



भारतीय वानिकी अनुसंधान एवं शिक्षा परिषद
(भारत सरकार की एक स्वयंसेवा संस्था)
पर्यावरण एवं वन मंत्रालय

Indian Council of Forestry Research and Education
(An autonomous Body of Ministry of Environment & Forests)
Government of India

F.No. 3-30/11/Edu/ICFRE/ 388

Dated: 7 July 2011

ORDER

Sub: Review of policy of HRD (Capacity Building) by the Director General, New initiatives for the ICFRE, reg.

1. ICFRE has been implementing the HRD Plan for Capacity Building of Scientific and Technical cadre of the council during the Eleventh Five Year Plan with the following objectives.

- Increasing the management skills of officers and senior researchers and to keep them abreast with current thinking and trends in forestry research.
- Enhancing the core competence of the researchers in their areas of specialization through training attachments, facilitation of visits to advanced Institutes, professional interactions, research workshops and seminars, etc.
- Providing in-service training in professional skills, lab management, field investigations, etc. to all levels of supporting staff.
- Continuously linking these with their career progression so as to update their knowledge, skills and capacities.
- Striving towards up gradation of infrastructure to match with the researchers' skills.

2. The Plan has prescribed a number of specialized training programme at the National and International level for achieving these objectives. However, owing to financial constraints, only national level training programme could be organized as below, for the benefit of scientists as per the details given below.

Year	No of trainings	No of scientists trained.
2008-09	7	142
2009-10	13	211
2010-11	10	147



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3. International exposure through trainings/ workshops, etc. is essentially required for the scientists/managers working in the Council and its Institutes in order to keep pace with the research development taking place at international level. However, this component of the HRD plan could not be implemented at all.

4. The Director General, has reviewed the policy on capacity building within the council and has underlined the urgency of giving specialized inputs to enhance the capacity of the scientific cadre of the council (Scientists and IFS officers) in bringing about a quantum jump in the quality and delivery of research. Towards this end, the need for international trainings, participation in workshops and networking with individuals and institutions abroad, is absolutely imperative. It is also perceived to provide an incentive to the scientific cadre to excel in their sphere of working to link with their career progression.

The following immediate steps need to be followed in pursuance of above policy.

- i) A detailed exercise has to be taken up institute-wise to specifically enlist the areas of scientific research in forestry in the domain of each institute, where a very wide gap exists as of present to make a realistic assessment of training needs. This will be done by Directorate of Education in consultation with the Directors of the Institutes. Directors are requested to come up with a very specific proposal in this regard, identifying specific training needs, where international exposure is absolutely essential and send it to Directorate of Education before 25th July 2011.
- ii) Every Institute has to set a milestone for itself in terms of its areas of specialization in a given timeline say Five years from hence; ways and means to achieve the same are to be spelt out. This would not only require setting of goals at Institute level but to motivate and inspire scientists to set a very high standard of achievements expected from them in their respective areas of expertise. This needs to be enunciated in the above proposal clearly.
- iii) The Institute should make collaborative efforts with the Universities/Labs abroad to facilitate exchange programmes entailing visit of the scientists engaged in research in similar areas to provide opportunity for the scientists to go and work on such projects



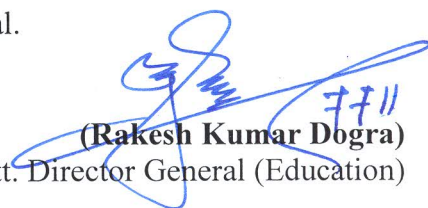
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in their labs. This may give practical exposure to the scientists in problem solving areas, rather than attend structured training programme aimed only at capacity enhancement.

- iv) Young scientists need to be encouraged to pursue fellowship programmes for their enrolment as research fellows in reputed institutes abroad.
- v) One-to-one relationship between some of the Divisional Heads of ICFRE Institutes with their counterparts in the reputed Universities abroad need to be established to facilitate exchange of scientists on mutually beneficial terms.
- vi) Scientists selected for a foreign assignment/training should compulsorily prepare an action plan as to how they shall proceed to execute their research project on return from training abroad and make presentation to that effect.
- vii) ICFRE and its Institutes may also take advantage of such facilitation provided by organizations of Govt. of India such as CSIR, DST, DBT, UCOST etc. Working in tandem with them, may help reap some benefits through provisions of foreign training, etc. inbuilt into project component of some of the reputed Institute. Towards this end, in order to facilitate, incremental funding to the scientists can be considered of an amount equivalent to the registration fees or in exceptional cases, the gap-filling funding to complement the external funding.
- viii) In cases, where the scientists get their paper accepted for oral presentation in an international conferences, and they do not get funding/or get partial travel grant for the purpose, their cases will be considered on merit, on case to case basis, for grant of registration fee and incremental grant to cover the visit.

This issues with the approval of Director General.


(Rakesh Kumar Dogra)
Asstt. Director General (Education)

Distribution:

1. All the Directors of ICFRE Institutes.
2. All DDGs/All ADGs/Director (Projects & International Coperation) of ICFRE.
3. Secretary/Head BCC/CVO/Head Internal Audit Cell of ICFRE.
4. PS to DG, ICFRE