

## **Broad Guidelines for the Welfare Activities for Forest Employees Members under HP Forest Sports & Welfare 'Society'.**

1. The following benefits are offered to the serving member employees of the HPFD who have fully subscribed Rs 120/- per calendar year, to the "Society" or Rs 3000/- as life time membership of the 'Society'.
2. The benefits of this scheme are offered to the employees of the HPFD who are subscribing members to the Society. The subscription of Rs 120/- will become due on 15<sup>th</sup> of January every year. The grace period for the payment of the subscription will end on 31<sup>st</sup> January of the respective year. However the employee can subscribe at later date but in that case his membership will commence from the date of depositing his subscription in the account of the Society.
3. The benefit can be given in cash/kind/loan.
4. (a)The CASH will be given in the following circumstances:
  - a. In case of the death of any employee, cash of Rs. 10000/- will be paid to the family of Class IV and III employees as an immediate relief.
  - b. Subsequently, up to Rs 20000/- can be sanctioned to the family of Class IV and III employees on production of the Death Certificate and keeping in view the financial position of the Family.
  - c. Cash relief up to maximum Rs 10000/- can be sanctioned to the employee who is suffering from some chronic disease requiring expensive medication/hospitalization out of the pocket of the employee.
  - d. Employee who has incurred permanent disability above 50% in discharge of his duty (duly certified by the medical board) can be sanctioned Cash of Rs 10000/- or the equipment whichever is less.

5. (b) Scheme for sports persons participating in All India Forest Sports and Games conducted under the aegis of MoEF.
  - a. Rs 7000/- cash for individual Gold medalists.
  - b. Rs 3500/- for individual Silver medalists.
  - c. Rs 2000/- for individual Bronze Medalists.
  - d. Rs 2000/- for the each team member of the Gold medal winning team.
  - e. Rs 1000/- for the each team member of the Silver medal winning team.
  - f. Rs 500/- for the each team member of the Bronze medal winning team.
  - g. Events which count towards over all championship, will qualify for the cash award with a cap of Rs15000/- per individuals per annum/meet.
6. The following activities can be organized on demand:
  - a. Organizing Yoga camps for the benefits of the forest employees and their families at Divisional level/Circle level.
  - b. Organizing treks/tours for the children/families of the forest employees.
  - c. Augmenting the sports facilities at Circle Hqrs level in the first instance and then subsequently at Divisional level. eg TT Table, Badminton Court, etc.
  - d. Enhancing the sports facilities for the employees and their families at Divisional level. E.g. Gym, sports kits etc.
  - e. Provide assistance for the special trainings other than organized by the Govt.
7. The Society shall tie up with the nationalized banks for the purpose of securing soft LOANs to the members.
8. The above benefits and their extent will be decided by the Committee headed by CF in the respective jurisdiction of the circle and at least one representative of the employees'

organizations at circle level. The DFO Hqrs/TA to CF will be the member Secretary of that Committee. However the executive committee of the Society will have full powers for the same.

9. The Governing Board will have full power for making any changes/addition/alteration/suspension, of these guidelines.

  
Chairman cum (HOFF)  
HPFS&WS