

No. 2-1-2009/FOR
Government of Goa,
Forest Department,
Secretariat,
Porvorim – Goa.

Dated :- 24/03/2011

NOTIFICATION

Whereas the Ministry of Environment & Forests, Government of India, has decided that a State Forest Policy be formulated to highlight pertinent issues in forestry vis-à-vis ecological, climatic, socio-cultural and socio-economic conditions in the respective State, in line with the broad principles laid down in the National Forest Policy, 1988; and

Whereas the Government of Goa formulated and approved the Goa State Forest Policy -2009; and

Whereas the Goa State Forest Policy-2009 has been placed on the table of the House of the State Assembly during the monsoon session, 2010;

Now, therefore the Government of Goa hereby declares the 'Goa State Forest Policy-2009' as under:-

“GOA STATE FOREST POLICY – 2009

1. BACKGROUND

- 1.1 Forestry is included in the concurrent list of the Constitution of India. This implies that while the ownership and direct management responsibility over the forest lands vests with the State Government, the Central Government will have overriding jurisdiction in matters of legislation and policy on the subject matter. This has been done with a view to bring about uniformity in forest policy and management to a great extent throughout the country because of the critical importance of the forestry sector in national development.
- 1.2 The first National Forest Policy pronounced in 1894 was promulgated with the objective of managing the forests to promote general well being of the country. The National Forest Policy (NFP) has undergone a sea change since then due to changes in priorities of the country. The first NFP was revised in 1952, which aimed at bringing balance between conservation and production. The 1952 policy also laid stress on revenue generation and meeting the industrial requirements of timber and other raw material.

- 1.3 The 1952 policy was revised by the Government of India vide resolution No. 3-1/1986-FP dated 7/12/1988. The new NFP of 1988 marks a major shift from 1952 forest policy and focuses more on the ecological functions of forests and meeting the domestic needs of the rural and tribal population for fuel wood, fodder, Non-Timber Forest Produce (NTFP) and small timber. Thus the principal aim is to ensure environmental stability and maintenance of ecological balance. The most noteworthy feature of NFP 1988 is that it acknowledges that derivation of direct economic benefits from forests is subordinate to ensuring environmental stability and maintaining ecological balance.
- 1.4 However, considering the fact that the national canvas is too large to address the location specific scenario and that Goa is a small State comprising of ecologically sensitive Western Ghats and its natural forests, it is necessary to have a State specific forest policy within the broad framework of the NFP 1988.

2. BRIEF HISTORY OF FOREST DEPARTMENT AND ITS FUNCTIONS

- 2.1 The Forest Department was started on scientific lines way back in 1860's by the British India Government to usher in industrial revolution, strengthening of war machinery, laying of railway lines, ship building etc. During the British Rule, the scientific management of forests was given high priority and the forest areas were given legal sanctity by notifying them as Reserved Forests and Protected Forests under the provisions of Indian Forest Act, 1927.
- 2.2 There was no separate Forest Department under the Portuguese regime. However, the subject was a part of the Agriculture Department at that time. The forest area in Goa was constituted as "Mata Nacional" (meaning National Forests) during the Portuguese time based on topography, vegetation status and utilization. The Mata Nacionais were notified in the official Gazette vide notification dated 11/01/1951. The forests were classified as Class A, B and C forests depending on their use to mankind.
- 2.3 Major functions of the Forest Department in the management of vast natural resources are briefly given below
- Protection, Conservation and Development of the forests.
 - Raising of Nurseries and forest plantations and their maintenance.
 - Undertaking soil conservation and water harvesting measures to ensure sustained supply of natural resources.
 - Scientific harvesting of timber and non-timber forest produce.
 - Meeting the needs of local people by involving them in Joint Forest Management.

- Conservation of wildlife and management of Protected Areas.
- Rescue and rehabilitation of wild animals in distress.
- Development and management of eco tourism in forest and protected areas.
- Enforcement of various laws like Indian Forest Act, 1927, Wildlife (Protection) Act, 1972, Forest (Conservation) Act, 1980 and Preservation of Trees Act, 1984 etc.
- Creation and maintenance of infrastructure.

3. THE STATE OF GOA

- 3.1 Goa is the smallest State of the country having a total geographic area of 3702 sq.km. The State lies between latitude 14°53' to 15°40' N and between longitude 73°40' to 74°21'E. The total geographical area is divided into two administrative Districts and eleven talukas. The total population of the state is 1.35 million (census 2001) with a population density of 363 persons per sq.km. The livestock population is 212000 (livestock census 2003). The mean temperature in the State ranges from 16.2°C to 36.7°C. The average annual rainfall is 3000 mm. The State of Goa encompasses the rich biological diversity of Western Ghats on the eastern part and coastal Ecosystem all along the western side with humid and per humid climate.
- 3.2 The State's total Government forest area is spread over 1224 sq.km. which constitutes 33.06% of the total geographical area. There are forest areas and also other tree vegetation including horticulture crops/plantations on private land holdings in the State. Thus the total tree cover based on the satellite data of December-2004 is 2432 sq.km, which is 65.69% of the geographical area of the State. (SFR-2005).
- 3.3 Two territorial and one Wildlife divisions administer the forest area and all cashew and rubber plantations raised by department are being managed by the Goa Forest Development Corporation Ltd. Out of the total Government forest area (1224 sq.km) about 755 sq.km. area constitutes protected area network covering about 62% of the total forest area.
- 3.4 The vegetation of Goa is characteristic of the Western Ghats and coastal plains. The narrow coastal plains lead eastwards to hills ascending about 1200m altitude. Predominant forest types found in the State include Evergreen forests, Semi-evergreen forests, Moist deciduous forests, and Mangrove forests. The terrain and topography is hilly/undulating and receives high intensity rainfall. These hills are the catchments of all the major streams and rivers of Goa and have exceptional biodiversity.

3.5 The State of Goa has not formulated a specific Forest Policy for implementation in the State. However, it had been following the principles of NFP 1988 and the basic objectives enunciated in the 1988 policy have been met with to a great extent by orienting the activities of the Department in that direction.

4. OBJECTIVES

Keeping in view the basic perspective of the NFP, 1988 in the frontline, coupled with State-specific understanding, the following objectives are listed to form the core of Goa's Forest Policy:

- Maintenance of environmental stability through preservation and restoration of the ecological balance.
- Conserving the natural heritage of the State by preserving the natural forests of Western Ghats, which has been identified as one of the biodiversity hot-spot areas in the world.
- Controlling soil erosion and denudation in the catchment areas of rivers, lakes, reservoirs as an initiative towards mitigation of floods and droughts.
- To conserve and expand mangroves and coastal belt plantation to minimize beach erosion and to mitigate the severity of natural calamities.
- Increasing the tree cover and improving the canopy density of forest through massive afforestation and social forestry programmes, especially on all denuded, degraded and unproductive lands.
- Meeting the requirements of fuel wood, fodder, NTFP and small timber of the rural and tribal population.
- Development and protection of wildlife and their habitat.
- Development and promotion of Ecotourism and creation of awareness among the general public regarding the importance of flora and fauna.
- Protection of Government forest areas, conservation and management of forests on sustainable forest management principles.
- In situ and Ex-situ conservation and propagation of endemic, rare, endangered species and medicinal plants.
- Production of industrial wood from non-forest lands by promoting tree and bamboo plantations on private lands and simplifying the regulations of tree felling and its

- Institution building at village level for Joint Forest Management, people's participation in forestry activities to ensure employment generation to the rural and tribal people in remote areas.
- Encouraging efficient utilization of forest produce and also promoting wood substitutes.
- Protection, preservation and propagation of local varieties of mangroves species on suitable sites for maintaining the ecological balance of the ecosystem.
- Consolidation of forest boundaries and their regular maintenance for better management and protection of forest areas.
- Undertaking Forestry Research, Environmental Education, Training and Extension.
- Reclamation of abandoned mining areas and afforestation of mine dumps/ rejects.
- Creation of need-specific and maintenance of existing infrastructure in the Forest Department.
- Capacity building, skill upgradation by imparting induction and in service training to Forest personnel.
- Creating an awareness to enable massive public participation with the involvement of Women and Children to understand the importance of forestry and wildlife.

5. ESSENTIALS OF FOREST MANAGEMENT

The following essentials of forest management need to be adopted to achieve the aforementioned objectives of State forest policy:

- Conservation, protection and management of biodiversity of the State with specific reference to the Western Ghats.
- Protection of forests and woodlands. Forest and tree cover shall be improved on qualitative basis like species diversity, canopy density etc.
- Conservation of soil and water in the catchments of rivers, streams, lakes and reservoirs.
- Conservation of mangroves and expansion of coastal belt plantation to mitigate the severity of natural calamities.
- Forest protection shall be given importance and the infrastructural facilities for the frontline staff needs to be improved.

- Rare, endangered, endemic and threatened species of flora and fauna need to be documented, protected and conserved.
- Eco-tourism shall be promoted through people's participation without damaging the ecological status of forest areas for the benefit of the local communities.
- Inter-State linkages need to be strengthened to give an impetus to the management/ protection issues that transcend borders.
- Medicinal plants, bio-fuel plants and other NTFP need to be protected and improved.
- People's participation in forest management practices needs to be strengthened.

6. STRATEGY

The State of Goa has a total geographical area of 3702 sq.km out of which 1224 sq.km is the Government forest area constituting about 33% of total geographical area. The total forest and tree cover in the state is about 2434 sq.km, which is 65.69% of the geographical area of the State. National Forest Policy 1988 has set a goal to bring one third of the country's area under forest or tree cover, which is already achieved by the State. However, the department strives hard to maintain the prescribed standards and also to bring more areas under tree cover.

6.1. Consolidation of Forest Boundaries

- 6.1.1 Consolidation and demarcation of Government forest areas is a priority concern of the Forest Department in the State. This is particularly concerned in Goa because the land Index forms (Form I & XIV) under the Land Revenue Code, 1968 do not provide for description of land as "forest". All the forest areas should be reflected in the land index form I & XIV by way of mutation in the land records. Priority should be given to permanently and correctly demarcating the forest boundaries and for maintenance to prevent ambiguity and encroachments.
- 6.1.2 Entire forest area in the State should be brought under the legal framework as Reserved/Protected Forest or Protected Area Network.
- 6.1.3 The legal classification of forest area of the State as on date is as follows.
- Wildlife sanctuary/ National Park : 754.95 sq. km.
 - Reserved Forests (Notified u/s 20 of IFA) : 103.71 sq. km.
 - Proposed Reserved forests (Notified u/s 4 of IFA) : 252.25 sq. km.
 - Forest areas for which the notification is under process : 113.55 sq. km.

6.2. Afforestation, Social Forestry and Soil and Water Conservation

- 6.2.1 In Goa, forests occur mainly in the three Western Ghats Talukas of Satari, Sanguem and Canacona. The topography of this region is hilly and predominately undulating. Goa receives high intensity rains during SW monsoon period (June-September) and streams and rivers of Goa flow from Western Ghats in the east to the Arabian Sea in the west.
- 6.2.2 In order to facilitate the Western Ghats to fulfill their ecological functions and to preserve/conservate the biological diversity, the soil and moisture, it is essential to maintain a protective clothing of tree cover in this region. Soil fertility and high water regime are the foremost of the intangible benefits to result from such a measure and this in turn, helps sustain economic growth and development especially in an ecologically sensitive State such as Goa.
- 6.2.3 The green cover of the State is considerably on a higher side compared to the targets set in the NFP-1988. However, there is a need to improve the stocking of degraded and open forest patches in the State and the private/institutional lands. To increase/maintain green cover in the State, it is necessary to encourage the planting of trees on the available private lands as well as to create awareness among the local people in general and children & women in particular.
- 6.2.4 Government departments, educational institutions, Village Panchayats and the NGOs should be involved in the plantation activities. The department shall provide technical assistance, basic inputs required for plantation, saplings etc to all those involved in plantation.
- 6.2.5 Lot of fallow lands are available in Goa which can be brought under tree vegetation. Local farmers should be encouraged to go for agro-forestry and farm forestry by raising plants of commercial value like Shisham, Teak, Kadamb, Bamboo, etc., on their farm lands. They should be provided with technical assistance and good quality planting stock of local suitable species. The Government also should ensure marketing avenues for the tree produce from farm lands.
- 6.2.6 Species selection for plantation in the natural forest areas should be strictly of the native species available in the State and more so in case of Western Ghats forests to maintain the ecological balance.
Efforts shall be made to afforest degraded forest land including rocky patches/terrain with the use of improved technology.
- 6.2.7 Soil and water conservation measures are very essential as the control of soil erosion will help to prevent floods. These measures also help to recharge aquifers by increasing percolation and reducing surface run-off. This in turn, increases availability of water during summer months and also prevents the ingress of tidal waters which would otherwise destroy inland fisheries and Khazan land agriculture.

- 6.2.8 To encourage tree planting on private lands, felling and transport regulations shall be suitably amended, taking sufficient precautions to prevent indiscriminate felling of trees.
- 6.2.9 Appropriate Urban forestry models shall be designed and function as an effective interface with the public by organizing outreach programmes and publicity activities.
- 6.2.10. Having regard to the symbiotic relationship between the Schedule Tribe & Other Traditional Forest Dwellers and forests, a primary task of all agencies responsible for forest management, including the Forest Development Corporation should be to associate the tribal people closely in the protection, regeneration and development of forests as well as to provide gainful employment to people living in and around the forest.

The rights of Schedule Tribe & Other Traditional Forest Dwellers shall be taken care of as per legal provision.

6.3. Conservation of Wildlife & Bio-Diversity

- The Protected Area Network of the State needs to be managed on scientific basis sustainably.
- Due importance shall be given for conservation of biological diversity on a holistic basis for which the habitat improvement is the pre-requisite, plantation of suitable fruit and fodder species, eradication of obnoxious and invasive weeds and provision of water especially during (non-monsoon periods) need to be undertaken as a measure of habitat improvement.
- Illegal trade in wildlife and wildlife products shall be prevented. Antipoaching mechanism, intelligence gathering, mobility of staff and communication network need to be strengthened. The uniformed forest personnel should be permanently posted at Airports, Harbours along with Customs personnel to check illegal export of wildlife or wildlife products to other places and countries. A control room functioning round the clock shall be opened and managed at the Headquarters.
- Creating awareness among the general public about the importance of Wildlife and forests and its conservation should be given priority. To create awareness, nature education programmes /nature camps, development of interpretation centers and bio-diversity conservation centers / Arboretum/ Botanical Gardens be established in the State.
- To enhance the capability of Wildlife wing of the Department, the associated staff should be imparted special training in use of various arms and sensitized for various skills in the wildlife management like rescuing of wild animals straying into the villages/human habitations, techniques of Wildlife Census, identification skills of various birds and other lesser known flora & fauna. In order to supplement

the conservation efforts outside protected areas, suitable area shall be identified for declaring 'Conservation Reserve' or "Community Reserve", wherever feasible.

- The veterinary services in the department shall be strengthened for better management of zoo animals, rescued wild animals and also to tackle contagious diseases and to attend other immediate help/ needs of wildlife.
- To mitigate the man-animal conflict, long-term and short-term measures with peoples' participation need to be adopted well in advance and sufficient awareness campaign be undertaken. Eco development committees need to be created and strengthened for helping the Forest Department to achieve the task of wildlife conservation.
- A baseline survey of wild animals and other organisms should be undertaken and the status of these species should be monitored periodically.
- The existing wild animal rescue squads need to be strengthened by developing protocols for the rescue and rehabilitation of wild animals straying outside forest areas.
- Captive elephant management shall be streamlined and strengthened by adopting more scientific method.
- Conservation breeding of endemic and endangered species of birds and animals should be undertaken in the existing zoo.
- All efforts to be made to protect marine life ecosystem. Forest staff should be trained for rescue and rehabilitation of marine lives like shark etc.
- Special efforts will be made to manage Lakes and Wetlands on sustainable basis to enable them to play their ecological role and support birds, amphibians, reptiles and other water dwelling creatures.
- Turtle nesting sites such as at Morjim, Agonda, Galzibag etc. should be protected and interference from mankind should be minimized.

6.4. Development of Ecotourism In Goa

6.4.1 Goa being a global tourist destination, has greater potential to improve the Ecotourism in the State. Eco-tourism has tremendous opportunities of meeting the market requirements within the framework of sound eco-system management on one hand and offering good employment and livelihood opportunities for the poor communities on the other.

6.4.2 Eco-tourism initiatives taken up at Bondla (in Ponda taluka), Collem (in Sanguem taluka) and Hathipal (in Canacona taluka) may be further strengthened to meet the

requirement of tourists and also efforts may be initiated to identify more sites suitable for promoting eco-tourism and other related activities.

- 6.4.3 Eco-tourism efforts of the department should be aimed at creation of livelihood avenues for the local poor people. Community based ecotourism involving the local people by imparting suitable training in hospitality, bird watching, botanization and nature guides, etc., should be promoted with an aim to develop confidence and skills among the rural people to take up such initiatives in their own land holdings.
- 6.4.4 Linkages shall be developed with the State Tourism Department so that the tourists visiting the State can be attracted towards eco-tourism and thus, the department's programmes, policies and messages shall reach a wider audience.
- 6.4.5 The ecotourism activities should be regulated in such a way that they should be in harmony with the natural conditions of the forest area. To achieve this, all precautions that are necessary should be taken while implementing the schemes.
- 6.4.6 The type and scale of eco-tourism development should be compatible with the environment and socio-cultural characteristics of the local community.
- 6.4.7 Eco-tourism to be developed as a part of overall area development strategy, guided by an integrated land use plan while avoiding inter-sectoral conflicts and ensuring sectoral integration, associated with proportionate expansion of public services.

6.5. Management of Natural Forests

- 6.5.1 Keeping in view the objectives recognized for managing Goa's forests, which in turn have been derived from the National Forest Policy 1988, the State Government has banned tree felling in Government forests since 1980-81. Prior to this, forests were clear felled on an annual coup basis and the cleared areas along with other degraded areas were rehabilitated by afforestation and soil conservation measures.
- 6.5.2 The natural forests that were not worked earlier should be managed primarily for sustaining the life support systems and biodiversity conservation.
- 6.5.3 The ban on tree felling in the natural forest areas may continue whereas, all forest areas need to be managed as per provisions of the approved working plans.
- 6.5.4 Degraded forest areas need to be rehabilitated through appropriate management interventions.
- 6.5.5 Degraded forest areas near habitations need to be regenerated with the involvement of local communities through the Joint Forest Management principles.

- 6.5.6 Though the State is small, it encompasses unique ecosystems like marshy lands and mudflats, small patches of grasslands, plateau lands, etc., apart from the normal woody and riverine ecosystems. These specific ecosystems need to be preserved keeping in view the ecological importance of these places.
- 6.5.7 Goa has a rich tradition of maintaining the “Sacred Groves” mainly because of beliefs and traditions attached with these places. These need to be documented and protected.
- 6.5.8 Forests of Goa are rich sources of medicinal plants and various non-timber forest produce and associated traditional knowledge. An effort in this regard is very much essential for proper documentation to achieve its sustainable management.
- 6.5.9 Any management intervention in the natural forest areas should keep the principle of Sustainable Forest Management in view.
- 6.5.10 Mineral prospecting/exploration or mining (fresh or existing leases and/or their renewal) including extraction of minor minerals shall be regulated as per the existing legal provisions.

6.6. Mangroves

- 6.6.1 Mangroves occupy about 2000 ha of area along the lower reaches (i.e. downstream) estuaries namely- Zuari, Mandovi, Terokol, Chapora, Sal, Talpona, Galjibagh as well as Cumbarjua canal. As a measure to protect these mangroves, the State Government has notified 14 mangrove species as protected species and their cutting/felling is banned, which may continue.
- 6.6.2 The existing mangrove areas need to be preserved and attempts shall be made to acquire mangrove areas under private ownership.
- 6.6.3 Necessary steps may be initiated for non-consumptive use of mangrove resources by promoting ecotourism or fisheries/oyster breeding etc.
- 6.6.4 Degraded mangrove areas need to be rehabilitated with suitable species of mangroves. However, care should be taken not to plant mangroves on mudflats frequented by migratory/ resident birds in sanctuary and other areas.

6.7. Conservation and Propagation of Medicinal Plants

- 6.7.1 Medicinal plants need to receive adequate attention in the State. Steps need to be taken for in-situ and ex-situ conservation of medicinal plants in the Western Ghats and other parts of the State.

6.7.2 Systematic approach is needed to conserve these natural resources. Therefore, the following activities need to be taken up:

- 1) Survey, assessment and documentation of medicinal plant resources and their natural habitats in the State.
- 2) In-situ conservation of available medicinal plant resources in their natural habitat.
- 3) Standardization of techniques for propagation (nursery techniques) and its commercial cultivation.
- 4) Demonstration plots and herbal parks to be set up to educate people about the use of medicinal plants in the traditional Indian systems of medicine.
- 5) Production of quality seeds and seedlings for distribution to interested farmers so as to encourage them to cultivate the medicinal plants on their land holdings.
- 6) Enabling environment needs to be created to facilitate marketing of medicinal plants for income generation to the farmers.

6.8. Forest Protection, Forest Fires and Encroachments etc.

Forests are an open access resource and are vulnerable to various kinds of pressures like theft, fires, grazing, encroachment, poaching etc, among which the forest fires and encroachments destroy bio-diversity, regenerating and micro flora/fauna necessary for ecological process in forests. Incidences of large scale forest fires are not very common in the State, yet there have been instances of sporadic forest fires during summer months.

6.8.1 Special precautions such as maintenance of fire lines/ round the clock monitoring of forest fires, use of firefighting equipment, improved communication and transportation networking, involvement of local people in forest fire monitoring and control need to be ensured for effective management of forest fires. In the incidence of forest fires, proper assessment of damage caused to the forest and measures to be taken for rehabilitation needs to be ascertained immediately.

The forest fire protection/management needs to be dovetailed with the District Disaster Management Plan. There should be constant exchange of information on existing resources for Disaster Management with relevant Stakeholders.

6.8.2 Encroachment on forest lands should be monitored on periodic basis and effective punitive action against the encroachers should be taken in accordance with the Act/Rule.

- 6.8.3 Grazing on forest lands should be regulated and should not be encouraged.
- 6.8.4 Forest protection measures like regular patrolling, raids, search and seizures need to be increased with better infrastructure and supporting resources.
- 6.8.5 Forest department implements various legislations like Indian Forest Act, Wildlife Protection Act, Forest Conservation Act, Preservation of Trees Act, etc., in the State. Therefore, there is a need to establish a legal cell involving professional legal experts on permanent basis to assist forest officers in dealing with court cases./legal matters.

6.9. Forestry Education, Training and Extension

- 6.9.1 Frontline forest staff like Forest Guard, Round Forester and Range Forest Officers need to be imparted regular training to update them with the recent developments in the forestry and wildlife sector and related fields.
- 6.9.2 The training institution needs to be strengthened by equipping with trained personnel and good quality training material. Village Forest Committee members and Non Governmental Organizations (NGO) should also be involved in the training and extension activities.
- 6.9.3 For educating local villagers, farmers and other stakeholders about the forestry and related activities, Van Vigyan Kendra needs to be established.
- 6.9.4. Creating Awareness regarding forest protection, sustainable use of non-timber forest produce and conservation of Wildlife/Biodiversity among women and children by involving Anganwadis, Panchayats, Child Development Programme Officer and other village level institutions by the Forest Department.
- 6.9.5 The Forestry & Environment subject shall form part of curriculum at primary and secondary School level.

6.10 Forestry Research

- 6.10.1 Applied research on conservation of rare, endangered and endemic species needs to be undertaken or supported.
- 6.10.2 Linkages need to be established with other research institutions in the State as well as outside the State.
- 6.10.3 Some of the broad priority areas of research in the State are mentioned below which need to be reviewed periodically:
 - a) Technical know –how for the reclamation of mining areas and mine dumps/rejects with locally available natural forestry species.

- b) Standardization of nursery techniques and cultivation aspects of medicinal plant species and other NTFPs.
- c) Standardization of plantation techniques for mangroves.
- d) Successful afforestation of barren /rocky/marshy/mined-out lands.
- e) Research in Tissue culture technology for mass multiplication of specific tree species and bamboos.
- f) Research related to plant breeding of rare endemic and endangered species of the Western Ghats.
- g) Perfecting the technology of composting and manuring with the available waste to enhance the organic cultivation and employment/income generation to rural people.
- h) Research for development, sustainable use and value addition for medicinal plants, bamboos, canes and other NTFPs.

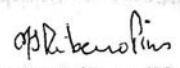
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6.11. Personnel Management

- 6.11.1 Personnel management for professional foresters needs to aim at enhancing their professional competence and status for attracting and retaining qualified and motivated personnel, keeping in view particularly the arduous nature of duties they have to perform.
- 6.11.2 Cadre strength of Indian Forest Service (IFS) and State Forest Service (SFS) shall be maintained at optimum level as per the human resource requirements in the State. There should be a provision of lateral opportunities for the officers (IFS/SFS) as per rules in force and to utilize their services in other line departments in the State as well.
- 6.11.3 The frontline field staff needs to be constantly motivated by improving the avenues for promotion/Assured Career Progression schemes and their postings to some extent should be made based on proven skills/interest in specific works of forestry.
- 6.11.4 Strength of field and ministerial staff needs to be assessed from time to time with the changing role of Forest Department and additional work load. ”

Suggestions if any, in this regard are invited within the period of sixty days from the date of publication of this Notification.

By order and in the name of
the Governor of Goa.


(Maria J.R. e. Pires)
Under Secretary (Forests)