

## Chapter 13

### ORGANIZATION ADMINISTRATION & BUDGET

#### 13.1 Tiger Steering Committee -

As per the requirement of section 38 U The process of constituting tiger steering committee for ensuring, co-ordination, monitoring, protection and conservation of tiger, co-predators and prey animals is in progress.

#### 13.2 Tiger Conservation Foundation –

As per section 38 X of Wildlife (Protection) Amendment act 2006, Tiger conservation foundation for the reserve has to be established in order to facilitate and support management for conservation of tiger and biodiversity and, to take initiatives in eco-development. Guidelines for regulation of Tiger Conservation Foundation have been issued by GOI notification No. S.O. 1008 (E) dated 22/6/2007. The M.P. Tiger Foundation Society has been established at State level. At reserve level it is functional in the name of Executive Director, M.P. Tiger Foundation Society, Pench Tiger Reserve, Seoni, M.P.

#### 13.3 Co-ordination with Line agencies / Departments

Co-ordination with line agencies / departments are needed for :-

- Better protection  
Police, revenue, railway authorities, Judiciary etc.
- Eco-development  
Revenue, Rural development, Agriculture, health, Veterinary, Horticulture, Jila Panchayat, Women and child development, PHED, Education, Tribal welfare etc.
- Gaps in habitat development  
Jila Panchayat, Rural development, Agriculture etc.
- Conflict resolution  
Revenue, Police, Tribal welfare, Judiciary etc.

It is evident from above that co-ordination can be obtained in many ways and in many fields. Better co-ordination will not only ease pressure on limited resources of reserve management but will earn general goodwill among various sectors.

For co-ordination following measures could be adopted :-

- Regular meetings with line department.

- Co-ordinating with District Collector and CEO, ZP for organising special meetings with line departments.
- Knowing various schemes of line departments and identifying schemes suitable for the reserve area.
- Reserve tour of officials of line departments.
- Accreditation and highlighting achievements of other departments in reserve area.

These are few suggestive things, but in practice convergence could be achieved only through good interpersonal relationship with officials of line departments of various levels from district to village. Officer of reserve should interact with their respective counterparts in other departments.

### 13.4 Staff Deployment –

There are 99 villages in the 5 km periphery of National Park and Sanctuary. Which put a lot of pressure in the core area of PTR. For the proper management and protection of PTR proper staff deployment is necessary. At present there is an acute shortage of Staff to carry out Protection, Management, Eco-tourism and other required activities. The detail scheme for Staff Deployment is given in following Table: -

S. No.	Nature of Work	Name of Post	No of Post	Remark
1	Over all Supervision of PTR	Field Director	01	-
2	To Add FD in supervision and Execution of Works	Deputy Director	01	-
3	Protection & supervision of Ranges	Ad Director/ACF	03	-
4	Anti-poaching Officers	ACF	01	-
5	Veterinary Doctor	VS/DD	01	-
6	Research Officer	Scientist E/F	01	-
7	Eco-Tourism Officer	-	01	-
8	Sociologist	-	01	-
9	Woman facilitator	-	01	-
10	Ecologist	-	01	-
11	Anti Poaching Assistant	RO	01	-
12	Protection Ranges	Range Officer	03	-
13	Eco Development Ranges	Eco Development Officer	02	-
14	Assistant Research Officers	RO	01	-
15	Assistant Eco-Tourism Officer	RO	01	-
16	Assistant to Veterinary Doctor	AVFO	01	-
17	Assistant Sociologist	-	01	-

S. No.	Nature of Work	Name of Post	No of Post	Remark
18	Rang Assistant	Dy Ranger/ Forester	15	12 for Circle and 3 in RO Office
19	Assistant Eco-Development Officer	Dy Ranger/ Forester	02	-
20	Beat Guard	Forest Guard /Game Guard	46	-
21	Eco-Development Assistants	Forester/FG	15	-
22	Tourism Gate In-charge	Dy Ranger / Forester	05	-
23	Elephant In-charge	Dy Ranger / Forester	01	-
24	Interpretation Center Interpretationor	-	01	-
25	Barrier Guard	Forester / Forest Guard	20	For 10 important barrier
26	Tourism Forester	Dy. Ranger / Forester	01	-
27	Tourism Police	Forest Guard	04	-
28	Research Lab Assistant	-	01	-
29	Vet Lab Assistant	-	01	-
30	Anti – Poaching Squad/ Resqkue Squad	Forester/FG	05	-
31	Resque squad	Forester / FG	03	Will help anti- poaching squad in lean days
32	Research Assistant	-	02	-
33	Tiger Protection Force	-	50	-

To assists FD and others there will be a full-fledged office with all section including MIS section at head quarter and independent office for ROs and ACFs. Drivers and other supporting staff may be employed as per requirement.

#### 13.4.1 Staff Amenities

All the field staff upto forester / Deputy Ranger are suppose to stay in camps or make continuous tour even in night so staff welfare should be taken at priority basis. The proper education and health facilities are not available in most part of core area. Thus staff is deputed to inhospitable areas. Further duty conditions are strenuous and arduous. In such a circumstances it is duty of managers to ensure amenities to staff, so they can serve better in protection and management of the area. Some of the basic needs which are to be fulfilled are discussed below.

## **1. Housing:-**

Because of lack of education and health facilities within the area, housing has to be seen from two different perspective i.e. insitu housing at camp sites and housing for families at some stations where basic education and health facilities for kith and kin of staff are available. The available buildings are shown in **Annexure No. – 59**. These buildings are to be maintained in such a way that they have toilets, non-leaking roofs, mosquito net protection, white washed etc so they are livable. New buildings required for camps and other places are detailed in **Annexure No. – 42 (B) & 43**. These have to be taken up in phased manner at the earliest.

At present there are family accommodations are available at Bichhua, Khawasa, Kurai and Ghatkohka.

A hostel for higher education of children of staff should be taken up at Seoni. This hostel can be run by tiger reserve authorities for the benefit of staff.

## **2. Field Equipments :-**

Necessary camp and field equipments for the protection of staff should be provided. The other necessary equipment helpful in carrying out field work e.g. water bottles, measuring tapes, compass, pedometers, field forms and diaries, small axe, fire arms, tiger tracers, plaster of paris etc shall be provided as and when needed.

## **3. Uniforms and protective gears :-**

Timely supply of good quality uniforms as per provisions shall be ensured every year along with other items such as caps, belts, boots, hunter shoes, winter wears, raincoats etc. Protective gears like wooden canes, helmets etc should also be provided specially to the personnels deputed on Bordering areas.

## **4. Incentives and awards :-**

There have been discussions for payment of special pay to various categories of wildlife staff, but no provisions to that effect have been made. At present Project Tiger allowance is paid to various categories of staff & some token incentives are paid for personnel deputed in remote and inaccessible areas.

Apart from monetary incentives, incentives or awards for meritorious work should be given for motivation. Govt. of M.P. has issued MP Forest Protection reward rules 2004, which has provisions for rewards to personnel up to the rank of ACFs. Nominations for excellent work to various awards like Rajiv Gandhi wildlife award, Amrita devi Vishnoi award etc should be made for deserving personnels.

## **5. Health checkups / Insurance :-**

Regular health camps should be organised for health checkups of staff. Some hospitals could be contracted for complete checkup and treatment of staff and their immediate

family. This will ensure better health and will in turn result into better output from staff & will have great value.

Possibilities of Health insurance for staff & field assistantants living in interior areas should be explored with insurance company & take up the scheme.

### 13.5 Fund raising Strategies

The NTCA will be the main fund provider for development, eco-development, research, protection, environmental education and other activities. The State Govt. will help in establishment, other developmental activities and tourism.

The gate money deposited in vikas nidhi will be use for protection and management of Protected Area, Eco-tourism and development of host community. Fund may be raised from different donors through Tiger Foundation.

### 13.6 Schedule of Operations

All the operations in the PA will be completed as per the direction and scheduled prevailing in the department. The scheduling for some Operations is given below.

Operations	Months											
	Jan	Feb	Mar	April	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Protection	█											
Line cutting & burning	█	█										█
Fire Protection		█	█	█	█	█						
Road Repairs									█	█		
Water conservation work	█	█	█						█	█	█	█
Water supply by Hand pumps/ tankers			█	█	█	█						
Lantana uprooting								█	█			
Weed uprooting							█	█				

### 13.7 Activity Budget –

All the activities to be carried out are mentioned in different chapters.

### 13.8 Miscellaneous regulations -

#### 1. Record of Deviations & Implemented targets

A book at the reserve level should be maintained to record deviation & implemented targets. This book shall also include annually deferred targets. It should be attempted to accomplish tasks in year in which it's provisions are made & if some tasks could not be taken up in the prescribed year, they should be taken up in plan period.

There may be strategies to put off indefinitely for some unseen or compelling reasons.

There be some strategies / prescriptions which are not in Tiger Conservation Plan, but at particular time need is felt to include new strategies to be included. These strategies should be proposed with justifications to competent authority & obtain due approvals. There may be need in future to change certain strategies / prescription, similar procedure shall be adopted for them too. These deviations should be duly recorded in this book.

Implemented targets both in terms physical & financial achievement should be recorded with highlights & problems in achieving them.

A similar record shall be maintained at each range level too. These records shall be updated timely and duly inspected from time to time. The book should always be placed with Tiger Conservation Plan. This book need to be referred at the time of revision of Tiger Conservation Plan especially on matter which relate to strategies in the field.

## **2. Maintenance of Compartment Histories**

Compartment histories are important document for deciding strategies of management. Compartment histories were not updated in previous plan period. Revised formats of Compartment Histories are provided to all range officers for preparation. All compartment histories in due formate shall be prepared within 6 months.

The formats are simple all entries shall be made and the required three maps shall be prepared and attached with compartment histories. Compartment histories shall be prepared in three copies, one for the range level and two for office of the tiger reserve. One copy at office of tiger reserve level shall be maintained as master copy, along with which old compartment histories should also be attached.

Range officer shall update compartment histories on annual basis. The updated CHs shall be submitted to office of tiger reserve every year for updating CHs maintained there. After up-dation range copy of CHs shall be duly returned to ranges.

Annual documentation shall include all important operations, events and attributes taken place or observed in the compartment some of them are given below :-

- **Operations related to habitat management**
  - Grassland
  - Meadow
  - Weed eradication
  - Soil moisture conservation
  - Creation or repair of water sources
  - Wetland
  - Micro habitat management etc

- **Events**
  - Animal mortality
  - Fire incidences
  - Flood
  - Change in river courses
  - Siltation of water sources
  - Insect pest infection
  - Tree mortality
  
- **Protection**
  - Illegal grazing
  - Illegal lopping / felling / girdling of trees
  - Legal illegal collection of NTFPs
  - Poaching incidences / attempts
  - Other illegal activities
  
- **Observations**
  - Animal signs / movements
  - New water sources / saltlicks
  - New micro habitat locations
  - Important change in vegetations
  - Any other useful information regarding management

Compartment histories should be duly checked by senior officers on annual basis. Following minimum checking by various level of officers is prescribed as below :-

ACFS	-	30%
Deputy Director	-	10%
Field Director	-	05%

### **3. Pocket Field Guide for Plan implementation**

To accomplish effective and informed application of plan prescriptions, a pocket field guide of the size no larger than 10 cm broad by 16 cm long is prescribed. This should have a 'held' margin at the top along the shorter side so that it can be opened vertically like a forester's conventional field notebook. To subsequently permit insertion of pages of extra material, revised strategies, maps etc in the field guide it may be designed in the fashion of a binder.

The field guide is meant to present the essence of the plan strategy application, complete in all technical details and the regulations concerned with respect to each strategy as might be relevant. It is a field action document meant to be carried by all field or line personnel and therefore must be written with economy to the point.

The field guide must have (i) a preamble to state its purpose and utility (ii) the objectives listed by their priority (iii) the constitution of zones by area (iv) a map of administrative units such as division, range, round, beat superimposed by the zones (v) the all important section on strategy details and application. The first three do not bear elaboration. The last two are discussed in some detail.

The field guide may contain more than one map. Only those maps which are considered essential for smooth functioning should be included. A map should not be larger than 20 cm broad by 16 cm long, so that when folded in half it conforms to the size of the guide. The top margin of the left half of the map should be held within the guide 'binding' allowing the right half of the map to be folded in or out for reference.

The section on strategy should first deal individually with all zonal strategies, separating each zone for obvious reasons. This should be followed by the individual a zonal strategies. Each strategy must be complete in all its technical details of execution, the standards it must attain and the regulations that need to be observed. Where monitoring is involved, the aspects relating to its execution must be specified. Where necessary, diagrams may be included.

The strategies are best expressed as per the conventional titles that represent actions. A line official automatically separates strategies by action titles and thus it is appropriate to use the same system for the purpose of the field guide e.g. timber operations, NWP collection, road construction, artificial waterhole etc. Where a plan has identified a specific site/location for a strategy then as relevant it needs to be mentioned.

While dealing with separate zones it might happen that a few action elements might repeat. At such point rather than repeating the action details a reference to the previous set should be recorded.

To facilitate access to any particular action title, each page of the guide at the bottom, in a central position, should carry the relevant printed action title in a rectangular box of 2 cm x 1/2 cm. As the pages are held together and riffled, any title can easily be accessed.

The guide should have an index or a table of contents in its customary place. At any given time if any section is modified or is required to be deleted or added to, it can be done quite easily by disengaging such material or adding pages to the binder. The table of contents must be altered according to the changes taking place in the field guide. Senior managers should monitor the response of users with the objective of ensuring smooth implementation of plan strategies.

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