

FORM

ANNUAL CONFIDENTIAL REPORT

FOR

INDIAN FOREST SERVICE OFFICERS

(Junior Time Scale, Senior Time Scale,
Junior Administrative Grade,
Selection Grade, and Super Time Scales)

NAME OF OFFICER Ashok Kumar N. Khadse

Report for the year /period ending * 2003-04
(01-04-03 to 31-03-04)

*Date of receipt by the Reporting Authority 29/4/04

*Date of receipt by the Reviewing Authority 3/7/04

*Date of receipt by the Accepting Authority 21/7/04

*Date of receipt by the Custodian of ACR

The Reporting Authority must give his assessment of the officer reported upon within two months from the last date the period for which the ACR is to be written. Reviewing Authority is expected to give remarks within next 60 days and the process be completed within another 60 days with the recording of remarks by Accepting Authority. In case of any delay, specific reasons for the same must be recorded on the ACR.

* To be filled by the concerned authorities

OFFICER'S OWN SUMMARY APPRAISAL OF PERFORMANCE

Please read the instructions carefully before filling the form

1. Please specify whether you are submitting this report with in the prescribed period, if not reasons therefore.

Yes , submitting within the prescribed period.

2. Year of Immovable property returns last submitted **2003**

3. **Highlights of work done**


Please summarise your performance in relation to the objectives and duties set for you or by yourself. Highlight the achievements including any policy changes brought about, shortfalls and the reasons therefore.(Only within the space provided below; space overleaf may be used) The Reporting Officer shall remove any extra sheet(s) attached and mention the same in his report.

- **Strived to achieve social equity, economic efficiency, ecological stability and sustainability of Natural resources in the Division through Community based Forest management with special attention to poverty alleviation and scientific management of forest wealth.**
- **Execution and implementation of government policies for ensuring responsive, effective, efficient and people friendly administration by the actual implementation of schemes, maintenance, improvement and mobilization of resources for the same**
- **Government of Maharashtra honoured with the State level Gold Medal for Forest Management (2002-03) for the exemplary work in tackling Leopard- Human Conflict**
- **Delegation of responsibilities among staff members and formulating the *modus operandi* , periodical review of objectives achieved and the factors that facilitated or hindered the achievement.**
- **Formulated the proposal to increase the ex- gratia payment from Rs.20000 to Rs.200000 to the members of the deceased by Leopard attacks, which has been later accepted by the Government of Maharashtra as per G.R. WL-1002/C.No. 258/F-1 dated 20.02.2003.**
- **As per Gol guidelines, to enhance the participation of the Private organization to the cause of conservation of natural resources, allotted 102.80 ha. of degraded forest land in Shirur range for a period of 10 years which resulted in appreciable increase in vegetal cover and pollution free environment, a successful experiment, which is first of its kind in the State of Maharashtra.**

(Please see overleaf)

- Submitted a proposal for Rs. 3,00,00,000 under Forest Development Agency to be implemented in 56 villages covering 1700 Ha. forest land, which has been sanctioned by MoEF for a period of five years.
- Promoted healthy relationship with the locals to ensure the best management of Leopard – Human Conflict by institutionalizing capacity building of forest officers, villagers, NGO's, Scientists through constant motivation and sensitization.
- Appointed as Member of the Leopard menace Study Group by MoEF for the successful management of Leopard menace in the Junnar Forest Division.
- Under the Employment Guarantee Scheme and Sampoorna Gramin Rozgar Yojana, implemented works amounting to Rs. Five crores for sustaining the livelihood of the villagers to combat the ill effects of drought which has been widely appreciated by the senior officers of the department.
- Spread the message of water conservation by involving educational institutions, policy makers, NGO's and Scientific community
- As the member of the Ecotourism Study Group constituted by the State Government under the stewardship of the Hon'ble Minister of State for Forests, GoM, toured the ecotourism destination of South India and submitted the Study Report to the State government.
- Developed technical and managerial competence to ensure accelerated performance of each individual of the Division.
- Religiously implemented the official instructions of the Chief Conservator of Forests (Territorial), Pune Circle, Pune.

Place :- Pune
Date :- 20-04-2004

Signature :- 

Name :- Ashok Kumar N. Khadse
Designation:- Deputy Conservator of Forests
Pune Division, Pune

PART-II

To be filled by the Reporting authority

Please read the instructions carefully before filling the form

1.Length of service under the Reporting Authority during the period of report.

~~About 9 months~~ One Year

2.Please specify whether the Reporting Authority has submitted his/her report within the prescribed period, if not reasons therefor

Yes

3.State of health of the officer

Good

4.Comments on self-assessment: (Please give details/aspects of performance with which you disagree or would like to elaborate)

I agree

5.Performance assessment

5.1 Achievements against main duties, specific objectives

(Please give your assessment of how effectively the officer has discharged his duties and responsibilities)

The officer has discharged his duties and responsibilities very effectively.

5.2 General assessment of the officer

(With special reference to leadership qualities, management qualities, initiative and planning ability, decision making ability, communication skills (written and oral), appraising ability, interpersonal relations and team work, relation with the public)

The officer possesses excellent leadership and management qualities. He takes initiative in work. His planning and decision making qualities are very good. His communication skills are very clear. His appraising ability is adequate. His relationship with public is cordial, interpersonal relations are very cordial and he motivates team work.

6. Attitude of the officer towards SC/ST and other weaker sections

He has a sympathetic attitude towards SC/ST and other weaker sections of the society.

7. Integrity:

(Please see instructions attached)

Good - Beyond doubt

8. Overall Grading:

(Outstanding/Very Good/Good/Average/Below Average)

(It should be based on the foregoing entries. An officer should not be graded outstanding, unless exceptional qualities and performance have been noticed; grounds for giving such a grading should be clearly brought out).

VERY GOOD

Place Ausari ghat
Date 28th May 2004

Thosre
Signature of the Reporting Authority:-
Name:- P J THOSRE
Designation:-
CRF: CONSERVATOR OF FORESTS (TERRITORIAL)
PUNE

Please ensure that Part V of this form is filled up

Remarks of Reviewing Authority

1. Length of service under Reviewing Authority during the period.

11 months

2. Please specify whether the Reviewing Authority has submitted his report within the prescribed period, if not, the reasons therefor.

There was some delay since the CR had to be returned to Shri P J Thosare, the Reporting Officer, for clarification.

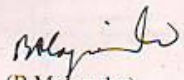
3. Do you agree with the report of the Reporting Authority? Please offer your comments on various aspects of performance of the officer. Please record reasons, should you differ with the Overall Grading given by the Reporting Authority.

I agree with the report of Shri Thosare, the Reporting Authority, except for the action taken by Shri Khadse to allot reserve forest land in the Shirur Range of Junnar Division to a private company for conservation of natural resources. The Nodal Officer has given his opinion that this was done in violation of the Forest (Conservation) Act and the agreement entered into with the private party was also not in conformation with the Act. The entire exercise was carried out without consulting the PCCF's Office and the State Govt.

The overall grading is revised to 'Good.'

(Personally prepared on computer and printed by me.)

Place: Nagpur
Date: the 19th July, 04.


(B Majumdar)
Add Principal Chief Conservator of Forests
(BP&D)

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PART-IV

REMARKS OF ACCEPTING AUTHORITY

Do you agree with the report of Reviewing Authority? Please offer your comments on various aspects of performance of the officer. Please record reasons, should you differ with the Grading given by the Reviewing Authority.

I do not agree with the remarks of reviewing authority. He ^(officer reported upon) has entered in to an agreement with the company mostly as per the guidelines of the Govt. for which he is seeking ex-post facto approval of the Govt. This issue was discussed with the officer reported upon as well as with reporting officer and there is no violation of contract. As a matter of fact the entire area in highly degraded condition has been turned green through the sheer initiative of the officer reported upon. He is therefore, rated as an Outstanding officer.

Place Nagpur
Date 6/8/04

Signature of the Accepting Authority:-
Name:- **B. K. SINGH**
Designation:- Principal Chief Conservator Of Forests
MAHARASHTRA STATE, NAGPUR