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Resolution No.20

date:-20/04/2026

To,

The Hon'ble Chairperson,
8th Central Pay Commission,
Government of India,
New Delhi.

Subject: Memorandum seeking rectification of constitutional, legal, and long-standing pay anomalies relating to Forest Personnel with reference to uniform rank, pay scales, promotional hierarchy, and risk allowance across all States – reg.

Respected Sir/Madam,

On behalf of the All India Forest Officers Federation, this Memorandum is respectfully submitted for the kind consideration of the Hon'ble 8th Central Pay Commission, seeking urgent redressal of long-standing constitutional, administrative, and structural anomalies affecting Forest Personnel across India.

This representation is firmly grounded in the principles of equality, fairness, natural justice, and constitutional governance. Yet, these principles have not been equitably extended to Forest Personnel, despite the hazardous and nationally critical nature of their duties.



1. Violation of Article 14 & 16 – Inter-State Inequality

Forest Personnel across India discharge identical duties under a common constitutional and legal framework, yet suffer wide disparities in pay scales, rank structure, and service conditions across States.

This is violative of:

- Article 14-Equality before law.
- Article 16 – Equality in public employment.

The Hon'ble Supreme Court has consistently upheld the doctrine of **"Equal Pay for Equal Work"** as a constitutional mandate in:

- *Randhir Singh vs Union of India (1982)*
- *D.S. Nakara vs Union of India (1983)*
- *State of Punjab vs Jagjit Singh (2016)*

Despite uniformity of duties, Forest Personnel are denied parity, resulting in institutional discrimination.

Prayer: Uniform All India rank-wise pay scales on the lines of Police Services.

2. Historical Neglect Since 4th Pay Commission

Post 4th Central Pay Commission, the pay structure of Forest Personnel has not undergone any comprehensive or scientific rationalization, unlike other uniformed services.

This has resulted in:

- Pay distortion
- Rank compression
- Weakening of command structure
- Persistent inter-State disparities

Prayer: National-level correction through the 8th Pay Commission.



3. Uniform Promotional Hierarchy – Essential for Governance

Forest administration is a disciplined, field-oriented service requiring a clear chain of command. The following structure must be uniformly recognized:

- Forest Guard
- Forester
- Deputy Ranger Officer
- Forest Ranger Officer

Distortion of this hierarchy has adversely impacted efficiency and governance, particularly in light of Article 48A.

4. Rationalization of Rank-wise Pay Structure

To restore administrative discipline, the following rank-based pay structure (aligned with 6th CPC principles) must be rationally upgraded:

- Forest Guard – ₹2400 Grade Pay
- Forester – ₹2800 Grade Pay
- Deputy Ranger Officer – ₹4200 Grade Pay
- Forest Ranger Officer – ₹5400 Grade Pay

Deviation from this structure has created nationwide anomalies.

5. Uniform Rank Insignia – Statutory Requirement

Forest Personnel are governed under statutory rules framed under Article 309. Despite being a uniformed service, there is no standardized All India rank insignia system.

This results in:

- Weakening of discipline
- Operational ambiguity
- Reduced field authority

Prayer: Standardization of rank insignia at the national level.

6. Nature of Duties – High Risk & Constitutional Mandate

Forest Personnel perform duties in furtherance of:

- Article 48A – Protection of forests and environment
- Article 51A(g) – Fundamental duty

They operate under:

- Threat from wild animals
- Armed poachers and smugglers



- Zoonotic diseases
- Remote and hostile terrain

The risk exposure is comparable to, and often exceeds, other uniformed services.

7. Gross Disparity in Risk Allowance

Forest Personnel receive only ₹120–₹250 per month as Risk Allowance, which is grossly inadequate.

In contrast:

- Health Sector receives ₹5000–₹5500 per month

This disparity is arbitrary and violative of Article 14.

Key Finding:

“The existing Risk Allowance structure for Forest Personnel is constitutionally unsustainable.”

Prayer:

- Risk Allowance of ₹5000–₹5500 per month
- National risk-based allowance framework
- Additional Forest Field Hardship Allowance

8. Introduction of Forest Field Staff Allowance

Forest duties are continuous, field-intensive, and physically demanding.

A dedicated “Forest Field Staff Allowance” would:

- Recognize field hardship
- Improve morale
- Meet constitutional standards of reasonable classification



9. Inter-State Pay Disparity – Comparative Statement

S. No.	State	Forest Guard	Forester	Dy. Forest Range Officer	Forest Ranger Officer
1	Madhya Pradesh	₹1900 GP	₹2400 GP	₹2800 GP	₹3600 GP
2	Uttar Pradesh	₹1900 GP	₹2800 GP	₹4200 GP	₹4800 GP
3	Rajasthan	₹1900 GP	₹2800 GP	₹3600 GP	₹4200 GP
4	Maharashtra	₹1800 GP	₹2400 GP	₹4200 GP	₹4800 GP
5	Jharkhand	₹1800 GP	₹2000 GP	₹4200 GP	₹4600 GP
6	Chhattisgarh	₹1800 GP	₹2400 GP	₹4200 GP	₹4600 GP
7	Uttarakhand	₹2000 GP	₹2800 GP	₹3500 GP	₹4800 GP
8	Himachal Pradesh	₹1900 GP	₹2400 GP	₹4200 GP	₹4600 GP
9	Delhi	₹2000 GP	₹2000 GP	₹2000 GP	₹4200 GP
10	J&K	₹1900 GP	₹2400/2800 GP	₹4200 GP	₹4280 GP
11	National Zoological Park	₹1800 GP	—	—	₹2800 GP
12	Andaman & Nicobar	₹2400 GP	₹2800 GP	₹4200 GP	₹4600 GP
13	Andhra Pradesh	₹23,120– ₹70,850	₹25,220– ₹76,730	₹32,670– ₹96,890	₹40,970– ₹1,18,390
14	Telangana	₹23,120– ₹70,850	₹25,220– ₹76,730	₹32,670– ₹96,890	₹40,970– ₹1,18,390
15	Punjab	₹3200 GP	₹4600 GP	₹4800 GP	₹5400 GP
16	Odisha	₹1900 GP	₹2400 GP	₹2800 GP	₹4600 GP



Analytical Note

The above table clearly demonstrates that:

- Pay scales vary significantly across States despite identical duties
- No uniform benchmark exists

- Pay compression is widespread
- Promotional hierarchy is financially distorted

Conclusion Line:

“Such wide and unjustified inter-State disparities in a uniformed and nationally critical service are constitutionally untenable and administratively unsustainable.”

ANNEXURE – I

Risk Allowance Disparity, Constitutional Validity & Institutional Anomaly

A. Constitutional Position

- Reasonable classification requires intelligible differentia + rational nexus
- “Equal Pay for Equal Work” is a constitutional goal
- Allowances must reflect risk exposure

B. Comparative Statement

Sector	Nature of Duty	Risk Level	Monthly Risk Allowance
Forest	Jungle, wildlife, remote areas	Very High	₹120–₹250
Police	Law & order	High	₹1000–₹3000
Health	Hospitals, infection	High	₹5000–₹5500

C. Special Case – National Zoological Park, New Delhi

1. Centrally administered institution
2. Lower pay than State Forest Departments
3. Zoo guard grade pay ₹1800 vs ₹2000 in States
4. Animal keeper grade pay ₹1800 vs ₹2000 in States
5. Ranger Grade Pay ₹2800 vs ₹4800 in States



Strong Observation:

"It is paradoxical that the premier national zoological Park of the country operates with lower pay structures and weaker service conditions than State counterparts."

Conclusion & Final Prayer

In view of the above, the Federation humbly prays that the Hon'ble 8th Central Pay Commission may:

1. Ensure uniform All India pay scales
2. Restore promotional hierarchy
3. Grant Risk Allowance ₹5000-₹5500
4. Introduce Forest Field Allowance
5. Rectify anomalies in National Zoological Park

The Federation also seeks an opportunity for a personal hearing.

Submitted Respectfully,

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