

**Government of Himachal Pradesh
Forest Department-A Section**

No. FFE-A(B)2-2/2026

Dated: Shimla-2, the **27 OCT 2026**

NOTIFICATION

The Governor, Himachal Pradesh is pleased to notify the following **Scheme for engagement of Assistant Forest Guards** in the Forest Department with immediate effect:-

1. INTRODUCTION

The Forest Department is one of the major departments of the Government of Himachal Pradesh. Out of the total geographical area of 55,67,453 hectares, 37,94,776 hectares constitutes recorded forest area, forming approximately 68.16% of the total geographical area of the State. The forests and their rich biodiversity form a vital ecological asset and significantly contribute to the environmental stability, water security, and climate resilience of the State. The estimated economic value of forest wealth in the State is approximately ₹9.5 lakh crore. Protection, conservation, sustainable management, and augmentation of forest cover are therefore of paramount importance.

At present, the sanctioned strength of Forest Guards is 2,081. Forest Guards are deployed not only in beats but also at forest check posts, as Range Assistants (for clerical work in Range Offices), in Zoos/National Parks, Rapid Response Teams (RRTs) at Circle level, and in externally aided projects. In view of the expanding responsibilities and field challenges, the Department has felt the need to create a new cadre of Assistant Forest Guard enhance forest protection, management, and implementation activities at the beat level. Accordingly, a proposal for creation of a new cadre of 500 posts of Assistant Forest Guards was prepared and placed before Hon'ble Council of Ministers of HP Govt. for approval. The Hon'ble CMM has accorded approval for the same and also stands notified vide Notification No. FFE-A(B)2-2/2026 dated 28.04.2026.

2. Background:

For administrative convenience and effective forest management, the State is divided into:

- 13 Circles (10 Territorial and 3 Wildlife Circles)
- 44 Divisions (37 Territorial and 7 Wildlife)
- 198 Ranges
- 572 Blocks
- 2,061 Beats

The Forest Beat is the primary field unit of forest administration. Wherein all the activities of the forest department are implemented like:

- Protection of forests and wildlife
- Prevention of illicit felling, encroachment, smuggling, and wildlife offences
- Implementation of State and Centrally Sponsored Schemes like afforestation, soil and water conservation, fire protection, wildlife management etc
- Execution of developmental and silvicultural works
- Coordination with Panchayati Raj Institutions, Self-Help Groups, and local communities
- Conduct of awareness and extension activities

Engagement of Assistant Forest Guards shall strengthen the implementation of above activities at grassroots level.

3. Justification:-

The creation of Assistant Forest Guard posts will:

- Strengthen beat-level protection and patrolling
- Improve prevention of illicit felling, encroachment and wildlife crimes
- Enhance implementation of forestry and environmental schemes
- Improve response capability in remote and vulnerable areas
- Contribute towards achieving the national goal of maintaining forest and tree cover above 30%.
- The objectives forest conservation at ground level can be achieved by reducing the financial implications thus increasing efficiency.

4. Proposal :-

Subsequent to the creation of a new cadre of Assistant Forest Guard in HP Forest Department, it is proposed to engage 500 Assistant Forest Guards through open competitive basis for a tentative period of five (5) years on a fixed monthly remuneration as approved by the Hon'ble CMM on the terms and conditions elaborated hereinafter.

5. Method of engagement :-

- (i) 50% by open competition.
- (ii) 50% from amongst the Van Mitras already engaged in the Department through competitive exam conducted by authorised recruiting agency.

6. Eligibility Criteria :-

The eligibility criteria for engagement of "Assistant Forest Guard" is as under :-

6.1. General :

1. Bonafide Himachali.
2. Permanent resident of the concerned Forest Circle.
3. Physically fit and having a sound mind.

4. Have never been involved in any act of criminal nature.
5. Knowledge of customs, manners and dialects of Himachal Pradesh is desirable.

6.2. Educational Qualification:-

The candidate should have passed 10+2 examination from any recognized Board/University.

6.3. Age Criteria :-

The candidate should not be less than 18 years & not more than 35 years. Relaxation of age will be given to SC, ST and OBC candidates as per Government instructions issued from time to time.

Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) is/are advertised for inviting applications or notified to the Employment Exchanges or as the case may be.

7. Advertisement:

The engagement shall be made at Forest Circle level. The Officer-in-charge of Forest Circles (Territorial and Wildlife) shall invite open applications by publication of an advertisement as per vacancies category wise applying reservation roster as per rules/instructions/guidelines in various Forest Circles (Territorial and Wildlife). Application forms shall be filled online through specific website / offline through designated application forms clearly specifying the circle for which application is made by paying prescribed fees as decided by the Administrative Department/ Government from time to time.

The applicant shall apply in his/her own Circle (where he/she is permanent resident) and his/her candidature will be considered only for own circle. The instructions for filling application as well as required documents will be available on website. Departmental Committee on receipt of application shall screen the documents of the candidates for eligibility and send the list of eligible candidates to the Physical Standard and Efficiency test (PSET) Committee i.e. Military/Para Military Force for conduct of Physical Standard and Efficiency test (PSET).

8. Departmental Committee :

The following Departmental Committee shall be constituted in each Forest Circle for the purpose of recruitment:—

- (i) Circle Incharge – Chairman
- (ii) At least 2 DFOs of the Circle as members.

For the smooth and timely conduct of the engagement process, the Chairman of the Departmental Committees shall convey the list of eligible applicants to the P.S.E.T. Committee for screening applications and documents.

9. Physical Standard and Efficiency Test (PSET):

The P.S.E.T. shall be conducted through a committee chaired by CF/CCF of the concerned Circle. He/she shall form the PSET committee by including officers not below the rank of ACF. Sub Committee may be formed consisting of frontline staff for conduct of PSET. The committee shall conduct Physical Standard Efficiency Test (PSET) by fixing and publishing a schedule for such PSET. Such PSET may be conducted through Military/Para Military forces whenever feasible in consultation with Pr.CCF(HoFF). During the test, the candidates shall be provided with chest number which shall be worn by the candidates till culmination of the PSET.

9.1. Physical Standards :

MEN:

- (i) Height: 165 cm.
- (ii) Chest : Minimum 79 cm. without expansion & a minimum of 5 cm expansion thereupon.

WOMEN:

- (i) Height : 150 cm.
 - (ii) Chest : 74 cm without expansion & a minimum of 5 cm expansion thereupon.
- (Physical standard in respect of Schedule Tribes candidates will be relaxed up to 5 cm. in height and 4 cm. in respect of chest without expansion).

9.2. Physical Efficiency Test : The Physical Efficiency Test will be only a qualifying test.

For MEN : 1.6 kms in 06 mins 15 secs.

Beam (Pull Ups) 6 Nos.

Ditch 9 Feet

For WOMEN : 1.6 kms in 08 mins.

Long jump 10 ft.

Zig-Zag Balance.

Document verification will be done during the P.S.E.T. by the Departmental Committee. List of candidates qualified in the PSET shall be submitted to Pr.CCF(HoFF) H.P., who shall communicate the list for all Circles and forwarded to Himachal Pradesh Rajya Chayan Ayog/Recruiting Agency.

Note : Van Mitras will be exempted from the Physical Standard and Efficiency Test as they have already qualified such test at the time of their engagement as Van Mitras.

10. Written Test (100 Marks):

- 10.1 Upon receipt of consolidated list of PSET qualified candidates, Himachal Pradesh Rajya Chayan Ayog/Recruiting Agency/Competent Authority shall notify schedule of written exam.
- 10.2 The written test will be conducted by the Himachal Pradesh Rajya Chayan Ayog or any other recruiting agency/authority as may be prescribed by the Govt. Such written examination may also be got conducted through any recruiting agency of the government/credible recruiting agencies in private sector, subject to prior approval of the Government. Syllabus for written exam may be finalized in consultation with Pr.CCF(H.P.)
- 10.3 The recruiting agency shall prepare result of written examination based on merit and category and also submitted to Pr.CCF (HoFF) H.P. The Pr.CCF (HoFF) H.P. shall segregate the list Circle wise and category wise and publish the same.

11. Selection:

A final merit list of successful candidates shall be prepared for each Forest Circle category wise as per reservation policy of the Govt. The merit list will be on the basis of total marks obtained in Written Test. Offer for engagement shall be made in order of merit as per vacancy available, by the Engagement Authority (Circle In-charge). A category wise waiting list of qualified candidates on the basis of merit and evaluation will also be prepared for (10%) of advertised posts which will be valid for 6 months from the date of declaration of result and if any candidates do not join the post within the period laid down in the offer letter for engagement, or leave the job prior to expiry of waiting list, the next candidates in the waiting list shall be offered the post.

12. Terms & Conditions :-

After selection for engagement as Assistant Forest Guard the candidates shall sign and submit an affidavit and an agreement as per the terms and condition as prescribed for engagement of Assistant Forest Guard. The selection for engagement of Assistant Forest Guard shall be subject to the terms & conditions attached as **Annexure-A.**

13. Training Programme of Assistant Forest Guard :-

- (i) The persons engaged as Assistant Forest Guard shall undergo mandatory Six (6) months training at designated Forest Training Institute/Academy. There

shall be an examination at the end of training to be conducted by the training institute/academy. It shall be mandatory for the candidates to appear for training as well as examination. The Assistant Forest Guards, who have passed the examinations with minimum marks of 40% in the induction training shall be eligible to continue as Assistant Forest Guard.

- (ii) The training shall be governed by course curriculum designed by the Academic Council constituted by Pr.CCF (HoFF) H.P.

14. Monitoring:-

14.1 A quarterly self-reporting format (to be devised by the Forest Department) would be filled by the "Assistant Forest Guard" and submitted to the Range Forest Officer (RFO) through Block Officer and Forest Guard concerned, who will further submit the report to Divisional Forest Officer concerned alongwith his recommendations. Based on this at the end of every financial year, a consolidated report would be placed (on a format to be devised by the Forest Department) for certification of satisfactory worker and conduct.

14.2 Unsatisfactory performance may result in termination of engagement. The process of termination shall however not be completed unless at least 3 notices have been served upon the incumbent on a specific charge and there has been no improvement in service delivery. The concerned Range Forest Officer (RFO) would have to put down in writing the reasons for such termination and this would to be countersigned by concerned Divisional Forest Officer (DFO) based on record.

15. Roles and Responsibilities of Assistant Forest Guard :

15.1. The primary duties of Assistant Forest Guard in charge of a beat are:

- To be fully acquainted with his beat and to have knowledge of everything taking place therein;
- To be fully acquainted with and to possess a list of the rights, privileges and concessions that may be exercised by the people in the forests of his beat;
- Strictly to observe the rules for compounding forest offences;
- To carry out under orders of the range officer; repairs to the boundary pillars, roads and buildings in his beat ;
- Ensure protection of forest land and forest resources in the beat by way of patrolling, nakas, inspection, prevention, detection of encroachments, preventions & controlling forest fire, wildlife protection etc.
- Carry out afforestation works, nursery management and any other works required in the beat.
- To carry out, with or without orders :-

- (a) The maintenance of fences;
- (b) Ending operations in regeneration areas and plantings;
- (c) Weeding of young plants but not to incur expenditure on these works without the range officer's sanction;
- To see that the shooting rules are observed and to put a stop to illegal shooting and trapping.
- To prevent, check and take legal action as per rules against violation of provisions of forest & wildlife related laws.

15.2. The duties of Assistant Forest Guard employed on special works such as fellings are:

- To carry out work to the best of his ability and to protect the interests of Government;
- To be responsible for the protection of all forest produce and government stores entrusted to his care.

15.3. The duties of Assistant Forest Guard employed in a sale depot are :-

- To check the rafts on-their arrival at the landing ghat and to report to the depot officer any discrepancies detected;
- To supervise the carriage of timber from the landing ghat to the sale depot and to see that no timber is lost in transit;
- To check and count the timber as it is received in the sale depot;
- To supervise classification and stacking;
- If required to do so, to take his turn at watching the depot -by night;
- To supervise the removal of timber from the depot by purchasers and to see that none but timber marked with the sale hammer is removed.

15.4. Any other work assigned to him/her by the Block Officer, Range Forest Officer, DFO or others Senior official in the interest of Forest Department and Government of H.P.

16. Uniform :-

The Assistant Forest Guards shall wear uniform at all time while on duty. Such uniform shall be prescribed/approved separately by the Forest Department.

ANNEXURE—A

The engagement of Assistant Forest Guard shall be subject to the following terms & conditions:-

- (1) The Assistant Forest Guard will be paid consolidated fixed amount as decided by the Govt. of H.P. during first five years of engagement or till date of regularization.
- (2) The engagement of Assistant Forest Guard will be purely on temporarily basis. The engagement is liable to be terminated in case the performance/conduct of the Assistant Forest Guard is found unsatisfactory.
- (3) The Assistant Forest Guard engaged will be entitled for one day's casual leave after putting in one month's service, 10 days medical leave and 5 days special leave, in a calendar Year. A female Assistant Forest Guard engaged under this scheme with less than two surviving children, may be granted maternity leave for 180 days. A female Assistant Forest Guard engaged shall be entitled for maternity leave not exceeding 45 days (irrespective of the number of surviving children) during the entire service, in case of miscarriage including abortion, on production of medical certificate issued by the authorized Government Medical Officer. Assistant Forest Guard engaged shall not be entitled for medical re-imburement, LTC, etc. No leave of any other kind, except above will be admissible to the Assistant Forest Guard. Un availed casual leave, medical leave and special leave can be accumulated upto the calendar year and will not be carried forward for the next calendar year.
- (4) The Male Assistant Forest Guard engaged, with less than two surviving children, shall be entitled for paternity leave for a period of 15 days (fifteen days), during the confinement of his wife for child birth, i.e. upto 15 days before, or upto six months from the date of delivery of the child.
- (5) That the unauthorized absence from duty without the approval of the Controlling Officer shall automatically lead to the termination of the Assistant Forest Guard. However, in exceptional cases, where the circumstances for unauthorized absence from duty were beyond his/her control on medical grounds, such period shall not be excluded while considering his/her case for regularization after completion first five years but the incumbent shall have



to intimate the controlling authority in this regard well in time. However, the Assistant Forest Guard shall not be entitled for any remuneration for this period of absence from duty.

Provided that he/she shall submit the certificate of illness/fitness in support of his/her illness, issued by the Medical Officer, as per prevailing instructions of the Government.

- (6) The selected candidate will have to submit a certificate of his/her fitness issued by the Medical Board. In case of women candidates who are to be engaged for training to carrying hazardous nature of duties, as a result of tests is found to be pregnant of 12 weeks standing or more shall be declared temporarily unfit and her engagement shall be held in abeyance until the confinement is over. Such woman candidate be re-examined for medical fitness six weeks after the date of confinement and if she is found fit on production of medical fitness certificate from the authority as specified above, she may be engaged.
- (7) The Assistant Forest Guard will be entitled to TA/DA if required to go on tour in connection with his/her training duties at the same rate as applicable to regular counterpart official at the minimum of pay scale.
- (8) The provisions of service rules like FRSR, Leave Rules, GPF Rules, Pension Rules and Conduct rules etc. as are applicable in case of regular employees will not be applicable to the Assistant Forest Guards.
- (9) Assistant Forest Guard shall not be entitled for any service benefits as are admissible to the Government employees on regular basis.
- (10) The person being engaged with monthly fixed amount shall have to perform all the duties as assigned by the Competent Authority of the department, in which he is engaged.
- (11) Any terms and conditions issued by the GoHP shall be applicable to the engaged Assistant Forest Guard, notwithstanding anything given above.

By order,

M. Sudha Devi, IAS
Principal Secretary (Forest) to the
Government of Himachal Pradesh

-10-

27 OCT 2026

Endst No. As above, Dated: Shimla-2, the

Copy for information & necessary action is forwarded to:-

1. The Spl. Secy-cum-Pr. PS to the Hon'ble Chief Minister, H.P. Shimla-2.
- ✓ 2. The PCCF(HoFF), HP, Talland, Shimla-1 w.r.t. his letter No. HPFD-B01/1/2026-ESTT-II dated 21.08.2026.
3. The Joint Secy (GAD) to the Govt. of HP, Shimla-2 w.r.t. decision taken on Item No. 72 in the meeting of Hon'ble CMM held on 10.10.2026.
4. Guard file.

Yours faithfully,


(Anil Kumar)

Deputy Secretary (Forest) to the
Government of Himachal Pradesh
Phone-0177-2622686