tiger Reserve, Pachmarchi and Madhav National Park, Shivpuri	Level 14 in the Pay Matrix
32	Chief Conservator of Forests & Director, Lion Project Gwalior and Van Vihar NP, Bhopal	Level 14 in the Pay Matrix

33	Chief Conservator of Forests (Research & Extension) Rewa, Seoni, Indore, Khandwa, Jabalpur, Bhopal, Sagar, Gwalior, Betul and Ratlam	Level 14 in the Pay Matrix
34	Chief Conservator of Forests (Working Plan) Jabalpur, Bhopal and Indore	Level 14 in the Pay Matrix
35	Chief Conservator of Forests (Wildlife) HQ	Level 14 in the Pay Matrix
36	Chief Conservator of Forests, Forest Manual	Level 14 in the Pay Matrix
37	Chief Conservator of Forests, Harvesting	Level 14 in the Pay Matrix
38	Chief Conservator of Forests, MNREGA & Livelihood Project	Level 14 in the Pay Matrix
39	Chief Conservator of Forests, Policy Research & Analysis	Level 14 in the Pay Matrix
40	Chief Conservator of Forests, Externally Aided Project	Level 14 in the Pay Matrix
41	Chief Conservator of Forests, Skill Development	Level 14 in the Pay Matrix
42	Chief Conservator of Forests, Working Plan-Regional, Rewa	Level 14 in the Pay Matrix
43	Chief Conservator of Forests, Working Plan-Regional, Gwalior	Level 14 in the Pay Matrix
44	Chief Conservator of Forests, Urban Forestry	Level 14 in the Pay Matrix
45	Chief Conservator of Forests, Wildlife Crime Protection	Level 14 in the Pay Matrix
46	Chief Conservator of Forests, REDD+	Level 14 in the Pay Matrix
47	Conservator of Forests (Working Plan) Rewa, Shandol, Balaghat, Seoni, Chhindwara, Khandwa, Hosangabad, Sagar, Ujjain, Gwalior, Shivpuri, Chhattarpur and Betul	Level 13A in the Pay Matrix
48	Conservator of Forests (Territorial) Bhopal, Indore, Jabalpur, Gwalior, Sehore, Chhattarpur, Damoh, Dewas, Guna, Khandwa, Narsinghpur, Satna, Shivpuri, Vidisha, Hosangabad, Dindori, Umaria and Katni	Level 13A in the Pay Matrix
49	Conservator of Forests, Head Quarters	Level 13A in the Pay Matrix
50	Joint Director, Project Tiger: Kanha TR, Pench TR, Bandhavgarh TR, Satpuda TR, Panna TR and Sanjay TR	Level 13A in the Pay Matrix
51	Conservator of Forests (R&E), Jhabua	Level 13A in the Pay Matrix

**Maharashtra**

1	Principal Chief Conservator of Forests (HoFF)	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife)	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests, (Budget, Planning and Development)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests, (Production and Management)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests, (Administration, Subordinate Cadres)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests, (Wildlife), West	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests, (Wildlife), East	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests, (Research, Education and Training)	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests and Nodal Officer	Level 15 in the Pay Matrix
10	Additional Principal Chief Conservator of Forests and Director General (Social Forestry)	Level 15 in the Pay Matrix
11	Additional Principal Chief Conservator of Forests, (Protection)	Level 15 in the Pay Matrix
12	Additional Principal Chief Conservator of Forests (Ecotourism & Wildlife Administration)	Level 15 in the Pay Matrix
13	Chief Conservator of Forests (Territorial) Namely, Amravati, Aurangabad, Nasik, Pune, Thane, Nagpur, Yavatmal, Dhule, Kolhapur, North Chandrapur and South Chandrapur	Level 14 in the Pay Matrix
14	Chief Conservator of Forests & Field Director, Melghat Tiger Reserve and Todaba-Andhari Tiger Reserve	Level 14 in the Pay Matrix

15	Chief Conservator of Forests, (Working Plan), East	Level 14 in the Pay Matrix
16	Chief Conservator of Forests, (Working Plan), West	Level 14 in the Pay Matrix
17	Chief Conservator of Forests, (Personnel)	Level 14 in the Pay Matrix
18	Chief Conservator of Forests (Conservation)	Level 14 in the Pay Matrix
19	Chief Conservator of Forests and Dy. Director General (M&E) Social Forestry	Level 14 in the Pay Matrix
20	Chief Conservator of Forests, (Non Timber Forests produce Monitoring and Evaluation)	Level 14 in the Pay Matrix
21	Chief Conservator of Forests (CAMPA) Nagpur.	Level 14 in the Pay Matrix
22	Chief Conservator of Forests (Education & Training)	Level 14 in the Pay Matrix
23	Chief Conservator of Forests (JFM, Planning and Development)	Level 14 in the Pay Matrix
24	Chief Conservator of Forests (Wildlife) Nashik.	Level 14 in the Pay Matrix
25	Chief Conservator of Forests (Information Technology & Policy)	Level 14 in the Pay Matrix
26	Chief Conservator of Forests, (Human Research Management)	Level 14 in the Pay Matrix
27	Chief Conservator of Forests (Vigilance & Employees Welfare).	Level 14 in the Pay Matrix
28	Chief Conservator of Forests & Dy. Director General, Social Forestry, Nagpur, Amravati, Aurangabad, Nasik, Pune, Thane.	Level 14 in the Pay Matrix
29	Conservator of Forests, (Working Plan) Dhule, Chandrapur-1, Chandrapur-2, Amravati, Aurangabad, Nagpur, Nasik, Pune, Dahanu, Yavatmal and Kolhapur.	Level 13A in the Pay Matrix
30	Conservator of Forests (Wildlife) Kolhapur, Pune	Level 13A in the Pay Matrix
31	Conservator of Forests & Director, Sanjay Gandhi Park.	Level 13A in the Pay Matrix
32	Conservation of Forests & Field Director, Pench Tiger Reserve	Level 13A in the Pay Matrix
33	Conservator of Forests (Non-Timber Forest Produce)	Level 13A in the Pay Matrix
34	Conservator of Forest (Forest Regulation)	Level 13A in the Pay Matrix
35	Conservator of Forest (Land Records)	Level 13A in the Pay Matrix
36	Joint Secretary, Forest	Level 13A in the Pay Matrix
37	Conservator of Forests (Transport & Marketing) Ballarshah	Level 13A in the Pay Matrix
38	Conservator of Forests and Silviculturist, (Chandrapur and Pune)	Level 13A in the Pay Matrix
39	Conservator of Forests (Resource Utilisation)	Level 13A in the Pay Matrix
40	Conservator of Forests (Budget & Audit)	Level 13A in the Pay Matrix
41	Conservator of Forests (Evaluation)	Level 13A in the Pay Matrix

**Manipur**

1	Principal Chief Conservator of Forests	Level 17 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests (WL)	Level 15 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Cons. & FDA)	Level 15 in the Pay Matrix
4	Chief Conservator of Forests (Central & Biodiversity)	Level 14 in the Pay Matrix
5	Chief Conservator of Forests (Territorial-I)	Level 14 in the Pay Matrix
6	Chief Conservator of Forests (Territorial-II)	Level 14 in the Pay Matrix
7	Chief Conservator of Forests (Development)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Administration & Planning)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (Environment, Eco-Tourism & FC Act)	Level 14 in the Pay Matrix
10	Conservator of Forests (Administration & Planning)	Level 13A in the Pay Matrix
11	Conservator of Forests (Extension Circle)	Level 13A in the Pay Matrix
12	Conservator of Forests (Working Plan, Research & Training)	Level 13A in the Pay Matrix
13	Conservator of Forests (Northern Circle)	Level 13A in the Pay Matrix
14	Conservator of Forests (Eastern Circle)	Level 13A in the Pay Matrix
15	Conservator of Forests (Western Circle)	Level 13A in the Pay Matrix

16	Conservator of Forests (Southern Circle)	Level 13A in the Pay Matrix
17	Conservator of Forests (Central Circle)	Level 13A in the Pay Matrix
18	Conservator of Forests (Wildlife)	Level 13A in the Pay Matrix

**Nagaland**

1	Principal Chief Conservator of Forests	Level 17 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests & Chief Wildlife Warden	Level 15 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests, Development & Planning	Level 15 in the Pay Matrix
4	Chief Conservator of Forests, Monitoring and Evaluation	Level 14 in the Pay Matrix
5	Chief Conservator of Forests, Environment, Bio-diversity and Research	Level 14 in the Pay Matrix
6	Chief Conservator of Forests, Headquarters	Level 14 in the Pay Matrix
7	Chief Conservator of Forests, Territorial	Level 14 in the Pay Matrix
8	Conservator of Forests, Northern Territorial Circle	Level 13A in the Pay Matrix
9	Conservator of Forests, Southern Territorial Circle	Level 13A in the Pay Matrix
10	Conservator of Forests, Research, Planning and Utilization	Level 13A in the Pay Matrix
11	Conservator of Forests, Wildlife and Bio-diversity	Level 13A in the Pay Matrix
12	Conservator of Forests, Head Quarters	Level 13A in the Pay Matrix
13	Conservator of Forests, Publicity and Training	Level 13A in the Pay Matrix

**Odisha**

1	Principal Chief Conservator of Forests, HoFF	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife) and ex-officio Chief Wildlife Warden	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Kendu Leaf)	Level 15 in the Pay Matrix
4	Special Secretary (Forest & Environment)	Level 15 in the Pay Matrix
5	Director (Environment)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Projects, Community & Agro-forestry)	Level 15 in the Pay Matrix
7	Chief Conservator of Forests (Personnel Administration)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (Wildlife)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (Protection & Sustainable Management)	Level 14 in the Pay Matrix
10	Chief Conservator of Forests (Plan Programmes & Afforestation)	Level 14 in the Pay Matrix
11	Chief Conservator of Forests (Monitoring, Evaluation & Internal Vigilance)	Level 14 in the Pay Matrix
12	Chief Conservator of Forests (Forest Division) & Nodal Officer, FC Act.	Level 14 in the Pay Matrix
13	Regional Chief Conservator of Forests (Koraput, Bhawanipatana, Bhrampur, Bhubaneshwar, Angul, Sambalpur West, Sambalpur East, Barapada)	Level 14 in the Pay Matrix
14	Chief Conservator of Forests, Training & Development	Level 14 in the Pay Matrix
15	Chief Conservator of Forests, (Kendu Leaf Headquarters)	Level 14 in the Pay Matrix
16	Conservator of Forests (Kendu Leaf)	Level 13A in the Pay Matrix
17	Conservator of Forests (Working Plan)	Level 13A in the Pay Matrix
18	Conservator of Forests (Planning)	Level 13A in the Pay Matrix
19	Conservator of Forests (Nodal Cell)	Level 13A in the Pay Matrix
20	Field Director, Similipal Tiger Reserve	Level 13A in the Pay Matrix
21	Director, Nandankanan Zoo & Botanical Garden	Level 13A in the Pay Matrix
22	Conservator of Forests (HRD)	Level 13A in the Pay Matrix
23	Conservator of Forests (Forest Utilization)	Level 13A in the Pay Matrix
24	Conservator of Forests (Finance, Budget & Audit)	Level 13A in the Pay Matrix
25	Conservator of Forests (Afforestation)	Level 13A in the Pay Matrix
26	Conservator of Forests (Wildlife)	Level 13A in the Pay Matrix
27	Director, Forest Training	Level 13A in the Pay Matrix
28	Assistant Principal Chief Conservator of Forests	Level 13A in the Pay Matrix

29	State Silviculturist	Level 13A in the Pay Matrix
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**Punjab**

1	Principal Chief Conservator of Forests & Head of the Forest Force	Level 17 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests, Development	Level 15 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Forest Conservation and Nodal Officer FCA)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests, (Administration & Co-ordination)	Level 15 in the Pay Matrix
5	Chief Conservator of Forests (Hills)	Level 14 in the Pay Matrix
6	Chief Conservator of Forests (Plains)	Level 14 in the Pay Matrix
7	Chief Conservator of Forests (Working Plan, Monitoring & Evaluation)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests (FC Act Cum-Nodal Officer)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (IT & e-governance)	Level 14 in the Pay Matrix
10	Chief Conservator of Forests (Wildlife)	Level 14 in the Pay Matrix
11	Conservator of Forests (Research and Training)	Level 13A in the Pay Matrix
12	Conservator of Forests, Shiwalik (Territorial) Circle	Level 13A in the Pay Matrix
13	Conservator of Forests, Bist (Territorial) Circle	Level 13A in the Pay Matrix
14	Conservator of Forests, South (Territorial) Circle	Level 13A in the Pay Matrix
15	Conservator of Forests, Ferozpur (Territorial)	Level 13A in the Pay Matrix
16	Conservator of Forests (Wildlife) Shiwalik Circle	Level 13A in the Pay Matrix
17	Conservator of Forests, North Territorial Circle	Level 13A in the Pay Matrix
18	Conservator of Forests (Working Plan)	Level 13A in the Pay Matrix
19	Conservator of Forests, Wildlife Parks & Protected Area	Level 13A in the Pay Matrix

**Rajasthan**

1	Principal Chief Conservator of Forests, Jaipur	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests and Chief Wildlife Warden, Jaipur	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Development), Jaipur	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Administration), Jaipur	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Wildlife), Jaipur	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Production), Jaipur	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (Forest Protection) and Nodal Officer, (FCA), Jaipur	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (Soil Conservation), Jaipur	Level 15 in the Pay Matrix
9	Chief Conservator of Forests, Jodhpur	Level 14 in the Pay Matrix
10	Chief Conservator of Forests, (Establishment) Jaipur	Level 14 in the Pay Matrix
11	Chief Conservator of Forests, Kota	Level 14 in the Pay Matrix
12	Chief Conservator of Forests, Udaipur	Level 14 in the Pay Matrix
13	Chief Conservator of Forests, (NTFP), Jaipur	Level 14 in the Pay Matrix
14	Chief Conservator of Forests, (PF and E), Jaipur	Level 14 in the Pay Matrix
15	Chief Conservator of Forests, Departmental Operation Scheme, Jaipur	Level 14 in the Pay Matrix
16	Chief Conservator of Forests, Ajmer	Level 14 in the Pay Matrix
17	Chief Conservator of Forests, Bharatpur	Level 14 in the Pay Matrix
18	Chief Conservator of Forests, (Wildlife), Kota	Level 14 in the Pay Matrix
19	Chief Conservator of Forests, (Wildlife), Udaipur	Level 14 in the Pay Matrix
20	Chief Conservator of Forests, Bikaner	Level 14 in the Pay Matrix
21	Chief Conservator of Forests, Jaipur	Level 14 in the Pay Matrix
22	Chief Conservator of Forests, (Wildlife), Jaipur	Level 14 in the Pay Matrix

23	Chief Conservator of Forests, (Wildlife), Jodhpur	Level 14 in the Pay Matrix
24	Chief Conservator of Forests, (Working Plan and Forest Settlement), Jaipur	Level 14 in the Pay Matrix
25	Chief Conservator of Forests, Flood Prone River Project, Jaipur	Level 14 in the Pay Matrix
26	Chief Conservator of Forests, River Valley Project, Kota	Level 14 in the Pay Matrix
27	Chief Conservator of Forests, (Plan), Jaipur	Level 14 in the Pay Matrix
28	Chief Conservator of Forests, (Protection), Jaipur	Level 14 in the Pay Matrix
29	Chief Conservator of Forests, (Research and Training) Jaipur	Level 14 in the Pay Matrix
30	Regional Conservator of Forests, (Monitoring and Evaluation) cum Chairperson, FDA, Jaipur, Kota, Jodhpur, Bikaner, Udaipur, Ajmer and Bharatpur	Level 13A in the Pay Matrix
31	Conservator of Forests, (Training), Jaipur	Level 13A in the Pay Matrix
32	Conservator of Forests, (Research), Jaipur	Level 13A in the Pay Matrix
33	Conservator of Forests, (Medicinal Plants), Jaipur	Level 13A in the Pay Matrix
34	Conservator of Forests, (Eco-Tourism), Jaipur	Level 13A in the Pay Matrix
35	Conservator of Forests, (Project Tiger), Alwar and Kota	Level 13A in the Pay Matrix
36	Conservator of Forests, (Joint Forest Management), Jaipur	Level 13A in the Pay Matrix
37	Conservator of Forests, (Concurrent Evaluation), Jaipur	Level 13A in the Pay Matrix
38	Conservator of Forests and TA to PCCF, Rajasthan, Jaipur	Level 13A in the Pay Matrix

**Sikkim**

1	Principal Chief Conservator of Forests, (Head Forest Force)	Level 17 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests	Level 15 in the Pay Matrix
3	Chief Conservator of Forests	Level 14 in the Pay Matrix
4	Conservator of Forests (Territorial)	Level 13A in the Pay Matrix
5	Conservator of Forests (Soil Conservation)	Level 13A in the Pay Matrix
6	Conservator of Forests (Research and Development)	Level 13A in the Pay Matrix
7	Conservator of Forests (Wildlife)	Level 13A in the Pay Matrix
8	Conservator of Forests (Social Forestry)	Level 13A in the Pay Matrix

**Tamil Nadu**

1	Principal Chief Conservator of Forests (Head of Forest Force), Chennai	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests, Chief Wildlife Warden	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Administration)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Afforestation)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests & Director, TNFA, Coimbatore	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Forest Conservation Act)	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (Personnel & Vigilance)	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (Planning & Budgeting)	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests (Research)	Level 15 in the Pay Matrix
10	Additional Principal Chief Conservator of Forests (Social Forestry & Extension)	Level 15 in the Pay Matrix
11	Additional Principal Chief Conservator of Forests (Wild Life)	Level 15 in the Pay Matrix
12	Additional Principal Chief Conservator of Forests (Working Plan)	Level 15 in the Pay Matrix
13	Chief Conservator of Forests (Biodiversity Conservation)	Level 14 in the Pay Matrix
14	Chief Conservator of Forests (CDM)	Level 14 in the Pay Matrix
15	Chief Conservator of Forests & Director, AAZP	Level 14 in the Pay Matrix



16	Chief Conservator of Forests & Field Director, Annamalai Tiger Reserve	Level 14 in the Pay Matrix
17	Chief Conservator of Forests & Field Director, Kalakad Mundanthurai Tiger Reserve	Level 14 in the Pay Matrix
18	Chief Conservator of Forests & Field Director, Mudumalai Tiger Reserve	Level 14 in the Pay Matrix
19	Chief Conservator of Forests (Forest Consolidation)	Level 14 in the Pay Matrix
20	Chief Conservator of Forests (Forest Utilization)	Level 14 in the Pay Matrix
21	Chief Conservator of Forests (Forestry Extension)	Level 14 in the Pay Matrix
22	Chief Conservator of Forests (GIS)	Level 14 in the Pay Matrix
23	Chief Conservator of Forests (Headquarters)	Level 14 in the Pay Matrix
24	Chief Conservator of Forests (HRD)	Level 14 in the Pay Matrix
25	Chief Conservator of Forests (Planning & Development)	Level 14 in the Pay Matrix
26	Chief Conservator of Forests & Principal, TNFTC Vaigai Dam	Level 14 in the Pay Matrix
27	Chief Conservator of Forests (Project Formulation)	Level 14 in the Pay Matrix
28	Chief Conservator of Forests (Protection)	Level 14 in the Pay Matrix
29	Chief Conservator of Forests (Publicity)	Level 14 in the Pay Matrix
30	Chief Conservator of Forests (Research)	Level 14 in the Pay Matrix
31	Chief Conservator of Forests (Wildlife)	Level 14 in the Pay Matrix
32	Chief Conservator of Forests, Working Plan, Coimbatore	Level 14 in the Pay Matrix
33	Chief Conservator of Forests, Working Plan, Salem	Level 14 in the Pay Matrix
34	Chief Conservator of Forests, Working Plan, Trichy	Level 14 in the Pay Matrix
35	Chief Conservator of Forests, Working Plan, Vellore	Level 14 in the Pay Matrix
36	Conservator of Forests and Additional Director, AAZP	Level 13A in the Pay Matrix
37	Conservator of Forests, Genetics, Coimbatore	Level 13A in the Pay Matrix
38	Conservator of Forests, Planning & Development	Level 13A in the Pay Matrix
39	Conservator of Forests, Research	Level 13A in the Pay Matrix
40	Conservator of Forests (Territorial) - Chennai, Coimbatore, Dharmapuri, Dindigul, Erode, Madurai, Salem, Tiruchirapalli, Tirunelveli, Vellore, Villupuram, Virudhunagar	Level 13A in the Pay Matrix

**Telangana**

1	Principal Chief Conservator of Forests (Head of the Forest Force)	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests	Level 15 in the Pay Matrix
4	Chief Conservator of Forests	Level 14 in the Pay Matrix
5	Conservator of Forests	Level 13A in the Pay Matrix

**Tripura**

1	Principal Chief Conservator of Forests, Head of Forest Force	Level 17 in the Pay Matrix
2	Additional Principal Chief Conservator of Forests & CWLW (Wildlife & Eco-Tourism)	Level 15 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests (Project Formulation, Monitoring & Evaluation)	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Administration & Public Relations)	Level 15 in the Pay Matrix
5	Chief Conservator of Forests, (Planning & Development)	Level 14 in the Pay Matrix
6	Chief Conservator of Forests, (WP & Survey)	Level 14 in the Pay Matrix
7	Chief Conservator of Forests, (Research & Training)	Level 14 in the Pay Matrix
8	Chief Conservator of Forests, (Territorial)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests, (Protection & Nodal Officer-FCA)	Level 14 in the Pay Matrix
10	Chief Conservator of Forests (IT & Statistics)	Level 14 in the Pay Matrix
11	Conservator of Forests (Wildlife & Eco-Tourism)	Level 13A in the Pay Matrix
12	Conservator of Forests (Monitoring & Evaluation)	Level 13A in the Pay Matrix

13	Conservator of Forests (Establishment & HRD)	Level 13A in the Pay Matrix
14	Conservator of Forests (Project Formulation & EAP)	Level 13A in the Pay Matrix
15	Conservator of Forests (Territorial Coordination )	Level 13A in the Pay Matrix
16	Conservator of Forests (Vigilance & RTI)	Level 13A in the Pay Matrix

**Uttar Pradesh**

1	Principal Chief Conservator of Forests & Head of Department	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife)/ Chief Wildlife Warden	Level 16 in the Pay Matrix
3	Additional Principal Chief Conservator of Forests, Project	Level 15 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests, Working Plan, Research and Training	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests, Planning & Agro Forestry	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests, Audit and Non Plan	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests, Information Technology	Level 15 in the Pay Matrix
8	Chief Conservator of Forests (Divisional) Lucknow, Kanpur, Gorakhpur, Mirzapur	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (Territorial), Eastern Region Gorakhpur, Southern Region Allahabad, Bundelkhand Region Jhansi, Western Region Meerut, Ruhelkhand Region Bareilly, Central Region Lucknow, Agra Region Agra	Level 14 in the Pay Matrix
10	Chief Conservator of Forests / Director Forest Training Institute Kanpur	Level 14 in the Pay Matrix
11	Chief Conservator of Forests / Director Forest Research Institute Kanpur	Level 14 in the Pay Matrix
12	Chief Conservator of Forests, Administration (Non-Gazetted)	Level 14 in the Pay Matrix
13	Chief Conservator of Forests, Court Cases	Level 14 in the Pay Matrix (Rs. 1,44,200 - 2,18,200)
14	Chief Conservator of Forests, Eco-Development	Level 14 in the Pay Matrix
15	Chief Conservator of Forests, Forest Management	Level 14 in the Pay Matrix
16	Chief Conservator of Forests, Working Plan	Level 14 in the Pay Matrix
17	Chief Conservator of Forests, Policy Analysis & Co-ordination	Level 14 in the Pay Matrix
18	Chief Conservator of Forests, Administration (Gazetted)	Level 14 in the Pay Matrix
19	Chief Conservator of Forests, Monitoring & Evaluation	Level 14 in the Pay Matrix
20	Chief Conservator of Forests, Planning	Level 14 in the Pay Matrix
21	Chief Conservator of Forests, Project	Level 14 in the Pay Matrix
22	Chief Conservator of Forests / Nodal Officer Forest Protection Act, 1980	Level 14 in the Pay Matrix
23	Chief Conservator of Forests / Field Director Dudhwa National Park	Level 14 in the Pay Matrix
24	Chief Conservator of Forests, Human Resource Development	Level 14 in the Pay Matrix
25	Chief Conservator of Forests, Extension & Publicity	Level 14 in the Pay Matrix
26	Chief Conservator of Forests, Wildlife (Eastern) Allahabad	Level 14 in the Pay Matrix
27	Chief Conservator of Forests, Wildlife (Western) Meerut	Level 14 in the Pay Matrix
28	Chief Conservator of Forests, Finance & Account Audit	Level 14 in the Pay Matrix
29	Chief Conservator of Forests, Land Records & Settlement	Level 14 in the Pay Matrix
30	Chief Conservator of Forests / Security & Vigilance	Level 14 in the Pay Matrix
31	Chief Conservator of Forests, CAMPA	Level 14 in the Pay Matrix

32	Conservator of Forests (Territorial) Allahabad, Azamgarh, Basti, Chitrakutdham, Banda, Devipattan, Gonda, Moradabad, Meerut, Saharanpur, Faizabad, Varanasi, Jhansi, Bareilly & Agra	Level 13A in the Pay Matrix
33	Conservator of Forests, (Territorial) Aligarh Circle	Level 13A in the Pay Matrix
34	Conservator of Forests/ Working Plan officer	Level 13A in the Pay Matrix
35	Conservator of Forests, Silviculturist-Kanpur, Bareilly, Varanasi	Level 13A in the Pay Matrix
36	Conservator of Forests/ Director National Zoological Park, Kanpur	Level 13A in the Pay Matrix
37	Conservator of Forests, Monitoring, Vindhya Varanasi	Level 13A in the Pay Matrix
38	Conservator of Forests, Monitoring, Terai Bareilly	Level 13A in the Pay Matrix
39	Conservator of Forests, Monitoring, Plains Kanpur	Level 13A in the Pay Matrix
40	Conservator of Forests, Extinct Project Lucknow	Level 13A in the Pay Matrix

**Uttarakhand**

1	Principal Chief Conservator of Forests, Uttarakhand	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife)	Level 16 in the Pay Matrix
3	Principal Chief Conservator of Forests (Van Panchayat)	Level 16 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Project)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Forests Research, Management Training)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Forest Conservation/Nodal Officer)	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (Planning & Financial Management)	Level 15 in the Pay Matrix
8	Chief Conservator of Forests (Garhwal)	Level 14 in the Pay Matrix
9	Chief Conservator of Forests (Kumaon)	Level 14 in the Pay Matrix
10	Chief Conservator of Forests (Environment)	Level 14 in the Pay Matrix
11	Chief Conservator of Forests (HRD & Personnel)	Level 14 in the Pay Matrix
12	Chief Conservator of Forests (Eco-tourism)	Level 14 in the Pay Matrix
13	Chief Conservator of Forests (Working Plan)	Level 14 in the Pay Matrix
14	Chief Conservator of Forests (Biodiversity Conservation, Development & Research)	Level 14 in the Pay Matrix
15	Chief Conservator of Forests (Administration)	Level 14 in the Pay Matrix
16	Chief Conservator of Forests (Administration, Wildlife Protection & Intelligence)	Level 14 in the Pay Matrix
17	Chief Conservator of Forests (Monitoring, Evaluations & Audit)	Level 14 in the Pay Matrix
18	Chief Conservator of Forests & Director, Forests Training Academy	Level 14 in the Pay Matrix
19	Chief Conservator of Forests (Livelihood & NTFP)	Level 14 in the Pay Matrix
20	Chief Conservator of Forests (Publicity & Extension)	Level 14 in the Pay Matrix
21	Chief Conservator of Forests (Vigilance & Legal Cell)	Level 14 in the Pay Matrix
22	Conservator of Forests (Shivalik Circle)	Level 13A in the Pay Matrix
23	Conservator of Forests (Yamuna Circle)	Level 13A in the Pay Matrix
24	Conservator of Forests (Bhagirathi Circle)	Level 13A in the Pay Matrix
25	Conservator of Forests (Garhwal Circle)	Level 13A in the Pay Matrix
26	Conservator of Forests (Western Circle)	Level 13A in the Pay Matrix
27	Conservator of Forests (South Kumaon)	Level 13A in the Pay Matrix
28	Conservator of Forests (North Kumaon Circle)	Level 13A in the Pay Matrix
29	Conservator of Forests & Director, Nanda Devi Biosphere Research	Level 13A in the Pay Matrix
30	Conservator of Forests (Forests Research)	Level 13A in the Pay Matrix
31	Conservator of Forests & Director, Jim Corbett National Park	Level 13A in the Pay Matrix
32	Conservator of Forests & Director, Rajaji National Park	Level 13A in the Pay Matrix
33	Conservator of Forests, Land Survey Directorate	Level 13A in the Pay Matrix

**West Bengal**

1	Principal Chief Conservator of Forests and Head of Forest Force	Level 17 in the Pay Matrix
2	Principal Chief Conservator of Forests (Wildlife)	Level 16 in the Pay Matrix
3	Principal Chief Conservator of Forests (Research, Monitoring and Development)	Level 16 in the Pay Matrix
4	Additional Principal Chief Conservator of Forests (Wildlife)	Level 15 in the Pay Matrix
5	Additional Principal Chief Conservator of Forests (Human Resource and Development)	Level 15 in the Pay Matrix
6	Additional Principal Chief Conservator of Forests (Headquarters and Wasteland Developments)	Level 15 in the Pay Matrix
7	Additional Principal Chief Conservator of Forests (Finance)	Level 15 in the Pay Matrix
8	Additional Principal Chief Conservator of Forests (North Bengal)	Level 15 in the Pay Matrix
9	Additional Principal Chief Conservator of Forests (CAMPA & Nodal Officer FCA)	Level 15 in the Pay Matrix
10	Additional Principal Chief Conservator of Forests (Biosphere Reserve)	Level 15 in the Pay Matrix
11	Chief Conservator of Forests (West)	Level 14 in the Pay Matrix
12	Chief Conservator of forests (Monitoring, Evaluation & Soil Conservation)	Level 14 in the Pay Matrix
13	Chief Conservator of Forests (Central)	Level 14 in the Pay Matrix
14	Chief Conservator of Forests Wildlife (North)	Level 14 in the Pay Matrix
15	Chief Conservator of Forests (Research & Development)	Level 14 in the Pay Matrix
16	Chief Conservator of Forests (Conservation & Extension)	Level 14 in the Pay Matrix
17	Chief Conservator of Forests (Finance)	Level 14 in the Pay Matrix
18	Chief Conservator of Forests (Personnel Management Cell)	Level 14 in the Pay Matrix
19	Chief Conservator of Forests (Public Grievance, Law & Information)	Level 14 in the Pay Matrix
20	Chief Conservator of Forests (Gazetted Establishment)	Level 14 in the Pay Matrix
21	Chief Conservator of Forests (Special Development Project)	Level 14 in the Pay Matrix
22	Chief Conservator of Forests (MIS & E.Governance)	Level 14 in the Pay Matrix
23	Chief Conservator of Forests, Northern Circle	Level 14 in the Pay Matrix
24	Chief Conservator of Forests, Hill Circle	Level 14 in the Pay Matrix
25	Chief Conservator of Forests, Western Circle	Level 14 in the Pay Matrix
26	Chief Conservator of Forests, Central Circle	Level 14 in the Pay Matrix
27	Field Director (Buxa Tiger Reserve)	Level 14 in the Pay Matrix
28	Field Director (Sunderban Tiger Reserve)	Level 14 in the Pay Matrix
29	Chief Conservator of Forests, South East Circle	Level 14 in the Pay Matrix
30	Chief Conservator of Forests, South West Circle	Level 14 in the Pay Matrix
31	Conservator of Forests, Wildlife (North) Circle	Level 13A in the Pay Matrix
32	Conservator of Forests, Wildlife (Headquarters) Circle	Level 13A in the Pay Matrix
33	Field Director, SBR	Level 13A in the Pay Matrix
34	Conservator of Forests (North-West) Circle	Level 13A in the Pay Matrix
35	Conservator of Forests (Research) Circle	Level 13A in the Pay Matrix
36	Conservator of Forests (Development Circle)	Level 13A in the Pay Matrix
37	Conservator of Forests ( Working Plan & GIS Circle)	Level 13A in the Pay Matrix
38	Conservator of Forests (Monitoring Cell)	Level 13A in the Pay Matrix
39	Conservator of Forests, Soil Conservation (North Circle)	Level 13A in the Pay Matrix
40	Conservator of Forests, Parks & Gardens	Level 13A in the Pay Matrix
41	Conservator of Forests (South Circle)	Level 13A in the Pay Matrix
42	Conservator of Forests, Administration, Publicity & Marketing Circle	Level 13A in the Pay Matrix

43	Conservator of Forests, Land Affairs & FCA	Level 13A in the Pay Matrix
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**PART-B****Posts carrying pay in the Senior Scale of the Indian Forest Service under the State Governments including posts carrying Special Allowance in addition to pay (as on 01.01.2016)**

(1) The number of posts in the Selection Grade in a State Cadre shall be as per the norms issued by the Central Government for fixation of cadre strength of Indian Forest Service.

(2) The State Government concerned shall be competent to grant a special allowance for any of the posts specified in this part of the Schedule either individually or with reference to a group or class of such posts.

(3) The amount of any special allowance which may be sanctioned by the State Government under clause (2) shall be Rs. 400 for posts in the Junior Time Scale, Rs. 600/- for posts in the Time Scale, Rs. 800/- for posts in the Junior Administrative Grade and Rs. 1000/- for posts in the Selection Grade.

(4) Post in the junior time scale of the Service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special allowance to be attached to such posts.

**Andhra Pradesh**

1	Deputy Conservator of Forests
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**Arunachal Pradesh**

1	Deputy Conservator of Forests (territorial namely Namsai, Roing, Jairampur, Deomali, Banderdewa, Tezu, Pasighat, Bomdila, Along, Hapoli, Tawang)
2	Deputy Conservator of Forests (Social Forestry)
3	Deputy Conservator of Forests (Industries)
4	Deputy Conservator of Forests (Minor Forest Produce / NTFP)
5	Deputy Conservator of Forests (Silviculture)
6	Deputy Conservator of Forests (Wildlife - Naharlagun / Seijusa / Jengging)
7	Deputy Conservator of Forests (Biosphere Reserves & Ecotourism)

**Goa**

1	Deputy Conservator of Forests (Head Quarter)
2	Deputy Conservator of Forests (North)
3	Deputy Conservator of Forests (South)
4	Deputy Conservator of Forests (Working Plan)
5	Deputy Conservator of Forests (Parks, Gardens & Social Forestry)
6	Deputy Conservator of Forests (Research & Training)
7	Deputy Conservator of Forests (Wildlife - South)
8	Deputy Conservator of Forests (Wildlife - North)

**Mizoram**

1	Deputy Conservator of Forests (Aizawl, Champhai, Kolasib, Lunglei, Kwarthah, Darlawn)
2	Deputy Conservator of Forests (Working Plan)
3	Deputy Conservator of Forests (Wildlife)

**Andaman & Nicobar Administration**

1	Deputy Conservator of Forests (Planning & Monitoring)
2	Deputy Conservator of Forests (Mill)
3	Deputy Conservator of Forests (Silviculture)

4	Deputy Conservator of Forests (Working Plan)
5	Deputy Conservator of Forests (Wildlife)
6	Deputy Conservator of Forests (South Andaman, Baratang, Middle Andaman, North Andaman, Mayabunder, Nicobar, Little Andaman)

**Dadra & Nagar Haveli, Daman & Diu**

1	Deputy Conservator of Forests (Territorial)
2	Deputy Conservator of Forests (Wildlife)
3	Deputy Conservator of Forests, Daman & Diu

**Delhi**

1	Deputy Conservator of Forests (North, South, West)
2	Deputy Conservator of Forests (Protection & Monitoring)

**Puducherry**

1	Deputy Conservator of Forests
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**Lakshadweep**

1	Deputy Conservator of Forests
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**Chandigarh Administration**

1	Deputy Conservator of Forests
2	Deputy Conservator of Forests (Botanical Garden & Nature Reserve)

**Assam**

1	Deputy Conservator of Forests (Territorial)
2	Deputy Conservator of Forests (Wildlife)
3	Deputy Conservator of Forests (Assam State Zoo)
4	Working Plan Officer
5	Forest Utilisation Officer
6	Planning Officer
7	Silviculturist

**Meghalaya**

1	Deputy Conservator of Forests – (Khasi Hills, Jantia Hills, Garo Hills)
2	Deputy Conservator of Forests (Training)
3	Working Plan Officer
4	Planning Officer
5	Silviculturist
6	Director, Balphakram National Park
7	Deputy Conservator of Forests (Wildlife) (East and West Khasi Hills Wildlife Division)
8	Deputy Conservator of Forests (Utilization)
9	Deputy Conservator of Forests (Social Forestry)

**Bihar**

1	Deputy Conservator of Forests, Banka Forest Division, Gaya Forest Division, Munger Forest Division, Rohtas Forest Division, Kaimur Forest Division, Jamui Forest Division, Aurangabad Forest Division, Nawada Forest Division, Mithila Forest Division, Purnea Forest Division, Saran Forest Division, Tirhut Forest Division, Begusarai Forest Division, Patna Forest Division
2	Deputy Director, Tiger Reserve, West Champaran Division,
3	Deputy Director, Tiger Reserve, West Champaran Division II
4	Deputy Conservator of Forests (Working Plan), Patna
5	Director, Sanjay Gandhi Biological Park
6	Deputy Conservator of Forests, Nalanda Forest Division, Bhojpur Forest Division, Gopalganj Forest Division, Araria Forest Division, Research Training & Public Relations Division"

**Chhattisgarh**

1	Deputy Conservators of Forest (Territorial Divisions – Bilaspur, Marwahi, Korba, Raigarh, Katghora, Dharamjaygarh, Janjgir-Champa, Durg, Kawardha, Rajnandgaon, Khairagarh, Bastar, Bijapur, Sukma, Dantewada, Kanker, East Bhanuparatappur, West Bhanupartappur, Narayanpur, North Kondagaon, South Kondagaon, Raipur, Dhamtari, Mahasanund, Korea, Jashpur, Manendragarh, Baloda Bazar, Gariaband, Balrampur, Sarguja, Surajpur, Balod, Mungeli
2	Director Kangarghati National Park Jagdalpur
3	Director, Guru Ghashidas National Park Baikunthpur
4	District Forest Officer, Research & Extension Division, Bilaspur
5	District Forest Officer, Research & Extension Division, Jagdalpur
6	Deputy Director, Indravati National Park, Bijapur
7	Deputy Director, Achanakmar Tiger Reserve, Bilaspur
8	Deputy Director, Udanti Sitanadi Tiger Reserve, Raipur
9	Deputy Director, Elephant Reserve, Sarguja

**Gujarat**

1	Sanctuary Superintendent, Sasan
2	Deputy Conservator of Forests, Dangs (South)
3	Deputy Conservator of Forests, Dangs (North)
4	Deputy Conservator of Forests, Valsad (North)
5	Deputy Conservator of Forests, Vyara
6	Deputy Conservator of Forests, Rajpipla (East)
7	Deputy Conservator of Forests, Rajpipla (West)
8	Deputy Conservator of Forests, Godhra
9	Deputy Conservator of Forests, Baria
10	Deputy Conservator of Forests, Sabarkantha (North)
11	Deputy Conservator of Forests, Banaskantha
12	Deputy Conservator of Forests, Bhavnagar
13	Deputy Conservator of Forests, Junagadh
14	Deputy Conservator of Forests, Surendranagar
15	Deputy Conservator of Forests, Kutch (East)
16	Deputy Conservator of Forests, Gir (West)
17	Deputy Conservator of Forests, Gir (East)
18	Deputy Conservator of Forests, SF, Navsari

19	Deputy Conservator of Forests, SF, Surat
20	Deputy Conservator of Forests, SF, Bharuch
21	Deputy Conservator of Forests, SF, Godhra
22	Deputy Conservator of Forests, SF, Nadiad
23	Deputy Conservator of Forests, SF, Ahmedabad
24	Deputy Conservator of Forests, SF, Banaskantha
25	Deputy Conservator of Forests, SF, Mehsana
26	Deputy Conservator of Forests, SF, Sabarkantha
27	Deputy Conservator of Forests, SF, Surendranagar
28	Deputy Conservator of Forests, SF, Rajkot
29	Deputy Conservator of Forests, SF, Jamnagar
30	Deputy Conservator of Forests, SF, Bhavnagar
31	Deputy Conservator of Forests, Valsad (South)
32	Deputy Conservator of Forests, SF, Kutch
33	Deputy Conservator of Forests, Sabarkantha (South)
34	Deputy Conservator of Forests, Administration, Gandhinagar
35	Deputy Conservator of Forests, Anand
36	Principal, Gujarat State Rangers College, Rajpipla
37	Deputy Conservator of Forests, Research, Gandhinagar.

**Haryana**

1	Deputy Conservator of Forests (Morni)
2	Deputy Conservator of Forests (Ambala)
3	Deputy Conservator of Forests (Yamuna Nagar)
4	Deputy Conservator of Forests (Kurukshetra)
5	Deputy Conservator of Forests (Kaithal)
6	Deputy Conservator of Forests (Karnal)
7	Deputy Conservator of Forests (Sonapat)
8	Deputy Conservator of Forests (Gurgaon)
9	Deputy Conservator of Forests (Faridabad)
10	Deputy Conservator of Forests (Rohtak)
11	Deputy Conservator of Forests (Mohinderagarh)
12	Deputy Conservator of Forests (Bhiwani)
13	Deputy Conservator of Forests (Hisar)
14	Deputy Conservator of Forests (Sirsa)
15	Deputy Conservator of Forests (Jind)
16	Deputy Conservator of Forests (Panipat)
17	Deputy Conservator of Forests (Jhajjar)
18	Deputy Conservator of Forests (Fatehabad)
19	Deputy Conservator of Forests (Rewari)
20	Deputy Conservator of Forests (Production), Yamuna Nagar
21	Deputy Conservator of Forests (Production), Kurukshetra
22	Deputy Conservator of Forests (Production), Karnal
23	Deputy Conservator of Forests (Production), Fatehabad



**Himachal Pradesh**

1	Deputy Conservators of Forest, (Territorial) Lahaul
2	Deputy Conservators of Forest, (Territorial) Bilaspur
3	Deputy Conservators of Forest, (Territorial) Chamba
4	Deputy Conservators of Forest, (Territorial) Dharamshala
5	Deputy Conservators of Forest, (Territorial) Hamirpur
6	Deputy Conservators of Forest, (Territorial) Kullu
7	Deputy Conservators of Forest, (Territorial) Mandi
8	Deputy Conservators of Forest, (Territorial) Nahan
9	Deputy Conservators of Forest, (Territorial) Shimla
10	Deputy Conservators of Forest, (Territorial) Solan
11	Deputy Conservators of Forest, (Territorial) Una
12	Deputy Conservators of Forest, (Territorial) Kinnaur
13	Deputy Conservators of Forest, (Territorial) Paonta
14	Deputy Conservators of Forest, (Territorial) Nalagarh
15	Deputy Conservators of Forest, (Territorial) Nurpur
16	Deputy Conservators of Forest, (Territorial) Dalhousie
17	Deputy Conservators of Forest, (Territorial) Palampur
18	Deputy Conservators of Forest, (Territorial) Rampur
19	Deputy Conservators of Forest, (Territorial) Sundernagar
20	Deputy Conservators of Forest, (Territorial) Chopal
21	Deputy Conservators of Forest, (Territorial) Rohru
22	Deputy Conservators of Forest, (Territorial) Rajgarh
23	Deputy Conservators of Forest, (Territorial) Bharmour
24	Deputy Conservators of Forest, Working Plan
25	Deputy Conservators of Forest, (Wildlife) Shimla
26	Deputy Conservators of Forest, (Wildlife) Sarahan
27	Deputy Conservators of Forest, (Wildlife) Dharamshala
28	Deputy Conservators of Forest, (Headquarter)

**Jammu & Kashmir**

1	Deputy Conservators of Forest (Territorial), Jammu, Kathua, Billawar, Udhampur, Ramnagar, Rajouri, Nowshera, Poonch, Reasi, Mohore, Batote, Doda, Kishtwar, Ramban, Marwah, Bhaderwah, JV Baramulla, Kamraj, Pir Panjal, Kehmal, Langet, Bandipora, Ganderbal, Shopian, Anantnag, Lidder, Leh, Kargil, Jammu (SF), Kathua (SF), Doda (SF), Srinagar (SF), Anantnag (SF), Working Plan-I and Working Plan-II
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**Jharkhand**

1	Deputy Conservators of Forest (Territorial Divisions – Bokaro, Chaibasa North, Chaibasa South, Chatra North, Chatra South, Daltonganj North Division Deoghar, Dhalbhum, Dhanbad, Dumka, Garhwa North, Garhwa South, Giridih Division, Giridih Afforestation Division, Gumla, Hazaribagh East, Hazaribagh West, Koderma, Kolhan, Latehar, Porhat, Ranchi East, Ranchi West, Sahebganj, Saranda, Ramgarh, Jamtara, Godda, Pakur, Simdega and Khunti)
2	Deputy Conservators of Forest, Wildlife Division - Ranchi
3	Deputy Conservators of Forest, Wildlife Division - Hazaribagh
4	Deputy Conservators of Forest and Field Director Project Elephant, Jamshedpur
5	Deputy Conservators of Forest, Buffer Area, Palamau Tiger Reserve

6	Deputy Conservators of Forest, Core Area, Palamau Tiger Reserve
7	Deputy Conservators of Forest, Plan Chaatra Afforestation Division
8	Deputy Conservators of Forest, Plan Ranchi Afforestation Division
9	Deputy Conservators of Forest, Training Ranchi

**Karnataka**

1	Deputy Conservators of Forest (Territorial)
2	Deputy Conservators of Forest (Wildlife)
3	Deputy Conservators of Forest (Head Quarters)
4	Deputy Conservators of Forest (Training)

**Kerala**

1	Deputy Conservator of Forests, Territorial (Thiruvananthapuram, Thenmala, Ranni, Konni, Kottayam, Kothamangalam, Munnar, Malayattur, Chalakkudy, Thrissur, Palakkad, Nilambur (North), Wayanad (North), Punalur and Kannur.
2	Deputy Conservator of Forests & Wildlife Warden (Sulthan Battery & Silent Valley)
3	Deputy Conservator of Forests (Research) North & South
4	Deputy Conservator of Forests (Wildlife)
5	Deputy Conservator of Forests (Administration)
6	Deputy Conservator of Forests (Eco-Development and Tribal Welfare)
7	Deputy Conservator of Forests (Protection)
8	Deputy Director, Parambikulam, Periyar Tiger Reserve (East & West)
9	Deputy Conservator of Forests, (Development)
10	Deputy Conservator of Forests (HRD)
11	Deputy Conservator of Forests (Forest Resources)
12	Deputy Conservator of Forests, Research North Thrissur and South Thiruvananthapuram
13	Director of SFTI, Arippa & Walayar
14	Deputy Conservator of Forests (Working Plan) North, Central & South

**Madhya Pradesh**

1	Deputy Conservator of Forests (Territorial)- Badwaha, Badwani, Burhanpur, Dhar, East Chhindwara, East Mandla, Sidhi, Harda, Kargone, Mandsaur, Morena, Neemuch, North Balaghat, North Betul, North Panna, North Sagar, North Seoni, North Shahdol, South Shahdol, Obedullaganj, Raisen, Rajgarh, Ratlam, Rewa, Sendhava, Sheopur, South Balaghat, South Betul, South Panna, South Sagar, South Seoni, South Chhindwara, Shajapur, Datia, Annuppur, Ashoknagar, Ujjain, West Chhindwara, West Mandla, West Betul, Singrouli, Bhind, Hosangabad, Jhabua and Alirajpur.
2.	Deputy Conservator of Forests (Production), Chhindwara, Dindori, Mandala, South Balaghat, Seoni, Bathol, Dewas and Raisen.
3.	Deputy Conservator of Forests(Wildlife/Tiger Reserve), Palpur, Kuno and Nauradehi,
4.	Deputy Conservator of Forests (Delhi Depo), Delhi,
5.	Deputy Conservator of Forests, Ranger's College, Balaghat
6.	Deputy Conservator of Forests, Head Quarters

**Maharashtra**

1	Deputy Director (Forest), Vigilance and Anti Corruption Bureau.
2	Deputy Conservator of Forests (Planning and Management Wildlife)
3	Deputy Conservator of Forests (Wildlife) Nasik
4	Deputy Conservator of Forests (Territorial), Nagpur, Pune, Aurangabad, Thane, Amravati, West Nasik, Nanded, Kolhapur, Wardha, Gondia, Bhandara, Gadchiroli, Chandrapur, Brahmapuri, Wadsa, Allapalli, Bhamragad, Sironcha, Central Chandha, East Melghat, West Melghat, Alibag, Yavatmal, Pusad, Pandharkawada, Buldana, Akola, Dhule, Nandubar, Jalgaon, Yawal, Mewasi, Parbhani East Nasik, Ahmednagar, Shahpur, Dahanu, Roha, Junnar, Solapur, Satara, Sawantwadi and Jawha
5	Deputy Conservator of Forests (Land Records), Eastern Region and Western Region
6	Deputy Conservator of Forests (Evaluation)
7	Deputy Conservator of Forests (Wildlife) Akot, Allapalli, Gondia, Thane, Sipna, Gugamal (Malghat Tiger Reserve), Aurangabad and Akola

**Manipur**

1	Deputy Conservator of Forests (Divisions) Central, Southern, Northern, Western, Eastern, Tengnoupal, Jiribam, Thoubal, Bishnupur, Senapati
2	Deputy Conservator of Forests (Research, Silvi., & Training)
3	Deputy Conservator of Forests (Park & Sanctuary)
4	Deputy Conservator of Forests (Administration & Planning)
5	Deputy Conservator of Forests (Soil Conservation)
6	Deputy Conservator of Forests (Working Plan)
7	Director, Manipur Zoological Garden

**Nagaland**

1	Deputy Conservator of Forests, (Territorial) Dimapur, Kohima, Mokokchung, Mon, Peren, Phek, Tuensang, Wokha and Zunheboto
2	Deputy Conservator of Forests, Working Plan Officer
3	Deputy Conservator of Forests, Silviculturist
4	Deputy Conservator of Forests, HQ
5	Deputy Conservator of Forests/Director (Zoo)

**Odisha**

1	Deputy Conservator of Forests, Korapur
2	Deputy Conservator of Forests, Rayagada
3	Deputy Conservator of Forests, Jeypore
4	Deputy Conservator of Forests, Malkangiri
5	Deputy Conservator of Forests, Nowrangpur
6	Deputy Conservator of Forests, Palakhemundi
7	Deputy Conservator of Forests, Khariar
8	Deputy Conservator of Forests, Bolangir East
9	Deputy Conservator of Forests, Bolangir West
10	Deputy Conservator of Forests, Sundergarh
11	Deputy Conservator of Forests, Rourkela
12	Deputy Conservator of Forests, Sambalpur (North)
13	Deputy Conservator of Forests, Bargarh

14	Deputy Conservator of Forests, Deogarh
15	Deputy Conservator of Forests, Bonai
16	Deputy Conservator of Forests, Baripada
17	Deputy Conservator of Forests, Sambalpur (South)
18	Deputy Conservator of Forests, Karanjia
19	Deputy Conservator of Forests, Kalahandi (North)
20	Deputy Conservator of Forests, Kalahandi (South)
21	Deputy Conservator of Forests, Rairakhol
22	Deputy Conservator of Forests, Athamalik
23	Deputy Conservator of Forests, Angul
24	Deputy Conservator of Forests, Dhenkanal
25	Deputy Conservator of Forests, Athaganj
26	Deputy Conservator of Forests, Cuttack.
27	Deputy Conservator of Forests, Phulbani
28	Deputy Conservator of Forests, Nayagarh
29	Deputy Conservator of Forests, Khurda
30	Deputy Conservator of Forests, Keonjhar
31	Deputy Conservator of Forests, Baliguda
32	Deputy Conservator of Forests, Ghumsar (South)
33	Deputy Conservator of Forests, Ghumsar (North)
34	Deputy Conservator of Forests, Boudh
35	Deputy Conservator of Forests, Kendu Leaf
36	Deputy Conservator of Forests, Wildlife
37	Deputy Conservator of Forests, Headquarters

**Punjab**

1	Deputy Conservator of Forests, Ropar (Territorial)
2	Deputy Conservator of Forests, Hoshiarpur (Territorial)
3	Deputy Conservator of Forests, Dasuya (Territorial)
4	Deputy Conservator of Forests, Ludhiana (Territorial)
5	Deputy Conservator of Forests, Jalandhar (Territorial)
6	Deputy Conservator of Forests, Amritsar (Territorial)
7	Deputy Conservator of Forests, Gurdaspur (Territorial)
8	Deputy Conservator of Forests, Ferozpur (Territorial)
9	Deputy Conservator of Forests, Patiala (Territorial)
10	Deputy Conservator of Forests, Bathinda (Territorial)
11	Deputy Conservator of Forests, Sangrur (Territorial)
12	Deputy Conservator of Forests, (Wildlife) Pathankot
13	Deputy Conservator of Forests, (Wildlife) Hoshiarpur
14	Deputy Conservator of Forests, (Wildlife) Ropar
15	Deputy Conservator of Forests, Nawanshahar (Territorial)
16	Deputy Conservator of Forests, S.A.S Nagar (Territorial)
17	Deputy Conservator of Forests, Muktasar (Territorial)

18	Deputy Conservator of Forests, Pathankot (Territorial)
19	Field Director, Chattbir Zoological Park

**Rajasthan**

1	Deputy Conservator of Forests (Territorial), District Head Quarters at Ajmer, Alwar, Baran, Barmer, Banswara, Dungarpur, Bharatpur, Bhilwara, Bikaner, Bundi, Chittorgarh, Churu, Dausa, Dholpur, Hanumangarh, Jaipur, Jaisalmer, Jalore, Jodhpur, Jhalawar, Jhunjhunu, Karauli, Kota, Pali, Nagaur, Pratapgarh, Rajsamand, Sikar, Sirohi, Sri Ganganagar, Swaimadhopur, Tonk and Udaipur
2	Deputy Conservator of Forests (Wildlife), Bharatpur, Jaipur, Ranthambore and Sariska
3	Deputy Conservator of Forests (Harvesting Operation), Bikaner, Suratgarh, and Udaipur
4	Working Plan Officer, Udaipur, Kota, Jaipur and Bikaner

**Sikkim**

1	Deputy Conservator of Forests, (Territorial), East, West, North, South
2	Deputy Conservator of Forests, (Wildlife), North East
3	Deputy Conservator of Forests, (Working Plan)
4	Deputy Conservator of Forests, (Soil Conservation)
5	Technical Assistant to the CCF & Deputy Conservator of Forests

**Tamil Nadu**

1	Deputy Conservator of Forests & Deputy Director, AAZP
2	Deputy Conservator of Forests, Social Forestry, Madurai
3	Deputy Conservator of Forests, Social Forestry, Tirunelveli
4	Deputy Conservator of Forests, Social Forestry, Trichy
5	Deputy Conservator of Forests, Social Forestry, Vellore
6	Deputy Conservator of Forests, Social Forestry, Virudhunagar
7	Deputy Conservator of Forests- (Territorial) Attur, Coimbatore, Dharmapuri, Dindigul, Erode, Gudalur, Harur, Hosur, Kallakurichi, Kancheepuram, Kanyakumari, Kodaikanal, Madurai, Namakkal, Nilgiris (North), Nilgiris (South), Pudukottai, Salem, Sathyamangalam, Sivagangai, Thanjavur, Theni, Thoothukudi, Tirunelveli, Tirupattur, Tiruvallur, Tiruvannamalai, Trichy, Vellore, Villupuram.
8	Wildlife Warden, Chennai
9	Wildlife Warden, Nagai
10	Wildlife Warden, Ramanathapuram

**Telangana**

1	Dputy Conservator of Forests
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**Tripura**

1	Deputy Conservator of Forests (Head Quarters)
2	Deputy Conservator of Forests (EAP)
3	Deputy Conservator of Forests (Director of National Park)
4	Deputy Conservator of Forests (Forest Utilization)
5	Deputy Conservator of Forests (Working Plan Division)
6	Deputy Conservator of Forests (Research Division)
7	Deputy Conservator of Forests (Training Division)
8	Deputy Conservator of Forests (Planning & Development)
9	Deputy Conservator of Forests (Protection & FCA)

10	Deputy Conservator of Forests (IT & Statistics)
11	Deputy Conservator of Forests (District Forest Officer, North District)
12	Deputy Conservator of Forests (District Forest Officer, Dhalai District)
13	Deputy Conservator of Forests (District Forest Officer, West District)
14	Deputy Conservator of Forests (District Forest Officer, South District)
15	Deputy Conservator of Forests (Additional District Forest Officer, Dhalai District)
16	Deputy Conservator of Forests (Additional District Forest Officer, North District)
17	Deputy Conservator of Forests (Additional District Forest Officer, West District)
18	Deputy Conservator of Forests (Additional District Forest Officer, South District)
19	Deputy Conservator of Forests (NTFP i/c Medicinal Plants)

**Uttar Pradesh**

1	Deputy Conservator of Forests (Territorial)- Agra, Aligarh, Allahabad, Lucknow, Azamgarh, Ambedkarnagar, Badaun, Beharaich, Balia, Banda, Barabanki, Bareilly, Basti, Bijnore, Bulandshaher, Jhansi, Chitrakoot, Deoria, Etah, Etawah, Faizabad, Farrukhabad, Fatehpur, Firozabad, Gaziabad, Gazipur, Gonda, Gorakhpur, Hamirpur, Hardoi, Jaunpur, Kanpur, Lalitpur, Mainpuri, Mathura, Meerut, Mirzapur, Moradabad, Muzaffarnagar, Mahoba, North Kheri, South Kheri, Obra, Social Forestry Division, Pilibhit, Padraund (Kushinagar), Pratapgarh, Raibareilly, Rampur, Renukoot, Saharanpur, Shahjanpur, Oria (Jalaun), Sitapur, Sonbhadra, Sultanpur, Shivalik, Unnao, Varanasi, Kashi Wildlife, Katarniaghat, Wildlife Beharaich, Sohelwa Wildlife, Sohagibarwa Wildlife, Shrawasti, Sidharthanagar, Gautambudhnagar (Noida)
2	Deputy Conservator of Forests to Principal Chef Conservator of Forests, Lucknow

**Uttarakhand**

1	Deputy Conservator of Forests (Territorial) Bageshwar, Almora, Pithoragarh, Champawat, Tarai Central, Tarai West, Haldwani, Tarai East, Dehradun, Tehri, Uttarkashi, Mussoorie, Nainital, Ramnagar, Chakrata, Badrinath, Kedarnath, Garhwal, Lansdowne, Narendranagar, Haridwar, Tons, Kalagarh and Rudraprayag
2	Working Plan Officer-1, Nainital
3	Working plan Officer-2, Nainital
4	Deputy Conservator of Forests (Research)
5	Deputy Conservator of Forests, Rajaji National Park
6	Deputy Conservator of Forests, Corbett Tiger Reserve
7	Deputy Conservator of Forests & Deputy Director, Training Academy
8	Deputy Conservator of Forests, Nanda Devi Biosphere Reserve
9	Deputy Conservator of Forests (Monitoring & Evaluation)
10	Deputy Conservator of Forests (Information Technology & Modernization)

**West Bengal**

1	Divisional Forest Officer, Baikunthapur Division
2	Divisional Forest Officer, Bankura (North) Division
3	Divisional Forest Officer, Bankura (South) Division
4	Divisional Forest Officer, Birbhum Division
5	Divisional Forest Officer, Burdwan Division
6	Divisional Forest Officer, Darjeeling Division
7	Divisional Forest Officer, Jalpaiguri Division
8	Divisional Forest Officer, Kurseong Division
9	Divisional Forest Officer, Malda Division
10	Divisional Forest Officer, Midnapur Division

11	Divisional Forest Officer, Jhargram Division
12	Divisional Forest Officer, Nandia Murshidabad Division
13	Divisional Forest Officer, 24-Parganas (South) division
14	Divisional Forest Officer, Purulia (North) Division
15	Divisional Forest Officer, Kansabati (North) Division
16	Divisional Forest Officer, Kurseong Soil Conservation Division
17	Divisional Forest Officer, Kalimpong Soil Conservation Division
18	Divisional Forest Officer, Working Plan (North ) Division
19	Divisional Forest Officer, Silviculture (South) Division
20	Divisional Forest Officer, Silviculture (North) Division
21	Divisional Forest Officer, Silviculture Hill Division
22	Divisional Forest Officer, Monitoring (North) Division
23	Divisional Forest Officer, Monitoring (South) Division
24	Divisional Forest Officer, Planning Division
25	Divisional Forest Officer, Statistics Division
26	Assistant Chief Conservator of Forests
27	Divisional Forest Officer, Wildlife Headquarters Division
28	Divisional Forest Officer, Wildlife-I Division
29	Divisional Forest Officer, Wildlife-II Division
30	Divisional Forest Officer, Wildlife-III Division
31	Deputy Field Director, Buxa Tiger Reserve (East)
32	Deputy Field Director, Buxa Tiger Reserve (West)
33	Deputy Field Director, Suburban Tiger Reserve
34	Director (West Bengal Forest School)
35	Divisional Forest Officer, Urban & Recreational Forestry Division

**PART-C**

Posts under the Central Government when held by member of the Service.

**TABLE**

Name of Post	Scale of Pay	Central (Deputation on Tenure) Allowance
(1)	(2)	(3)
Secretary to the Government of India/ Special Secretary to the Government of India	Level 17 in the Pay Matrix	---
Additional Secretary to the Government of and India	Level 15 in the Pay Matrix	---
Joint Secretary to the Government of India	Level 14 in the Pay Matrix	---
Director to the Government of India	Level 13 in the Pay Matrix	Fifteen percent of the basic pay subject to the maximum of rupees one thousand per mensem.*

Deputy Secretary to the Government of India	Selection Grade: Level 13 in the Pay Matrix OR Junior Administrative Grade: Level 12 in the Pay Matrix	Fifteen percent of the basic pay subject to the maximum of rupees one thousand per mensem.* and further subject to the condition that pay plus Central (Deputation on Tenure) Allowance shall not exceed the maximum of the scale.
Under Secretary to the Government of India	Junior Administrative Grade: Level 12 in the Pay Matrix Or Senior Time Scale Level 11 in the Pay Matrix	Fifteen percent of the basic pay subject to the maximum of rupees eight hundred per mensem * further subject to the condition that pay plus Central (Deputation on Tenure) Allowance shall not exceed the maximum of the scale.

\*Till a final decision on CDTA is taken by the Committee constituted for the said purpose, CDTA will continue to be paid at existing rates in existing pay structure, as if the pay had not been revised w.e.f 1<sup>st</sup> day of January, 2016.

**Note.-** The Central (Deputation on Tenure) Allowance specified in this rule shall be paid to member of the Service for the period of deputation approved by the competent authority.

### SCHEDULE - III

#### Pay Matrix (w.e.f 01.01.2016)

Pay Band	15600-39100			37400-67000	37400-67000		67000-79000	75500-80000	80000
	5400	6600 (STS)	7600 (JAG)	8700 (Selection Grade)	8900	10000	-	-	-
Level	10	11	12	13	13A	14	15	16	17
1	56100	67700	78800	118500	131100	144200	182200	205400	225000
2	57800	69700	81200	122100	135000	148500	187700	211600	
3	59500	71800	83600	125800	139100	153000	193300	217900	
4	61300	74000	86100	129600	143300	157600	199100	224400	
5	63100	76200	88700	133500	147600	162300	205100		
6	65000	78500	91400	137500	152000	167200	211300		
7	67000	80900	94100	141600	156600	172200	217600		
8	69000	83300	96900	145800	161300	177400	224100		
9	71100	85800	99800	150200	166100	182700			
10	73200	88400	102800	154700	171100	188200			
11	75400	91100	105900	159300	176200	193800			
12	77700	93800	109100	164100	181500	199600			
13	80000	96600	112400	169000	186900	205600			
14	82400	99500	115800	174100	192500	211800			
15	84900	102500	119300	179300	198300	218200			
16	87400	105600	122900	184700	204200				
17	90000	108800	126600	190200	210300				
18	92700	112100	130400	195900	216600				
19	95500	115500	134300	201800					
20	98400	119000	138300	207900					
21	101400	122600	142400	214100					
22	104400	126300	146700						
23	107500	130100	151100						
24	110700	134000	155600						
25	114000	138000	160300						
26	117400	142100	165100						
27	120900	146400	170100						
28	124500	150800	175200						
29	128200	155300	180500						
30	132000	160000	185900						



31	136000	164800	191500						
32	140100	169700	197200						
33	144300	174800	203100						
34	148600	180000	209200						
35	153100	185400							
36	157700	191000							
37	162400	196700							
38	167300	202600							
39	172300	208700							
40	177500								

**FORM OF OPTION**  
[See rule 6]

\*1 I, \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2016.

\*2. I \_\_\_\_\_ hereby elect to continue on Pay Band and Grade Pay on my substantive/officiating post mentioned below until.

\* the date of my next increment/the date of my subsequent increment raising my pay to Rs. \_\_\_\_\_ / I vacate or cease to draw pay in the existing pay structure/the date of my promotion/upgradation to the post of \_\_\_\_\_.

Existing Pay Band and Grade Pay \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

\* To be scored out, if not applicable.

**UNDERTAKING**

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date:

Place:

**Proforma - A**

PROFORMA REGARDING FIXATION OF PAY OF STATE FOREST SERVICE OFFICERS APPOINTED TO OFFICIATE IN INDIAN FOREST SERVICE CADRE POSTS OR APPOINTED TO INDIAN FOREST SERVICE

1. Name of the officer :
2. Date of appointment to Indian Forest Service/ appointment to officiate in a Cadre post :
3. Designation of the post held immediately prior to such appointment in Indian Forest Service :
4. Pay scale and pay drawn in the State Forest Service on the date of appointment to Indian Forest Service or to officiate in a cadre post.
5. Was the officer substantive or officiating in the post mentioned in serial number 3 :
6. If officiating, for less than three years, what was the substantive post :
7. Pay and pay scale of the substantive post or of the post in which he was officiating for a period of three years or more, continuously and after following the prescribed procedure :
8. Details of all the posts held by the officer before his appointment in the Service, pay scales and pay drawn in these posts :
9. Were the pay scales referred to in serial number 4 and 7 in force from 1.1.2016 :
10. If so, what was the Dearness Allowance admissible with reference to
  - (a) Substantive post :
  - (b) Officiating post :
 (at the rate of Dearness Allowance in force on 1.1.2016 and not with reference to the Dearness Allowance rates in force on the date of appointment to Indian Forest Service/appointment to officiate in Indian Forest Service).
11. If the answer to serial number 9 is 'NO', when was the pay scale revised for the first time after 1.1.2006 and what were the pre-revised scale for the post referred to in serial number 7.
12. What was the quantum of Dearness Allowance/Dearness Pay/Interim relief sanctioned after 1.1.2016 and merged in the scale for the post referred to in serial number 7.
13. Number of completed years of service in Class I or Group 'A' of State Forest Service.
14. Proposal of the State Government for fixation of pay and basis thereof.

**EXPLANATORY MEMORANDUM**

The Central Government has decided to implement the recommendations made by the Sixth Central Pay Commission with the modification approved by the Seventh Central Pay Commission with modification approved by the Government as contained in Government of India Resolution No. 1-2/2016-IC dated the 25<sup>th</sup> July, 2016 relating to revision of pay scales in respect of the All India Services with effect from 1<sup>st</sup> January, 2016. With a view to implement those recommendations, the Indian Forest Service (Pay) Rules, 2007 are being amended accordingly with effect from 1<sup>st</sup> January, 2016.

It is certified that no member of the Indian Forest Service is likely to be adversely affected by giving retrospective effect to these rules.

[F. No. 14021/5/2016-AIS-II]

KAVITHA. V. PADMANABHAN, Dy. Secy.