



Presented by-
All India Forest Officer's
Federation

Representation reg:
Upgradation of Pay Level of Zoo
Ranger,
Grant of Parity with Forest
Ranger Cadre,
Cadre Restructuring and Grant
of Uniform Allowance
in
National Zoological Park, New
Delhi
Under Ministry of Environment,
Forest & Climate Change



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Date:12 May 2026

To,

The Chairman,
Eighth Central Pay Commission,
Government of India, New Delhi

Subject: Representation regarding upgradation of Basic Pay / Pay Level of the post of Zoo Rangers in National Zoological Park, New Delhi, under the Ministry of Environment, Forest and Climate Change, in light of recommendations of the 7th Central Pay Commission, the Ministry's subsequent communications, parity with Forest Rangers across India, and long-pending historical anomaly.

Respected Sir/Madam,

The All India Forest Officers Federation (AIFOF), a National federation representing officers and personnel engaged in forestry and wildlife management across India, respectfully submits this representation before the Hon'ble Eighth Central Pay Commission seeking redressal of a long-pending pay and service anomaly relating to the post of Zoo Ranger in the National Zoological Park (NZP), New Delhi, functioning under the Ministry of Environment, Forest and Climate Change (MoEFCC).

This representation is being submitted in public interest and in furtherance of administrative rationalization, professional recognition and strengthening of scientific wildlife management in India's premier Central Government zoological institution.

The present representation is based upon:

1. Recommendations and observations made in the Report of the Seventh Central Pay Commission regarding Forest Rangers and subordinate forest hierarchy;
2. Ministry of Environment, Forest and Climate Change communications issued after the 7th CPC;
3. Historical parity between Forest Rangers and Zoo Rangers;
4. Comparative pay structure of Forest Rangers across various States and Union Territories;
5. The continued stagnation of Zoo Ranger posts in National Zoological Park at Grade Pay ₹2800 / Level-5 despite substantial duties and technical responsibilities; and
6. Failure to revise Recruitment Rules and cadre structure after the 4th Central Pay Commission, resulting in continuation of outdated pay hierarchy.



1. Background of the Issue

The post of Zoo Ranger in National Zoological Park, New Delhi, is a technical and supervisory post entrusted with direct responsibility for management of captive wildlife, supervision of animal sections, ration management, enclosure maintenance, animal welfare coordination, breeding support, public safety, and coordination with veterinary and construction divisions.

As per official records of the Ministry and National Zoological Park, the educational qualification prescribed for the post is B.Sc. in Zoology, along with 2 years of experience in wildlife/zoo management.

The Staff Selection Commission advertisement for the recruitment of Zoo Rangers specifically prescribed:

- B.Sc Degree in Zoology;
- 2 year Experience in wildlife/zoo management;
- Supervisory and technical responsibilities relating to animal care and management.

The duties officially notified include:

- Supervision of cleanliness and maintenance of enclosures;
- Ensuring daily supply of rations and water;
- Welfare and breeding management of animals and birds;
- Administrative supervision of animal sections.

Further, the Director, National Zoological Park, officially acknowledged that Zoo Rangers are responsible for:

- Supervision of animals and enclosures;
- Execution of animal exchange programs;
- Coordination with veterinary sections;
- Prevention of animal escape;
- Maintenance and management of zoological infrastructure.



Despite such technical and supervisory duties, the post continues to remain in Grade Pay ₹2800 (pre-revised) corresponding to Level-5 under the 7th CPC.

This is highly anomalous because equivalent Forest Ranger posts across India have already been upgraded to Grade Pay ₹4200 and subsequently to ₹4600/Level-7 in many jurisdictions.

2. Recommendations of the Seventh Central Pay Commission

The Seventh Central Pay Commission, while examining issues specific to the Ministry of Environment, Forest and Climate Change, specifically considered the cadre structure of Forest Rangers in the Andaman & Nicobar Islands.

The Commission observed that Forest Rangers were placed in the same Grade Pay as their feeder cadre Deputy Rangers, thereby disturbing the command structure and hierarchy. The Commission noted the need for rationalization and proper hierarchy. The relevant portion recorded that the Forest Ranger post in GP ₹4200 required upgradation to GP ₹4600. The Commission further observed that the overall responsibility of forest subordinate staff lies with Forest Rangers.

The extracted recommendation reflected:

- Forest Ranger and Deputy Ranger were placed in the same Grade Pay ₹4200;
- Proper command structure required rationalization;
- Forest Ranger responsibilities justified a larger scale.

The relevant hierarchy recorded by the 7th CPC showed:

- Assistant Conservator of Forests – GP 5400;
- Forest Ranger – GP 4200;

- Deputy Ranger – GP 4200;
- Forester – GP 2800;
- Head Forest Guard – GP 2400;
- Forest Guard – GP 2000.

The Commission specifically took note of the anomaly and supported the rationalization of the hierarchy.

This recommendation is extremely significant because:

1. It recognized the supervisory and command nature of the Ranger post;
2. It is accepted that Rangers cannot remain at the same level as feeder cadres;
3. It supported a higher-grade structure for Ranger-level technical supervisory posts.



3. Ministry of Environment, Forest and Climate Change Letter dated 20.03.2017

Subsequent to the recommendations of the Seventh Central Pay Commission, the Ministry of Environment, Forest and Climate Change itself issued a communication regarding the upgradation of Forest Ranger posts in the Andaman & Nicobar Administration.

The Ministry's communication acknowledged that proposals for upgradation of Assistant Conservator of Forests and Forest Rangers were referred to the Ministry of Finance after recommendations of the Departmental Anomaly Committee and that Grade Pay ₹4600 was recommended for Forest Rangers.

Thus, after the 7th CPC:

- The Ministry itself accepted the necessity of upgradation;
- The Government recognized the anomaly;
- Ranger-level posts were considered appropriate for GP ₹4600 / Level-7.

4. Historical Neglect of National Zoological Park Cadre

It is respectfully submitted that the cadre structure and Recruitment Rules of Zoo Ranger in National Zoological Park have not been substantially revised after the 4th Central Pay Commission era.

This historical inaction has resulted in:

- Continued stagnation of Zoo Ranger posts;
- Non-revision of hierarchy;
- Absence of rational promotional structure;
- Artificial downgrading of a technical supervisory post.

Unlike several State Forest Departments and Zoological Institutions, the National Zoological Park failed to periodically represent the matter before successive Pay Commissions. Consequently, the outdated Grade Pay ₹2800 structure continued mechanically without functional review.

This anomaly became more glaring after:



- Expansion of wildlife conservation laws;
- Modern zoological standards;
- Increased technical responsibilities;
- Growth of public interface and conservation management;
- Requirement of scientific handling of captive wildlife.

Today, Zoo Rangers perform responsibilities far beyond what was contemplated decades ago.

5. National Zoological Park is a Direct Subordinate Office of the Ministry

The anomaly becomes even more serious because the National Zoological Park functions directly under the Ministry of Environment, Forest, and Climate Change.

Unlike State Zoos, the National Zoological Park is not merely a State-level establishment but a premier Central Government institution under direct administrative control of the Ministry.

Therefore:

- Central Government standards should apply;
- Scientific wildlife management should receive proper recognition;
- Ranger-level supervisory posts should be treated at par with equivalent Central and State forest establishments.

However, despite being directly under the Ministry, the Zoo Ranger post remains at Level-5 while comparable Ranger cadres across States and UTs have been upgraded.

This creates a paradox where the Central Government's own premier zoo maintains lower standards for its Rangers than many State Governments.

6. Representation Submitted by Shri Saurabh Vashisth



The issue was formally raised through representation by Shri Saurabh Vashisth, Zoo Ranger, National Zoological Park.

The Director, National Zoological Park, forwarded the proposal to the Ministry on 12.08.2021, recommending:

- Upgradation of Zoo Ranger from GP ₹2800 to GP ₹4600;
- Parity with Forest Range Officers;
- Recognition of technical and supervisory responsibilities.

The Director specifically recorded that:

- No upgradation had taken place since inception;
- Other States and organizations had already upgraded Ranger posts;
- Upgradation was required for efficient management of the National Zoological Park.

However, despite clear recommendations and justification, the proposal was not finalized.

Instead, the Ministry sought repeated procedural clarifications and referred to Recruitment Rules and cadre restructuring issues.

The substantive anomaly itself was never effectively resolved.

7. Comparison with Forest Rangers Across States and UTs

Across India, Forest Rangers are recognized as:

- Technical supervisory officers;
- Field-level command officers;
- Wildlife management functionaries;

- Enforcement and protection personnel.

In several States and Union Territories:

- Forest Rangers are placed in GP ₹4200 or ₹4600;
- They receive Level-6 or Level-7 pay matrix;
- Promotional hierarchy is properly maintained.

Even in Andaman & Nicobar Islands, the issue was acknowledged officially and upgradation was recommended.

However, in National Zoological Park:

- Zoo Ranger continues at GP ₹2800 / Level-5;
- Feeder and promotional parity anomalies continue;
- Technical qualifications are not adequately compensated.



The disparity is irrational because Zoo Rangers also perform specialized wildlife management functions under statutory zoological standards.

Comparative Pay Structure of Ranger Cadres

Organization/ State	Post Name	Existing Level/GP	Nature of Duties	Status
National Zoological Park	Zoo Ranger	Level-5/GP ₹2800	Wildlife supervision, rescue, zoo management	Not Upgraded
Andaman & Nicobar Administra- tion	Forest Ranger	GP ₹4200/4600 recommended	Forest & wildlife management	Upgradation considered
Various State Forest Departments	Forest Ranger/Range Officer	Level-6/7	Field wildlife & forest supervision	Upgraded
State Zoo Authorities	Ranger equivalent posts	Higher scales in several States	Zoo supervision & wildlife management	Improved parity

8. Nature of Duties Performed by Zoo Rangers

The duties performed by Zoo Rangers are highly specialized and involve:

- Wildlife handling;
- Animal welfare monitoring;
- Biological supervision;
- Public safety;
- Scientific enclosure management;
- Breeding coordination;
- Emergency response during animal escape or health crises;
- Coordination with veterinary and conservation teams.



The job involves:

- Physical risk;
- Technical accountability;
- Supervisory responsibility;
- Public interaction;
- Administrative coordination.

These responsibilities are comparable in complexity and accountability to field Forest Rangers.

9. Violation of Principles of Pay Rationalization

The 7th CPC emphasized:

- Rationalization of pay structure;
- Attraction of talent;
- Efficiency and accountability;
- Recognition of specialized responsibilities.

Continuation of Zoo Rangers at Level-5 defeats these principles because:

- Highly qualified personnel are under-compensated.
- Technical posts remain unattractive;
- Career stagnation persists;

- Scientific wildlife management suffers.

The present structure also violates the broader principle of functional parity and equal pay for equivalent responsibilities recognized repeatedly in service jurisprudence.

10. Recruitment Standards and Technical Nature of Post

The post of Zoo Ranger is not a routine clerical or non-technical post.

Recruitment itself requires:

- Specialized educational qualification in Zoology;
- Experience in wildlife/zoo management;
- Supervisory competence.



The SSC advertisement and Ministry records establish that the post is a technical wildlife management position.

Therefore, retaining the post at Level-5 equivalent to ordinary non-technical posts is unjustified and inconsistent with the nature of duties.

11. Administrative and Financial Justification for Upgradation

It is further submitted that the sanctioned strength of the post of Zoo Ranger in the National Zoological Park, New Delhi, is only two (02) posts. Therefore, the financial implication of upgradation would be minimal, while the administrative and operational benefits in terms of efficiency, morale, and professional cadre recognition would be substantial.

- Financial burden on the Government would be negligible;
- Administrative efficiency would improve;
- Morale and retention would increase;
- Professional wildlife management standards would be strengthened.

The upgradation would also align the Central Government institution with modern zoological and conservation standards.

12. Need for Revision of Recruitment Rules

The Ministry itself observed that the Recruitment Rules require revision.

Therefore, the Eighth Central Pay Commission may kindly recommend:

1. Revision of Recruitment Rules of Zoo Ranger;
2. Rational cadre restructuring;
3. Proper hierarchy between Zoo Guard, Head Zoo Keeper, Zoo Ranger/Zoo Range Officer, Curator/Assistant Conservator of Forest, and higher posts;
4. Upgradation of Zoo Ranger to Level-7 corresponding to GP ₹4600;
5. Periodic cadre review mechanism.

13. Constitutional and Administrative Principles

The present anomaly is contrary to:

- Principles of administrative fairness;
- Functional parity;
- Rational classification;
- Scientific cadre management.



The Central Government cannot maintain a premier National Zoological institution while simultaneously denying appropriate recognition to its technical supervisory cadre.

The doctrine of “equal pay for equal work,” though not requiring mathematical identity, certainly requires reasonable parity where qualifications, responsibilities, and accountability are substantially similar.

14. Prayer before the Eighth Central Pay Commission

In light of the above facts and documents, it is most respectfully prayed that the Hon’ble Eighth Central Pay Commission may kindly recommend:

1. Upgradation of the post of Zoo Ranger in National Zoological Park from existing Level-5 (GP ₹2800 equivalent) to Level-7 (GP ₹4600 equivalent);
2. Recognition of Zoo Ranger as a technical supervisory wildlife management post equivalent in status to the Forest Ranger cadre;
3. Revision of Recruitment Rules and cadre hierarchy of National Zoological Park;

4. Grant of appropriate parity with Forest Rangers in other States/UTs and Government organizations;
5. Retrospective consideration of the historical anomaly arising due to non-revision after the 4th Central Pay Commission;
6. Rational restructuring of Zoo cadre under the Ministry of Environment, Forest, and Climate Change;
7. Creation of proper promotional avenues and financial progression.

15. Consideration of Latest Administrative / Expert Committee Reports



It is respectfully submitted that recent committee reports and administrative reviews submitted before the Ministry have also highlighted the necessity of rationalization of zoo administration, modernization of cadre structure, and improvement of service conditions of technical wildlife staff.

The recommendations and observations made in such reports further strengthen the long-pending demand for:

- cadre restructuring,
- pay rationalization,
- professional recognition of Zoo Rangers/Zoo Range Officer,
- and parity with equivalent wildlife/forest supervisory cadres across India.

The issue is therefore no longer an isolated individual grievance but a recognized institutional anomaly requiring intervention at the level of the Eighth Central Pay Commission.

16. Demand for Grant of Uniform Allowance to Zoo Rangers

It is respectfully submitted that Zoo Rangers in the National Zoological Park are required to perform regular field-oriented supervisory duties involving direct management of animal enclosures, wildlife sections, public interface, inspection, emergency response, and coordination with animal keepers and veterinary staff.

The nature of duties requires:

- compulsory use of proper field uniform,
- maintenance of discipline and institutional identity,

- hygiene and safety standards,
- and an identifiable supervisory presence inside the zoo premises.

It is pertinent to mention that:

- Forest Rangers and equivalent field staff in several State Forest Departments are provided uniform allowance/uniform facilities;
- even Group-C and Group-D operational staff in the National Zoological Park are provided uniform facilities;
- However, Zoo Rangers, despite holding supervisory and technical responsibilities, are denied uniform allowance.



Group-C / Group-D Zoo Staff	Provided
Zoo Rangers	Not Provided
Forest Rangers in All States and UTs	Provided in many States

This creates an anomalous and discriminatory situation where subordinate operational staff receive uniform support, but the supervisory Ranger cadre is excluded.

The denial of uniform allowance is arbitrary and inconsistent with the nature of duties attached to the post of Zoo Ranger.

It is therefore prayed that the Eighth Central Pay Commission may kindly recommend the grant of:

- Uniform Allowance,
- Washing Allowance,
- and related field duty support facilities

to Zoo Rangers and similarly placed wildlife supervisory staff under the Ministry of Environment, Forest and Climate Change.

17. Recognition of Zoos as Forestry Activity by Ministry of Environment, Forest and Climate Change

A very significant development has taken place vide Guidelines dated 08.06.2022 issued by the Ministry of Environment, Forest and Climate Change wherein the establishment and management of zoos by Forest Departments/State Zoo Authorities has been officially recognized as a forestry

activity for the purpose of implementation of the Forest (Conservation) Act, 1980.

The Ministry, based upon recommendations of the Forest Advisory Committee (FAC), specifically observed that:

- zoo activities are related and ancillary to conservation, development and management of forests and wildlife;
- treating zoos as non-forestry activity hampers conservation objectives;
- Zoos support conservation breeding, rescue operations, wildlife health care and conservation outreach.



Further, the Guidelines specifically provide that:

- only zoos operated by Forest Departments or State Zoo Authorities shall qualify under these forestry activity guidelines;
- Rescue centres, conservation breeding centres and zoos linked with in-situ government conservation programmes should be considered forestry activities.

These official findings of the Ministry establish beyond doubt that:

- zoo administration is intrinsically connected with forestry and wildlife conservation functions;
- zoo operations are part of national wildlife management objectives;
- zoo personnel are engaged in conservation-linked forestry activities.

Therefore, once the Government itself has officially recognized zoo operations as a forestry activity, denial of parity to Zoo Rangers vis-à-vis Forest Rangers becomes unreasonable and inconsistent.

The functional role, conservation responsibilities, field duties, rescue coordination, animal management responsibilities and wildlife protection functions performed by Zoo Rangers justify the extension of equivalent pay structure, uniform allowance, and service benefits at par with equivalent Forest Ranger cadres.

This policy recognition by the Ministry constitutes a major administrative and legal basis for the rationalization of pay and service conditions of Zoo Rangers under the Eighth Central Pay Commission.

18. Functional Parity and Nature of Duties Performed by Zoo Rangers/Zoo Range Officers

It is respectfully submitted that the duties and responsibilities performed by Zoo Rangers in the National Zoological Park are functionally comparable to those performed by Forest Rangers/Forest Range Officers and wildlife supervisory personnel in Forest Departments across India.

The nature of duties performed by Zoo Rangers/Zoo Range Officers clearly establishes the requirement of parity in pay structure, status, and field-related allowances.

(i) Forest Department Parity

Zoo Rangers perform wildlife conservation, animal management, supervisory and field functions closely aligned with duties performed by Forest Rangers in various State Forest Departments, and state forest zoos.

The Ministry itself has recognized zoo establishment and management as a forestry activity connected with conservation and wildlife management objectives.

Zoo Rangers are engaged in:

- wildlife management,
- conservation support,
- rescue coordination,
- scientific animal care supervision,
- and implementation of conservation protocols.

Thus, denial of parity with Forest Ranger cadres is inconsistent with the Ministry's own policy framework.

(ii) Wildlife Rescue and Emergency Exposure

Zoo Rangers are regularly exposed to high-risk wildlife handling and emergency situations involving:

- escaped animals,
- injured wildlife,
- dangerous carnivores,
- tranquilization support,
- rescue operations,
- shifting and transportation of wild animals,

- and disaster/emergency response.

These duties involve substantial physical risk and psychological pressure similar to field wildlife personnel.

In emergency situations, Zoo Rangers act as immediate supervisory responders responsible for:

- public safety,
- coordination with veterinary teams,
- containment measures,
- and operational control.

Such exposure justifies recognition of Zoo Rangers as specialized wildlife field personnel deserving enhanced pay structure and field-related allowances.



(iii) Public Dealing and VIP Visit Responsibilities

The National Zoological Park is one of the most visited zoological institutions in India and functions as a national public institution under direct control of the Ministry of Environment, Forest and Climate Change.

Zoo Rangers are required to:

- supervise visitor-sensitive animal sections,
- maintain discipline and public safety,
- coordinate during VIP/VVIP visits,
- assist during ministerial inspections,
- interact with officials, researchers and public representatives,
- and ensure institutional protocol compliance.

The responsibilities involve continuous public interface and institutional representation, which further distinguishes the post from ordinary ministerial or indoor supervisory posts.

(iv) Representation of a National Institution

Unlike ordinary State establishments, the National Zoological Park represents India's premier zoological institution under the direct control of the Central Government.

Zoo Rangers therefore perform responsibilities connected with:

- national conservation image,
- public education,
- wildlife awareness,
- zoological management standards,
- and implementation of Central Zoo Authority guidelines.

The role carries institutional accountability and professional representation responsibilities which require appropriate recognition in pay structure and service conditions.

(v) Daily Outdoor and Field-Oriented Duty

Zoo Rangers perform predominantly outdoor duties involving:

- 
- inspection of animal enclosures,
 - supervision of feeding and sanitation,
 - monitoring of wildlife behavior,
 - enclosure maintenance,
 - rescue preparedness,
 - and field movement throughout the zoo premises.

Unlike ordinary office-based staff, the post requires:

- continuous physical movement,
- exposure to extreme weather conditions,
- prolonged outdoor supervision,
- and operational field presence.

This field-oriented nature of duties is comparable to forest field staff and warrants a grant of:

- improved pay structure,
- uniform allowance,
- washing allowance,
- and other field-related service benefits.

(vi) Biological and Zoonotic Contamination Risk

Zoo Rangers are regularly exposed to biological hazards and zoonotic risks arising from:

- direct proximity to wild animals,
- animal waste,
- infectious diseases,
- contaminated enclosures,
- carcass handling situations,
- and quarantine/sanitation operations.



The Ministry's own Guidelines relating to zoos on forest land specifically acknowledge the risk of zoonotic disease spread and require strict mitigation measures.

Despite such occupational exposure, Zoo Rangers presently do not receive:

- appropriate risk-related recognition,
- uniform allowance,
- specialized field compensation,
- or equivalent parity benefits available in several Forest Departments.

This constitutes a serious service anomaly considering the hazardous nature of duties attached to the post.

In view of the above, it is respectfully submitted that the cumulative nature of duties performed by Zoo Rangers clearly justifies:

- upgradation of pay level,
- parity with Forest Ranger cadres,
- grant of uniform allowance,
- field-related benefits,
- and rational restructuring of service conditions under the recommendations of the Eighth Central Pay Commission.

Conclusion

The issue raised herein is not merely a matter of pay enhancement but one of administrative justice, rational cadre structure, professional recognition, and strengthening of scientific wildlife management in India's premier zoological institution.

The Seventh Central Pay Commission itself recognized the anomaly in the Ranger hierarchy, and the Ministry subsequently supported the upgradation of Forest Ranger posts. The same principles deserve equal application to Zoo Rangers functioning directly under the Ministry.

The continued placement of Zoo Rangers at Level-5 despite technical qualifications, supervisory responsibilities, and national institutional importance is arbitrary, outdated, and inconsistent with modern service jurisprudence and wildlife governance standards.

It is therefore humbly requested that the Eighth Central Pay Commission kindly consider this long-pending anomaly sympathetically and recommend appropriate upgradation and restructuring.



PRAYER

In view of the facts and documents submitted herein, it is respectfully prayed that the Hon'ble Eighth Central Pay Commission may kindly recommend:

- 1. Upgradation of Zoo Rangers from Level-5 to Level-7;**
- 2. Parity with Forest Rangers cadres;**
- 3. Recognition of Zoo Rangers as a technical wildlife supervisory post;**
- 4. Revision of Recruitment Rules and cadre structure;**
- 5. Grant of Uniform Allowance and related field allowances;**
- 6. Rational promotional hierarchy and career progression;**
- 7. Consideration of forestry activity recognition granted to zoo operations under Ministry guidelines.**

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Annexure-II	MoEFCC letter dated 20.03.2017 regarding Forest Ranger upgradation
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Annexure-I

Relevant extract of the Seventh Central Pay Commission Report regarding hierarchy of Andaman & Nicobar Forest Executive Cadre and recommendation for rationalization/upgradation of Forest Ranger post. (Reference: Page 543 of 7th CPC Report)

Annexure-II

Copy of Ministry of Environment, Forest and Climate Change communication dated 20.03.2017 regarding consideration of upgradation of Forest Ranger post to Grade Pay ₹4600 in Andaman & Nicobar Administration.

Annexure-III

Representation submitted regarding upgradation of Zoo Ranger post in National Zoological Park and parity with Forest Ranger cadre.

Annexure-IV

Forwarding/recommendation issued by Director, National Zoological Park supporting upgradation of Zoo Ranger post from GP ₹2800 to GP ₹4600.

Annexure-V

Communication/observations of Ministry divisions regarding cadre restructuring, Recruitment Rules revision and holistic proposal for Zoo Ranger cadre.

Annexure–VI

SSC Recruitment Notice / Recruitment Rules showing educational qualifications, technical duties and supervisory nature of Zoo Ranger post.

Annexure–VII

Guidelines dated 08.06.2022 issued by Ministry of Environment, Forest and Climate Change recognizing establishment and management of zoos as forestry activity under Forest (Conservation) framework.

Annexure–VIII

Relevant extracts of guidelines highlighting:

- conservation role of zoos,
- rescue operations,
- conservation breeding,
- wildlife management functions,
- and recognition of zoo operations as forestry-linked activity.

Annexure–IX

Comparative statement/chart of Forest Ranger pay scales and pay levels in various States/UTs vis-à-vis Zoo Ranger in National Zoological Park.

S.No.	State/ Organization	Post	Pay level/GP	Qualification
1.	National Zoological Park, New Delhi	Zoo Rangers	Level- 5/2800 ₹GP	1.B.Sc. in Zoology subject. 2.2 year Experience in wildlife/zoo management
2.	Delhi	Forest Ranger/Forest Range Officer	Level- 6/4200 ₹GP	B.Sc. in any subject or equivalent
3.	Punjab	Forest Range Officer	Level - 8/4800₹GP	B.Sc. in any subject or equivalent
5.	Uttar Pradesh	Forest Range	Level -	B.Sc. in any

		Officer	8/4800₹GP	subject or equivalent
6.	Jammu & Kashmir	Forest Range Officer	Level - 8/4600₹GP	B.Sc. in any subject or equivalent
7.	Rajasthan	Forest Range Officer	Level - 8/4800₹GP	B.Sc. in any subject or equivalent

Annexure–X

Photographs/documents showing:

- field duties,
- wildlife handling,
- rescue exposure,
- outdoor supervision,
- VIP visit arrangements,
- uniform usage requirement,
- public dealing responsibilities.



Annexure–XI

Documents/orders relating to uniform supply or uniform allowance to Group-C / Group-D zoo staff, highlighting the anomaly of exclusion of Zoo Rangers.

Annexure–XII

Copy/extract of the latest administrative or committee reports submitted to the Ministry regarding zoo administration modernization, forestry linkage, and cadre rationalization.

Copy to:-

1. Secretary, Ministry of Environment, Forests & Climate Change, Government of India, Indira Paryavaran Bhavan, Jor Bag Road, New Delhi – 110 003. Email: secy-moef@nic.in
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6. Director, National Zoological Park, New Delhi



Yours faithfully,

Mozam Ali Khan

Gen. secretary

All India Forest Officers Federation

Email:-aifofhq@gmail.com

Andaman and Nicobar Forest Executive Cadre

11.16.14 The hierarchy of Andaman and Nicobar Forest Executive Cadre is as follows:

Post	Grade Pay	Entry Level Qualification/Method of Filling
Assistant Conservator of Forests	5400 (PB-3)	
Forest Ranger	4200	BSc/Engineering 66.66 percent - DR 33.33 percent from Deputy Ranger
Deputy Ranger	4200	100 percent by promotion
Forester	2800	Class XII (Science)–100 percent by Direct Recruitment
Head Forest Guard	2400	100 percent by promotion
Forest Guard	2000	Class X -100 percent Direct Recruitment

11.16.15 They have demanded that the post of Forest Ranger of Andaman and Nicobar Islands in the GP 4200 should be upgraded to GP 4600 as it presently lies in the same GP as that of the post of Deputy Ranger. The Association has also demanded Ration Money Allowance for the Andaman and Nicobar Forest Executive Staff as given to Police Personnel of Andaman and Nicobar Administration on the ground that the nature of duties especially with regard to their work in remote and difficult areas are similar to those of police personnel.

Analysis and Recommendations

11.16.16 The Commission has noted that the forest subordinate staff of Andaman and Nicobar Islands are between the level of Forest Guard in the GP 2000 and Deputy Ranger in the GP 4200. The overall responsibility of forest subordinate staff lies with the Forest Ranger who also happens to be in the GP 4200 which is same as its feeder post of Deputy Ranger. The Commission is of the view that the government should rationalize the hierarchy of Andaman and Nicobar Forest Executive Cadre so as to ensure a proper command structure. In so far as the demand for grant of Ration Money Allowance to the Forest Executive Staff in the Andaman and Nicobar Islands is concerned, the same is not considered justified.

4-1/2019-FE

Annexure - VI

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No. 6-1/2015-FE

Government of India

Ministry of Environment, Forest & Climate Change

Indira Paryavaran Bhawan,
6th Floor 'Jal Block', Jor Bagh Road,
New Delhi - 11000320th March, 2017

To,

The Principal Chief Conservation of Forests,
All States/UTs

Subject:- Up-gradation of pay scales of Assistant Conservator of Forests (ACFs) and Forest Ranger of the Department of Environment & Forest, A&N Administration.

Sir,

I am directed to inform that the anomaly in pay structure of ACFs and Forest Rangers has been continuing since implementation of 5th Central Pay Commission (CPC) and could not be resolved in the currency of 5th CPC. Hence, the matter was brought before the 6th CPC by the Administration as well as the Ministry. The 6th CPC recommendation further deteriorated the situation by merging the pay scales of Deputy Rangers, Forest Rangers and ACFs of A&N Administration initially and thereafter the pay scales of ACFs were segregated, but Deputy Rangers and Range Officers were provided the Grade Pay of Rs. 4200 and the ACFs were provided Rs. 4600, much below their counter parts in Police service. The disparity and pay anomaly was placed before the anomaly committee of the administration after the implementation of 6th CPC and accordingly the Administration requested the Ministry to provide upgraded pay scale to remove the anomaly. The Ministry after thorough examination of the proposal had accepted the recommended pay scale and submitted the proposal to Ministry of Finance, Department of Expenditure for concurrence. Thereafter the issue was again examined by the Department anomaly committee of the MoEF&CC and the Departmental Anomaly Committee of MoEF&CC also recommended the following pay scales:

Name of the post	Existing grade pay	Recommended grade pay
Forest Ranger	Rs. 4200/-	Rs. 4600/-
ACF (Entry level)	Rs. 4600/-	Rs. 4800/-
ACF (After 4 year)	-	Rs. 5400 (PB-3)
ACF (SG) (after 8 years)	Rs. 6600/- (20% of the strength)	Rs. 6600/-
Junior Administrative Grade (II) (After 13 years) - 20% of strength	-	Rs. 7600/-
Junior Administrative Grade (I) (After 18 years) - 10% of strength	-	Rs. 8700/-

2. The Ministry again after accepting the recommendations had submitted the proposal to Ministry of Finance for concurrence. The Department of Expenditure advised that MoEF&CC may refer the matter to the 7th CPC. As per the recommendations of 7th CPC and deliberated upon the issue, It has decided that the pay scales at par with similar to posts in Forest Department of State Governments shall be provided to the officers of A&N Islands.

3. It is, therefore, requested to furnish Grade Pay and pay scales existing in your State/UT of Assistant Conservation of Forests and Forest Ranger to this Ministry for processing the matter further.

Yours faithfully,

(AMIT RANJAN)

Under Secretary to the Government of India

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