

F.No. 46011/1/2019-IFS-I (AGMUT)
Government of India
Ministry of Environment Forest & Climate Change

Indira Paryavaran Bhawan, 6th Floor,
Prithvi Wing, Jor Bagh Road, Aliganj
New Delhi-110003

Dated: 04th November, 2019

To,

1. The Chief Secretary, A&N Islands Administration, Port Blair
2. The Chief Secretary, Government of Goa, Panjim.
3. The Chief Secretary, Government of Mizoram, Aizawl.
4. The Chief Secretary, Government of Arunachal Pradesh, Itanagar.
5. The Chief Secretary, Government of NCT of Delhi, Delhi.
6. The Chief Secretary, Government of Pondicherry, Pondicherry
7. The Administrator, Administration of Daman & Diu and Dadra & Nagar Haveli, Daman.
8. The Administrator, Administration of Lakshadweep, Kavaratti.
9. The Administrator, Administration of UT of Chandigarh.

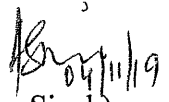
Subject : Guidelines for Transfer/Posting of IFS Officers of Joint AGMUT Cadre-2019.

Sir,

I am directed to forward Guidelines for Transfer/Posting of IFS Officers of Joint AGMUT Cadre-2019. This will be take place with immediate effect.

2. This issues with the approval of the Competent Authority.

Your faithfully


(Anuradha Singh)
Director(IFS)
Tele: 011-24695272



GUIDELINES FOR TRANSFER/POSTING OF IFS OFFICERS OF JOINT AGMUT CADRE

The AGMUT Cadre of Indian Forest Service earlier known as the UT Cadre, caters to the needs of four units, viz., the three States of Arunachal Pradesh, Mizoram & Goa and Union territories viz., A&N Islands; Chandigarh; Daman & Diu and Dadra & Nagar Haveli; Delhi; Lakshadweep and Puducherry.

2. The constituent units are far flung, geographically dispersed and sharply differ from each other, climatically, culturally, linguistically and administratively. There is a great amount of diversity amongst the constituents in terms of Forest management, location connectivity and educational/medical facilities etc; This has implications for the cadre management of Indian Forest Service, especially, their transfer/postings and, therefore, requires careful and objective handling.

3. The guidelines to govern the transfer/postings of IFS officers has been drawn up in order to ensure that Cadre officers serve hard areas at their turn and get the required experience in serving in different constituted units of the cadre.

Classification:

4. The tendency of some officers to stick to their Home State Unit for years together by bringing extraneous pressures is checked and curbed especially in Arunachal Pradesh, Mizoram, Goa, Delhi or at the most prefer to serve in Category 'B' areas (Soft). Therefore, it is proposed to classify the segments into only two categories namely **regular/soft area** and **hard areas** as indicated below:

Category 'A' – Regular Area/Soft Area –

Delhi, Goa and UTs of Chandigarh, Daman & Diu & Dadra and Nagar Haveli, Puducherry

Category 'B' – Hard Area-

Arunachal Pradesh, Mizoram, Andaman & Nicobar Islands and Lakshadweep

Need to revise policy guidelines:

5. Based on the experience of operation of these guidelines and the lacunae/ distortions observed, it is proposed to prepare the guidelines. The preparation is to ensure that no unit serviced by the Cadre remains starved of Cadre officers and that onus to serve in the constituents outside Delhi and also in both 'Hard Area' and 'Soft Area' is shared among the officers equitably.

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Tenure of IFS Officers of AGMUT Cadre

6. Consequent upon the categorization of segments into two i.e. category 'A' (Soft Areas) and Category 'B' (Hard Areas) necessitated calculation of tenure in both the categories. The present scenario of posting in AGMUT Cadre is as under:-

Sl. No.	Post	Category (A)/Soft Posting	Category (B)/Hard Posting	Total
(i)	PCCF	2	8	10
(ii)	APCCF	3	10	13
(ii)	CCF	2	12	14
(iii)	CF	6	14	20
(iv)	DCF	20	42	62
	Total	33+23 (CDR)= 56	86	119

7. In the light of the proposed classification of segments into two categories, the projected tenure of IFS officers of AGMUT Cadre in Category 'A' (Soft Areas) and Category 'B' (Hard Areas) has been worked out. If the normal expected period that IFS officers of AGMUT Cadre in the Senior Scale (13 to 14 years) and in Super Time Scale and above (approx. 19 years) is divided among the 2 categories of administrative units roughly in the proportion to the number of posts, the picture that emerges is as given below:

	Category A (Soft Areas)	Category B (Hard Areas)	Total
	Delhi, Goa, Chandigarh, Puducherry, DD&DNH, Central Deputation and state deputation of soft area	Arunachal Pradesh, Mizoram, A&N Island and Lakshadweep	All Segments
Sr. Scale Posts (i) Senior Time Scale (ii) Junior Administrative Grade (iii) Selection Grade	20	42	62
Tenure	<u>4 years</u> 1 tenures	<u>10 years</u> 2 tenures	<u>14 years</u> 3 tenures
Super Time Scale (i) Conservator of Forests (ii) Chief Conservator of Forests Above Super Time Scale (i) APCCF; HAG (ii) PCCF; HAG+ (iii) PCCF; Apex Scale	13	44	57
Tenure	<u>8 years</u> 2 tenures	<u>11 years</u> 2 tenures	<u>19 years</u> 4 tenures
	Central deputation in hard area should be treated as posting in hard area		

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8. While posting IFS officers of AGMUT cadre to different areas, as indicated above, following factors would be kept in view:-

(i) Direct recruits may have their field training depending upon the facilities for training as well as the nature of experience available there. Their first posting in junior time scale may be in the same segment in continuation of where they have taken training. It will be done mainly in 'B' Areas and as per the vacancy available in respective units.

(ii) Direct recruits on promotion to Senior Time Scale may invariably be posted from Category 'A' to Category 'B' and vice -versa, for a tenure as mentioned above. In case sufficient vacancies are not available in Category 'B', the officers shall be posted to other segment in Category 'A'

(iii) The officers of State Forest Service after induction/promotion to IFS will also be liable for transfer like any other IFS officers. After their promotion they would be liable to be considered for transfer to constituents outside Arunachal Pradesh/ Mizoram/Goa/Delhi/Chandigarh/Home State depending on requirements of other constituents.

(iv) The officers immediately after induction shall be liable for posting to the outside segments from where they are inducted.

(v) Due regard may be given to representation of an officer who has completed his/her tenure and is due for transfer but whose children are studying in 12th class for stay in Delhi or other place of his/her posting. For this purpose, every officer will notify MoEF&CC immediately with relevant documents that his/her child has entered 12th class so that MoEF&CC gets the opportunity to take due note of the fact before taking a decision regarding posting of the officer. However, such officer should also submit an undertaking in writing that he/she is willing to be relocated outside the segment on transfer after his/her child has completed 12th class.

(vi) Husband and wife may, subject to availability of posts, be posted in the same constituent in accordance with the extant instruction of the Govt. of India

(vii) An officer functioning as Resident Commissioner and based in Delhi for any administrative duty of the constituent Government would be treated as if he is on Delhi posting.

(viii) After issue of transfer order, request for leave of any kind should be made to and would be considered only by the Government of the constituent to which he/she has been transferred.

(ix) The officer would be relieved to join a segment on transfer within 15 days from the effective date of transfer. In case of non-compliance of order he/she would

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be deemed 'stand relieved' and his/her salary stopped, issued 'displeasure' with the approval of the competent authority and debarred from getting promotion or going on Central deputation. The onus of joining a segment will lie on the officer.

(x) The following periods will be excluded from the calculation of tenure spent outside Delhi segment:

- Period spent on long leave of any kind (more than 30 days in year), including study leave during a posting outside Delhi.
- Period spent on a training course of duration longer than six weeks.
- An officer functioning as Resident Commissioner and based in Delhi for any administrative duty of the constituent Government would be treated, as if, he is on Delhi posting.

(xi) Central Deputation in Hard Area should be treated as posting in Hard Area.

(xii) All segment will ensure that the ER sheet have been filled up by all the IFS officers posted in that segment.

(xiii) The vacancy position of cadre post and ex-cadre post will be intimated by all the segment to MoEF&CC as on 31st December and 30th June of the year. The name of the officer and since when posted in that segment will also be intimated.

(xiv) When the officer will be transferred/posted/deputation or move from one segment to other segment or place then both segment will ensure that his/her service book is updated (service verification, CGEIS entry, Leave entry and etc.). The complete details of APAR, ACRs and etc. information will also intimated to joining place and MoEF&CC.

(xv) If any IFS officer of AGMUT Cadre will not update his data, necessary action will be taken against him/her. He/ She can be posted in Category 'B' for not following the instruction of the Ministry. In this case his/her tenure will be extended in Category 'B' by two years.

9. The transfer/posting policy will be operated as follows:

(i) List of officers in each scale may be prepared on the basis of total period that they have spent in Category 'A' (Soft Area). Those who have done the least tenure in Category 'B' (Hard Areas) and most in Category 'A' (Soft Area) should be transferred first to the Category 'B' (Hard Areas).

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(ii) Primary consideration for inter-constituent transfer is to ensure availability of the officers in outlying constituents in adequate numbers. It would be desirable to get options in Senior Scale and Super Time Scale for hard area postings so that postings could be done, inter alia, taking such preferences into consideration.

(iii) The proposals for postings/transfers may be worked out six months in advance so that decisions on transfers generally take place and are issued in the month of March/April.

(iv) After issue of transfer order, request for leave of any kind should be made to and would be considered only by the Government of the constituent to which he/she has been transferred. The transfer order shall not be cancelled on the grounds of long leave or foreign training, etc. In that eventuality transfer order will be kept in abeyance and order will be implemented on completion of leave or training as the case may be.

(v) The segment shall relieve the officer within fifteen days of transfer order issued with the approval of Competent Authority.

10. To enforce these guidelines, the following provisions would be considered:

(i) The officer shall be considered for Central Deputation or any other deputation provided.

-They shall have completed minimum two years of service in Category 'B' (Hard Areas) below Super time Scale for consideration to the post of Deputy Secretary/Director level in the Government of India.

- It is desirable that the officers should complete three years of service in Category 'B' (Hard Areas) for consideration to the posts of Joint Secretary level in the Government of India. This condition may not be applied for the officers who have been empanelled for the post of Additional Secretary and Secretary level post in the Government of India.

-The officers, who avoided joining the hard areas after issue of transfer orders on one ground or the other, shall not be allowed for any kind of deputation until they complete the hard area posting as per guidelines.

-Transfer orders once issued after due consideration will be strictly enforced. Disciplinary action may be initiated against those officers who bring extraneous pressures for cancellation of the transfer orders.

- A complete ER sheet as on date should be updated by the all IFS officers of AGMUT Cadre.

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11. Posting of officers after completion of Central Deputation

(i) The officers reporting back to the cadre from Central Deputation or Foreign training/course shall be posted to Category 'B' areas invariably in case they have not served prescribed periods in Category 'B' areas. The officers posted in Category 'B' areas deputed for foreign training before completion of their prescribed tenure shall furnish an undertaking that they would complete their tenure in the Category 'B' areas after completion of foreign training.

12. Tenure of officers in Category 'B' areas while on deputation

(i) The tenure spent by officers of AGMUT cadre in Category 'B' areas of AGMUT cadre while on Central Deputation/State Deputation or any other Deputation may be considered as tenure in Category 'B' Areas. For this purpose, every officer will notify MoEF&CC immediately about his place of posting during Central Deputation in Category 'B' areas. The deputation tenure other than these places shall be considered as tenure in Category 'A' areas. The tenure of officers on Central Deputation/State Deputation or any other deputation posted to other than Category 'B' areas of AGMUT Cadre shall be treated as served in Category 'A' areas.

13. Cadre posts

The Cadre posts shall be filed by the cadre officers only, in all constituents of AGMUT Cadre. Specific approval of MoEF&CC/JCA shall be taken in case any constituent appoints non-cadre officers to Cadre posts.

14. Miscellaneous

Notwithstanding anything contained in this policy, Government (MoEF&CC) has the absolute right, if necessary, to transfer or post any officer to any constituent at any time on administrative grounds/ in public interest.

(ii) The policy shall come into effect from the date of issue and the past history of postings of the officer shall be taken into account in future transfer/postings in accordance with this policy.

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