

ANALYTICAL REVIEW

OF

REPORT PREPARED BY CMIT

ON

CHANGA MANGA

BY

(Adv. Structural Reforms & Research)

Research Cell, Ombudsman Punjab

REPORT REGARDING CHANGA MANGA FORESTS:

Sr.No	Para No.	Issue/ Salient Features	Finding/ Remarks	Issues Highlighted	Concerned agency/ officer
Issue of water supply					
1	4	Failure of Changa Manga Plantation is due to the scarcity of water over a period.(stance of Irrigation Department)	Irrigation Department is providing canal water supply to the Forest Department Changa Manga at 9 Cusecs per thousand acres whereas the canal water supply to the Zamindars is about 3 Cusecs per thousands, which is 3 times the canal water supply as compared to the Public.	Issues of Data Collection and Record Maintenance.	Irrigation Department.DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
2	4	Temporary lease of land to the local farmers, who in connivance with the local officials of the Forest Department misuse water at the cost of irreparable loss to Plantation.		Issues of Data Collection and Record Maintenance Land Lease Management Issue.	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
3	4	Sanctioned supply and supplied canal water do not remain the same because of the following factors: The canal does not run at constant discharge. fluctuation at head, slack demand, any incident to canal and drowning of human being etc.	14.4% less canal water supply being delivered by the Forest outlets is a natural Phenomenon.During the period from 2000 to 2011 no complaint regarding less canal water supply was received by the Department, which indicates that there was no shortage of canal water to	Issues of Data Collection and Record Maintenance. Monitoring Mechanisms	Irrigation Department,DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

			Changa Manga plantation. However a fresh complaint during 2012 was received and a reply was given that during the start of current Kharif 2012 whole of the country is passing through water crises and now the same is going to be improved simultaneously.		
4	5	As per clause 12 of agreement: " <i>Non-payment of dues by the Forest Division in ordinary manner shall disqualify it for seeking supply in the next season</i> ".	The Forest Department is not entitled to receive the canal water, in case of non-payment of dues. The Irrigation Department is delivering canal water to the Forest Department in the best interest of the country.	Financial Maladministration	Irrigation Department, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
5	5	10% surcharge shall be levied in case of non-payment of assessed water charges after due date	The same is not being charged by the Irrigation Department.	Financial Maladministration	Irrigation Department, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
6	6,7,8	The statement of abiana of Changa Manga collected and deposited is showing a difference of Rs. 4652878.		Financial Maladministration	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
7	10	Stationed at Changa Manga and during physical visits to the Plantation, lush green agricultural lands were seen with glowing crops, whereas the plantation of the forest was giving a dismal picture. There was wild growth of weeds Mesquite and Kana.	It is the responsibility of the forest officers to ensure efficient utilization beyond the discharging points.	4	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
8	10	There was hardly any desilting of the water channels.	What has been done in this regard seems to be cosmetic.	Desilting of Water Channels	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
9	11	Temporary leases of land cause irreparable loss to plantation through misuse of scarce water resources.	Data provided by the Irrigation Department on imposition of Tawan on the Forest, as well as the private growers, is sufficient to prove this fact. Before 2008-09. no private lease holder was charged for provision of irrigation water	Land/Lease Management Issues Financial Maladministration	SDFO, Kasur, DFO Kasur Conservator of Forests Lahore circle Lahore and the Chief Conservator of Forests

			and they were being provided this facility free of cost. This speaks volumes of mismanagement on the part of local forest authorities as it has caused huge loss of revenue.		
10	12	Mentioning water scarcity in Inspection Notes is only for the sake of making out an inspection note without any professional approach.	This is negligence and non-professional attitude on the part of successive Chief Conservators, Conservators, DFOs and SDFOs. Tour Diaries do not have any mention of scarcity of water.	Inspection/ Reporting Issues Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
11	14	“Asked Block Officer and Forest Guards about <i>possibility of day cusec, method of discharge measurement</i> ” (investigation). They could not explain properly and did not know about proper maintenance of irrigation record in the Irrigated Plantations.	DFO requested to arrange short training courses.	No technical Knowledge/training issues	DFO
12	15	No effort to hold periodical meetings with the local irrigation staff, SDO Irrigation and XEN Irrigation	No answer was provided.	No Communication Strategy	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
13	15	Forests Guards are under binding to record the availability of irrigation water and maintain the same	They did not know the basics of how to do this job in a professional and technical manner. No accurate maintenance of record was found.	Data Collection and Record Maintenance No technical Knowledge/training issues	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
14	18	Water is supplied to the plantation for 6 months period i.e. 15 th April to 15 th October. It is mandatory for the SDO to record the actual discharge of each outlet and formulate the delta statement under intimation to the DFO.	Not Recorded	Issues of Water Supply Issues of Senior Officer's Mismanagement	SDO Irrigation DFO
15	18	It is compulsory for the in charge to prepare an irrigated programme indicating that the water received from each outlet has been utilized in which compartment. The record also includes the numbers of irrigation provided to different compartments during the period of 6 months.	Not Recorded	Data Collection & Record Maintenance Issues of Senior Officer's Mismanagement	Officer incharge DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

16	18	It is also binding upon the DFO to check periodically the supply of canal water and its utilization. Similarly this important matter has also to be checked by the senior forest officers including Conservator of Forests and Chief Conservator of Forests during their visits to the plantation and the factual data reported in their tour diaries and inspection notes.	They have miserably failed as the perusal of the record available to record all necessary information of delta statement, tour diaries and inspection notes has revealed this fact.	Data Collection & Record Maintenance Issues of Senior Officer's Mismanagement	DFOSDFO, Conservator of Forests and Chief Conservator of Forests
17	21, 22, 23, 24	It is mandatory for each forest officer from Forest Guard, Range Officer, Block Officer, SDFO and DFO to record the success percentage of area regeneration/afforestation during his tenure of posting for the area under his jurisdiction in his charge note while being transferred from his place of posting. Vast blanks have been caused by destruction of forest vegetations.	Every rupee spent in the compartment over the entire period of 20-22 years is to be recorded in The history files in the respective compartment. In case there is no mention of the success of the area of regeneration or afforestation, the expenditure incurred in the compartment is another indicator showing the condition of the crop. If a certain amount has been spent on an area which is shown to have currently failed, misappropriation of funds can be detected, Perusal depicts mass scale failure, which is attributed by the field staff to many factors like shortage of irrigation water, non-adherence to proper irrigation practices and rules, paucity of funds, uncontrolled heavy grazing pressure, theft of wood, shortage of field staff, non-residential staff and mismanagement at the level of executing and controlling officers etc.	Data Collection & Record Maintenance Financial Maladministration Issues of Senior Officer's Mismanagement	Forest Guard, Range Officer, Block Officer, SDFO and DFO
18	24	The condition of irrigation is also quite pathetic in Changa Manga Plantation. The inspecting officer is also required to check the gauges and discharges during the inspection and record the same in relevant register with red ink.	No such recording has been seen by the undersigned.	Issues of Data Collection and Record Maintenance.	ID.DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

19	25	No officer gave attention to important information. Officers seldom record the success percentage of areas in their tour diaries and inspection notes during their visits to the plantation with the result that all the expenditures incurred in raising plantation have either not been properly utilized or have been misappropriated.	Unfortunately the perusal of tour diaries and inspection notes of senior forest officers has revealed this fact.	Data Collection & Record Maintenance Financial Maladministration Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
20	26	The plantation has felt prey to frequent and rampant transfers	In more than 90% cases none of the officials completed his normal tenure in a given block and a compartment, from which it can be safely inferred that driving force behind these transfers have been to dilute the responsibility of losses and to fixing responsibilities against the delinquents.	Transfers and Postings	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
21	26	The record of handing taking over is also not in consonance with the laid down procedure of the Forest Act	More than 90% of handing/taking over has been mechanically generated and has no clue of the success ratio of the regeneration/afforestation area and losses including thefts etc.	Data Collection & Record Maintenance Issues of Senior Officer's Mismanagement Officers don't Follow Rules and Procedures	SDFOs, DFOs Conservator of Forest, Chief Conservator of Forest
22	29	Difficult to ascertain the efficacy of the expenditures incurred more than 2 to 3 years ago.	It is likely that an officer has utilized funds according to the condition of crop, but cannot be verified if the record is not properly maintained subsequently by the successor when the failure of the crop occurs. However, the expenditure incurred on certain compartments during recent 3-4 years can be verified on ground as far as genuineness is concerned.	Data Collection & Record Maintenance Financial Maladministration Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
23		No cash books available for 10 years.		Data Collection & Record Maintenance	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary

					F,W&F
24	29	A signed list of the expenditures incurred on various operations carried out in this plantation during the last ad hoc period of 10 years was collected from the office of SDFO of the forest. Expenditures on various operations in the plantation were tallied with the signed list of expenditures. Effort was made to compare this list with the cash book record of the forest but such record was unavailable.	Newly regenerated/afforested areas of the plantation were genuine as given in the list. However the expenditures on maintenance operations of such areas cannot be assessed accurately. On ground analysis, such areas indicated high weed density, damaged trenches/water courses, weak land leveling and destructive livestock grazing. It gave the convincing evidence that during the last 2-5 years, maintenance of such areas has not been done properly. It was guessed that out of total maintenance expenditures, about half of it might have incurred on maintenance operations in the plantation.	Data Collection & Record Maintenance Financial Maladministration Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
25	31	It is however difficult to fix the responsibility of the failure since a number of SDFOs, DFOs, Conservator of Forests and Chief Conservator of Forests remained incharge for the plantation.	The only yardstick for fixing the responsibility is the charge notes of the DFOs being transferred from the post. In case there is no mention of the condition of the crop in the charge reports its amounts to either concealing of facts or irresponsible act on the part of officer. In such case the officer can be considered responsible for the failure of the crop.	Lack of Supervisory & Control Mechanism Lack of Accountability Mechanism Issues of Water Supply, Transparency Monitoring Mechanisms	All officers posted in Changa Manga and on duty during this period.
26	32	Ratio of Development to Non-development budget is very alarming.	Increase in Non-Development budget 9 crores 94 lacs in 2002-3 to 140 crores 11 lacs in 2011-12.2001-2 (52 lacs) 2010-11 (4 crore and 88 lacs.	Budgeting and Auditing Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
27	35	While scrutinizing the contracts some deficiencies have however been pointed out in the contracts of Changa Manga motel, boating, cafeteria log huts and play land.	1) Attendance of the participants was not quite clear as signatures were found fixed.2) No formal approval of DNIT was found and advertisements under the signature of DFO, Changa	Officers don't Follow Rules and Procedures Financial Maladministration	Signatory officers of the contract.DFO, SDFO, Conservator , Chief Conservator.

			<p>Manga were sent to DGPR directly.</p> <p>3) It has been observed that the contractor was supposed to deposit the annual contract fee in advance but the payments were found received in monthly installments especially in case of contract for entry fee 2001-02 awarded to Mr. Muhammad Yousaf Kharal without any authority and contrary to the agreement. Due to this practice the said contractor was found defaulter of Rs.73000.</p> <p>4) In some cases attendance of more bidders was found than the participant bidders. From which it appears that the factor of favoritism and pooling of the said contract cannot be ruled out which needs thorough investigation. This suspicion is further augmented by the fact that after having built a new cafeteria the mini contracts of vendor's stalls including ice cream counter near the Changa Manga lake were clubbed together and given under one head of "cafeteria".</p>	<p>Issues of Senior Officer's Mismanagement</p> <p>Lack of Accountability Mechanism</p> <p>Transparency</p>	
29	37	<p>According to the general practice of the department a certain percentage of the auction amount is received at the fall of the hammer, while the remaining amount is deposited within prescribed days from the sanction/approval of the auction by the competent authority. However, for the auction of the standing trees (not carried out in the plantation) the entire amount is deposited at the fall of the hammer. During the probe an incident of earnest/security money in case of areas auctioned on temporary lease came into the notice where millions of rupees were not</p>	<p>The Forestry, Wildlife & Fisheries Department has already reported the incident to the Anti-Corruption Department for investigation and inquiry. However, it is evident that for the large scale of misappropriation of money not only the Sub-Divisional Forest Officer and Division Forest Officer are responsible but also the Conservator of Forests who is the controlling officer and receives the monthly account. He is equally responsible for such type of incidents on account of lack of supervision and proper control.</p>	<p>Lack of Supervisory & Control Mechanism</p> <p>Lack of Accountability Mechanism</p> <p>Transparency</p> <p>Monitoring Mechanisms</p>	<p>Sub-Divisional Forest Officer and Division Forest Officer. Conservator of Forests</p>

		deposited by the concerned officers.			
28	38	Another misappropriation was also noticed for areas given on temporary lease. According to the practice of the department the newly planted areas are given on annually leases to the locals through open auction who are responsible for the maintenance of the crop and in lieu of which they are allowed to cultivate vegetable between the rows of the trees. As a result of this intervention the department does not incur any expenditure on the maintenance of these areas.	1) The record has however revealed that after leasing of certain areas expenditure and maintenance was also charged, which can be termed as bogus and fraud, which requires detailed investigation. It may however be mentioned that for such misappropriation of funds all the officers from SDFO upto the controlling officer i.e. Chief Conservator of Forests are responsible.2) The investigations on this count are also essential as while scrutinizing the record and pursuing the two sample file of Agro Forestry per year for the last 10 years it appear that the lease were managed and allotted to the favorite person.	Land/Lease Management Issues Financial Maladministration Issues of Senior Officer's Mismanagement Lack of Accountability Mechanism Transparency Monitoring Mechanisms Budgeting and Auditing	Sub-Divisional Forest Officer and Division Forest Officer.Conservator of Forests Chief Conservator, Secretary
29	39	It was quite alarming that 52 number of receipt books were found issued to SDFO, Changa Manga Forest but counter files of only 2 receipt books were presented by sitting SDFO	Written statement by SDFO that these missing receipt books were not handed over to him by his predecessors.	Financial Maladministration Issues of Senior Officer's Mismanagement Lack of Accountability Mechanism Transparency Monitoring Mechanisms Budgeting and Auditing	SDFO
30	40	The misappropriated amount was in shape of earnest money to be deposited, as well as tax and Abiania charge to be recovered on account of	It emerged during inspection that earnest money of receipt books 1524 and 1718 were scrutinized and found that receipt No.47,25 of book	Financial Maladministration	Azam Ali GillSyed Baqir Raza Shah SDFO and Mr. Ejaz Ali Goher, Junior

		temporary cultivation, shops, Kana, Mudhis, TC lease etc.	No.1524 and two of book No.1718 were found missing alongwith counter files.The issuance certificate was also found missing of receipt books.		Clerk the then SDC Changa Manga.
31	42	Missing Documents	All the officers from DFO to Chief Conservator of Forests were not in habit to monitor the activities of the subordinate officers/officials and did not inspect the record quite frequently. Had they carried out their duty in professional manner such a mass level misappropriation/fraud could not have occurred.	Issues of Senior Officer's Mismanagement Lack of Supervisory & Control Mechanism Lack of Accountability Mechanism Transparency Monitoring Mechanisms Budgeting and Auditing	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
32	43	Mandatory role is merely confined to generating Tour Notes in a mechanical manner solely for the purpose of drawing of T.A. for use of official vehicle etc.		Financial Maladministration	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
33	43	It is a pity that the charge notes, which is a very important document, while handing over and taking over by the SDFO's and DFO's have not been written in a faithful manner and in most of the cases missing.	Chief Conservator of Forest should spend at least 5-8 days (3-4 nights) in a month conducting tours while Conservators should be out in the field for 9-10 days every month, on an average. They should impart similar instructions to the lower formations with emphasis to keep an eye upon the directions given, compliance made and results obtained thereupon.	Lack of Supervisory & Control Mechanism Rules & Procedure Accountability	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
34	43	Inspection Note is prepared as a document having no links to its past.		Issue of Data Collection and Record Maintenance.	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

35	43	The dereliction of duty on part of the Civil Servants of the Forest Department coupled with slow disposal of prosecution cases by the summary trial courts are contributing towards diminishing growing stock to an alarming extent. It was stressed with the issuance of false damage reports to cover self-perpetrated damage.		<p>Issues of Senior Officer's Mismanagement</p> <p>Lack of Accountability Mechanism</p> <p>Transparency</p> <p>Lack of Supervisory & Control Mechanism</p> <p>Monitoring Mechanisms</p>	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
36	44	Strict protocols were issued a decade ago for inspection and writing of inspection notes.	All the tiers of the department have miserably failed in performing their duties and to strictly observe the above said protocols during their inspections. The last Conservator of Forest and Chief Conservator of Forest i.e. Rao Khalid Mehmood and Malik Mehboob-ur-Reman have tenure of more than 4 years and 8 years respectively. Their role in running the affairs of Changa Manga Plantation has revealed the fact that both officers did not bother even once to observe standard SOP and have not written the Inspection Note according to the instructions issued by the Secretary, Forestry Wildlife and Fisheries Department. Same goes for the DFOs and SDFOs. It has been observed that the officers were in the habit of submitting their monthly tour diaries just for the sake of the maintenance of log books and legitimizing their traveling of official vehicle. They have also not bothered to record periodically the technical evaluation of such a state of affairs of irrigation and	<p>Lack of Supervisory & Control Mechanism</p> <p>Lack of Accountability Mechanism</p> <p>Transparency</p> <p>Rules & Procedure Accountability</p> <p>Monitoring Mechanisms</p>	Chief Conservator of Forest, Rao Khalid Mehmood and Malik Mehboob-ur-Reman, DFOs and SDFOs.

			success percentage of the areas including the yield obtained through felling of trees etc during their visits.		
37	45	The amount drawn by the supervisory officers in T.A. Head and maintenance and repair of transport is reflected as under:-Mr. Muhammad Mehboob-ur-Rehman Rs.625555/, DFOs Rs.1450397/- on repair and Rs. 5638056/-on POL, Conservators Rs.942269/- on repair.		Budgeting and Auditing	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
ILLEGAL CUTTING OF TREES AND THEFT OF FOREST WOOD:					
38	47	According to the Forest Manual all the incidents of illegal cutting of trees are a forestry offence and are dealt by issuance of damage reports by the concerned Forest Guard. The report is entered in the FC register. The respective Block Officer is responsible in compounding the offence through receiving compensation from the offender within 90 days of the issuance of the report. All the incidents which are compounded are also entered in the CC register. In case the Block Officer is unable to receive the compensation, the cases are prosecuted in the court through DFO within 90 days. Such reports are then recorded in the PC register. All damage reports issued during the financial year are to be disposed of within the same year. In case the reports are not disposed of during the respective financial years they are brought forward in red ink as an opening balance of last year. The issuance of damage reports indicate the reported damage occurred in a	The detail of each damage report has revealed the fact that in certain cases the damage report amounting to lacs of rupees has been issued and mostly they are compounded in the court inflicting heavy loss since the court cannot impose fine over a specific amount. In case of non- prosecution they are mostly filed.	Financial Maladministration Issues of Senior Officer's Mismanagement Lack of Supervisory & Control Mechanism Lack of Accountability Mechanism Transparency Budgeting and Auditing	Forest Guard,F.D. Block Officer, Police Department, Judicial Courts, Legislative Authorities.

		specific year.			
39	48	The most interesting aspect of the issue is that despite having damage report by the Forest Guard there is a practice that they were still serving in the same beats.		Lack of Supervisory & Control Mechanism Lack of Accountability Mechanism Monitoring Mechanisms	Forest Guards,Block Officer, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
1) Punishment and Fine Recovery Policy					
40	49	It is mandatory that in case of non-disposal of damage reports for a considerable period by the Forest Guard/Block Officer, the amount is imposed as recovery, which is entered in the form 11 by the DFO.			Forest Guard,Block Officer, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
41	49	The inspection of form 11 further reflects the efficiency of DFO since millions of rupees are imposed on the officials out of which a small amount of rupees deducted from their salaries.	The amount imposed through different office orders of the DFO is practically irrecoverable even if deduction is made during the entire left over period of their service. Despite the above situation the officers are working at the same position and mostly are in service. They are not taken to task by the DFOs or the Conservator of Forests.	Issues of Senior Officer's Mismanagement Lack of Accountability Mechanism	DFOs, Conservator of Forests.Legislative Authorities.
42	50	In number of cases the Conservators of Forests have set aside the orders without deciding the fate of amount of damage. This acceptance of appeal and setting aside the orders of recovery by the Conservators of Forests tantamounts to a Criminal Act as far as issue of forest protection is concerned.		Issues of Senior Officer's Mismanagement	Conservator of Forests.Chief Conservator, Secretary.
43	50	It has also been observed that in a number of cases the DFO transferred officials responsible for damage from their place of posting but the Conservator of Forest by intervening cancelled	This state of affairs is highly objectionable and shows that there exists collusion among the officers of Forest Department from Chief Conservator of Forest to	Monitoring Mechanisms Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

		the orders thereby allowing them to serve at a place where they were responsible for damage.	bottom.	Lack of Accountability Mechanism	
44	52	Witnesses i.e. officials of Forest Department did not testify the "Istaghasa". Hence, Trial Courts acquit the accused by giving benefit of doubt u/s 249-A Cr.PC.		Lack of Accountability Mechanism Monitoring Mechanisms	DFO, SDFO, Conservator, Chief Conservator, Secretary, Police Department.
45	52	The legal branch of State or the department (Forest) took no interest to find reasons why the officials of the Forest Department testified in favor of accused. Consequently, no departmental action has been taken against such delinquent officials.		Lack of Accountability Mechanism Monitoring Mechanisms	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
46	52	Minimal Punishment, Negligible fines, small sentence. Imprisonment of 1 year or less awarded in 03 cases out of total 418 in last 12 years.	Given Sentences were not affected properly as circumstances of said conviction were that accused were in judicial lockup in multiple cases for last one year or more; they confessed the crime in order to avail benefit u/s 382/b Cr.PC. wherein their period of detention in judicial lockup was treated as sentence of imprisonment. Hence the accused were released without spending any additional time in imprisonment. On the other hand, in the remaining decided cases only meager fine was imposed in form of Rs. 200/-, 500, 1000/- etc.		Police Department DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F Legislative Authority.
47	52	Investigations have been carried out in a very slipshod manner.	1) No pains were taken to interrogate the criminals to ascertain the involvement of any Government official in the theft. 2) The routes or final destination of the stolen wood were not determined. 3) Most of the investigation officers simply challaned the	Rules & Procedure Accountability Monitoring Mechanisms	Police Department, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

			available/ arrested accused u/s 379/411 PPC with 2/3 witnesses.		
2) Issues of Investigative Procedures:					
48		Misappropriation of stolen properties from Malkhana of District Police.	Approximately two trucks of recovered stolen property of cases of timber theft remained placed in the “Mall Khanas” of district police. CM Punjab took notice of the situation. 7/8 applications have been filed on daily basis for taking “Superdari” of the timber of Forest Department. However, fate of the rest of the stolen wood remained unknown, whether it was sold out , or auctioned by Forest department after “Superdari” or merely misappropriated.	Financial Maladministration Issues of Senior Officer's Mismanagement Lack of Accountability Mechanism Monitoring Mechanisms Lack of Supervisory & Control Mechanism	Police Department,DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
49		Local police is equally responsible to share the blame for such state of affairs.	Out of the total registered cases, the investigating officers found it convenient to send up challans u/s 512 Cr.PC. The accused were got declared proclaimed offenders, and later on, no one took interest in their arrests, as they were considered POs involved in minor offences.	Lack of Accountability Mechanism Monitoring Mechanism	Police Department.
50		No action on crackdown on such offenders.	Exercise must be undertaken to evaluate whether such persons ever existed or were merely false names, provided by forest departments to cover up the misappropriation of wood probably, in connivance with local police.	Lack of Accountability Mechanism Rules & Procedure Accountability	Police Department.DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
51		Several cases are pending trial in concerned Courts since 2007.		Monitoring Mechanisms	Police Department.DFO, SDFO, Conservator, Chief Conservator of

					Forest, Secretary F,W&F Judicial Courts
52		No one knows with certainty that the cases have been registered in 100% of theft of trees or not.	Register cases of theft of even a single tree.	Issues of Water Supply Financial Maladministration Issues of Senior Officer's Mismanagement Transparency Budgeting and Auditing	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
53		In all the cases registered, the forest department was the complainant.		Rules & Procedure Accountability Monitoring Mechanisms Financial Maladministration	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
54		There is no section of law available that discourages the habitual offender to avoid commission of offence.		Rules & Procedure Accountability	Legislative Authority
55		Poor Investigation	Cases should not be investigated by an investigating officer who is less than the rank of "Sub Inspector".	Lack of Accountability Mechanism Monitoring Mechanisms	Police Department
56		Officers/officials of Forest Department effect conciliation with the criminals leading to their acquittals.	Strict action be taken against forest officials involved in testifying in favor of accused.	Monitoring Mechanisms Lack of Accountability Mechanism	Police Department, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F Prosecution

				Rules & Procedure Accountability	
57		Forest officials obtain the case property i.e. theft timber on Superdari from Courts. However,	No mechanism has been observed on part of Forest Department for disposal of this timber.	Rules & Procedure Accountability Monitoring Mechanisms Lack of Accountability Mechanism	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
Accountability & Monitoring Mechanism:					
58		Daily duty rosters of officials of forest department monitoring respective areas should be maintained to fix the responsibility in case of any irregularity observed.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
59		Computerized record of forest inventory be maintained for monitoring purpose.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
60		Joint patrolling by officers of Forest Department as well as Police.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
61		Coverage of the routes / surroundings of the forest by CCTV cameras.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
62		FIRs are mechanically generated and if put under proper legal scrutiny may contain a number of flaws.		Transparency	Police Department
63		The DFO.s being the competent authority in case of Forest Guards and Block Officers proceed against them for incidents like failure of plantation, extraordinary damage in their beats/blocks and for unreported damage	It has been observed that dozens of show cause notices issued by the DFO remained undecided for years. It depicts that the show cause notices were mostly served as an eye wash without deciding the same against the officials.	Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

		detected. The first step in this type of proceedings is issuance of show cause notice under PEEDA Act.			
64	61	Favoritism	Show cause notices are filed or end up by issuance of warning and minor penalties not corresponding logically to the quantum of allegations. It was further observed that in a number of cases the officials against whom the show cause notices had been decided preferred appeal to the Conservator of Forests, who under the shadow of court decisions in different individual cases, used to set aside these orders letting the official lose to further damage the forest. Apparently officers of all tiers are patronizing illegal removal of trees.	Punishment and Fine Recovery Policy	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&FMr. Muhammad Nazir, Forest Guard
65	63	Authority has been abused and the powers exercised in Latent trial method.	Carry out detailed and in-depth investigations		DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
66	63	Disciplinary proceedings initiated by the Forest Department were a futile exercise.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
67	65		1) It has been observed that officials domiciled in Kasur District and locals of the area develop deep association with the timber mafia and those who are involved in theft of forest wood.2) Their movement from one block to the other at the same place for years together has contributed massively to the destruction of plantation. 3) All appointments made from Kasur domicile.	Transfers and Postings	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
68	65	Local inhabitants were reluctant to come forward to bring to light the wrong doings of the		Lack of Accountability Mechanism	DFO, SDFO, Conservator, Chief Conservator of

		staff of Forest Department as well as their collusion with those who are in chronic habit of theft of timber wood.			Forest, Secretary F,W&F
69	65	On the condition of anonymity the local inhabitants stated that the labor engaged in the forests is seldom paid in accordance with the MUSTER UP ROLES. Labor is paid in form of collection of fire wood (Ballen) and sometimes mudhis.		Issues of Senior Officer's Mismanagement Financial Maladministration	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
70	66	Incomplete History files, expenditure incurred by Changa Manga Forest officers may not be authenticated without going through details of the issue.		Financial Maladministration	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
71	67	Departmental resistance to provide information.	It was like moving heaven and earth to obtain authenticated lists of <u>Standards</u> .	Transparency	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
72	67	No Work plan for Changa Manga Plantation for more than one decade. Plantation carried out during the period under review was based on adhocism for which the annual Work Plan used to be prepared and implemented.		Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
73	68	There exists no record pertaining to the list of Standard trees prior to 2008.	1) Written statement of Mr. Muhammad Saleem, Ex-DFO, Kasur/Changa Manga.2) 1999 total Standard trees counted as <u>52987</u> whereas the on ground verification during the present inquiry has revealed that there exist only <u>2336 Standard trees</u> . This huge difference of Standard trees has been managed through Police case register (PCR), Compounded case register (CCR) and Forest case register (FCR) where theft of costly wood was found compounded at nominal rates (the officials of Forest Department confronted that the cases have been compounded on the schedule	Issues of Senior Officer's Mismanagement Lack of Supervisory & Control Mechanism Rules & Procedure Accountability	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

			rate of Government)		
74	68	No higher officer ever made any effort to the Higher Authorities for the periodical revision of schedule rates of wood theft.		Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
75	68	Weak prosecution by Forest Department.	Wood theft register at local Police Station are not properly contested by the department as well as local police due to which the culprits are being freed by the court and the government is sustaining huge loss.	Rules & Procedure Accountability	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&FPolice Department, Prosecution
76	69	Marking lists of trees/standards as depicted in the working plan are not available in the office record.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
77	69	Same was requested from Conservator of Forests (Development and Working Plan Lahore Circle) Lahore by the undersigned as well as by Chief Conservator of Forests Central Zone from Chief Conservator of Forests Planning Monitoring and Evaluation (PME) Lahore but up to date no reference/reply is received. Until and unless marking lists of trees/standards are not produced disposal of trees is difficult.		Poor Compliance by Officers Issues of Senior Officer's Mismanagement	Conservator of Forests (Development and Working Plan Lahore Circle) Lahore, Chief Conservator of Forests Central Zone from Chief Conservator of Forests Planning Monitoring and Evaluation (PME) Lahore.
78	69	For the first time marking lists of trees/standards of compartments No.204 having the number 52987 (only in compartment wise abstract form) was prepared but not available inspite of exerting all efforts.		Transparency	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
79	69	Second time same exercise was carried out during 2007-08 only in compartment No.167 having number of standards 14830 and copies for bound form are available in all offices. Marking lists of trees/standards are not updated regularly inspite of standing instructions in rules.		Rules & Procedure Accountability	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

80	70	According to statement of Syed Muhammad Ajmal Rahim date is actually 1996 and not 1999. The shortage/shortfall has been reported to be 17735 number of Standard trees .	Shortage/shortfall of 23152 Standard trees have been reported.		DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
81	71	Procedure of maintenance of record enforced in Punjab Forest Department is not properly followed and implemented. There are number of forms and registers which are required to be maintained having a lot of cross entries for sake of verifications.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
82	71	Supervisory officers seldom examine the same and the history files of almost every compartment were almost blank and entries were made with the gaps and intervals.	FC register which is one of the most important basic documents to record damages and losses has never been checked or verified by the senior supervisory officers. The random checking of the entries in the FC register revealed that rules and regulations as envisaged have never been followed.	Rules & Procedure Accountability Lack of Supervisory & Control Mechanism	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
83	72	Deficient record keeping encourages the field staff for illegal removal of Standards left in the compartments after felling.	Standard list was not present in the compartment history files.		DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
84	72	Established practice is that the DFOs at the time of relinquishing the charge prepare the list of Standards and hand over the same to their successor.	The only such Standard list was found prepared in 2007-08. In addition the officers are not doing the needful and the controlling officers i.e. Conservators of Forests and Chief Conservators of Forests have to share the proportionate liability of the losses of their tenure for not taking cognizance which is a negligence of the highest order on their part.	Lack of Supervisory & Control Mechanism	Conservators of Forests, Chief Conservators of Forests
85	74	There has been a very high rate of removal/disposal of the standard trees.	On the basis of the total area of the forest, at present <u>only one</u> standard tree was standing in 5 acres of the forest. 1) Record of maintenance of the standard trees was incomplete in the	Rules & Procedure Accountability Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

			<p>history files.</p> <p>2) The rate of removal of standard tree/mature trees from the forest was extremely high.</p> <p>Standard trees were not reserved as per approved work plan of the Forest Department.</p>		
86	75	According to laidown principles and policy it is the primary duty of the SDFO to report the failure of the areas and large scale damage of trees to the DFO who is further responsible for communicating the same to the Conservator of Forests.	Not found to be reported either to SDFO or the DFO in order to fix the responsibility.	<p>Issues of Senior Officer's Mismanagement</p> <p>No Communication Strategy</p>	Conservator of Forests,SDFO, DFO
87	75	There is no report of Chief Conservator of Forests on record in shape of any formal means about reporting of mass scale areas and damage of trees.		<p>Issues of Senior Officer's Mismanagement</p> <p>No Communication Strategy</p>	Chief Conservator of Forests,Secretary
88	76	Mass scale failure of planted areas or damage of trees was not reported adequately.	No reports were directly available from the office of the DFO. However some indirect information on the sheshum dieback disease or termite/porcupine attack was found in a letter written by Director, Punjab Forestry Research Institute Faisalabad to the Chief Conservator of Forests, Central Zone Lahore during the year 2012.The report did not indicate the intensity of the attack or the number of trees affected by the sheshum dieback disease or termite/porcupine attack	<p>Issues of Senior Officer's Mismanagement</p> <p>No Communication Strategy</p>	DFO,SDFO
89	77	It has also been observed that in case of any planted area, shortage of standard or any misappropriation of trees the easiest course adopted by the officials of the department is	The policy adopted and the record indicates that no officer was ever held responsible and all the onus of damage is shifted on lowest tier as of no supervisory controlling officer	<p>Rules & Procedure Accountability</p> <p>Lack of Supervisory & Control Mechanism</p>	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

		imposing recovery on the Forest Guard and Forester without making anybody else responsible right from SDFO upto Chief Conservator of Forests.	exists.		
90	77	The estimate yield of timber and fire wood to be obtained as a result of felling in any compartment is usually obtained from Work Plan in vogue. Since the Work Plan of Plantation expired many years ago, the basis of calculation of estimated yield before actual starting of felling operation is the actual enumeration of trees present in the compartment.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
91	78	Before commencement of felling a sample plot felt whose yield is projected over the entire area of the compartment. Later, after felling the actual lead is reported to the Chief Conservator of Forests who approves the same through the control form meant for the purpose.	It has transpired that the Chief Conservator of Forests failed to verify and issue of the approval of yield obtained through the control form.		Chief Conservator of Forests
92	79	Deficient planning.	1) Previous working plan for this plantation expired in 1993-1994.2) New working plan (2011-12 to 2030-2031) of 20 years was approved in July 2011.	Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
93	81	Lessee is responsible for the maintenance of crop in the compartment given through temporary lease on annual basis by the DFO. The perusal of the list of compartment where the plantation has failed was also given on temporary lease.	No evidence on record indicating that any action such as for one wood feiture of security etc was taken by the DFO. Similarly there is no report available on record that the Conservator of Forests and Chief Conservator of Forests have taken any concrete and tangible action except eye wash actions.	Issues of Senior Officer's Mismanagement Land/Lease Management Issues	DFO, Conservator of Forests, Conservator of Forests
94	82	Most of the irrigation outlets were found tampered with especially near the area of Agro Forestry leased out land to private parties.	No action was taken to stop the tampering of outlets which apparently shows connivance of irrigation and Changa Manga Forest Department as no serious effort have been made for stoppage of water	Issues of Data Collection and Record Maintenance.	Irrigation Department, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

			theft in Changa Manga Forest area.		
95	82,83	Perusing the two sample files of Agro Forestry for last 10 years it appears that the lease were managed and allotted to favorite persons.no practice of obtaining NIC No.	This breeds suspicion that the allegation is largely true that these are fictitious payments and the laborers were compensated in terms of fire wood (Ballen).	Issues of Senior Officer's Mismanagement	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
96	83	Random checking of the muster rolls regarding payment to the laborers was made and intentionally two compartments one of the forest park and the other of the main block of the forestry were selected.	It was surprising to note that more than 90% laborers of the forest park turned up for physical verification whereas contrarily 90% of the laborers whose payment was claimed in the main plantation block did not turn up and were found absent for physical verification which tantamounts to inference in the forestry blocks. There is every likelihood of not making any payment of labor and the absentee claims of labor may be practiced.	EncroachmentMonitoring Mechanisms Transparency	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
Land/Lease Management Issues					
97	86	Out of the land under the occupation of Pakistan Railways land measuring 9 Kanals and 7 Marlas is illegally occupied by different people on which solid structure of buildings have been constructed and the people are habitating in the same.		Transparency Encroachment	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
98	87	1) Land measuring 2 Kanals 4 Marlas is under illegal occupation of farmers who have unauthorizedly included the land of forests near Manzoor Shaheed check post.2) The Hud-bandi of Moza Wankhara some farmers have encroached and is using the same for their cattle heads and live stock.		Transparency Encroachment	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
99	90	A number of people are living unauthorized in the forests as well as quite a substantial number of small and big animals including cattle heads also exists in the plantation.		Encroachment	DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
100	90	Mr. Muhammad Saleem Ex-DFO gave in writing that there is no encroachment in Changa		Issues of Senior Officer's Mismanagement	Mr. Muhammad Saleem Ex-DFODFO, SDFO,

		Manga. His statement does not substantiate and match with the on ground facts as have been obtained from the field Revenue Admsintation of Changa Manga.		Encroachment	Conservator , Chief Conservator, Secretary, DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F
Implementation of Laws					
101	92	Saw Mills established around the plantation by the locals are a great source of consumption of illegally removed wood from the forests.	Taking account of the situation the department has imposed ban on establishment on Saw Mills within 5 kms radius of the forest area.Prohibition has been incorporated in the revised Forest Act 2010. Section 144 imposed against the Saw Mills. These mills again became functional reportedly through the influence of local political leaders		Local political leaders.
102	93	Illegal and illicit grazing was caught read handed.Biological pressure in shape of grazing is immense on newly planted areas.	Connivance of the local officials locally recruited.Most of these cattle head belongs to the employees of Forest Department. Grazing pressure is enormous from both inside and outside the plantation. The residents of labor colonies have also kept more than the prescribed number of cows which graze in open instead of stall feeding as permissible under rules.	Rules & Procedure Accountability	Employees of Forests Department.DFO, SDFO, Conservator , Chief Conservator, Secretary
103	97	Officers have indulged in the blame game and have tried utmost to save their skin under the shadow of the duties and responsibilities attached with their posts as per book. In addition they have attributed the failure to the rampant political influence and interference by the local public representatives.			DFO, SDFO, Conservator, Chief Conservator of Forest, Secretary F,W&F

According to direction given following this investigation certain committees were to be formed to take actions according to the recommendations. These committees are listed below. It needs to be ascertained how far these have been implemented.

Committees to be formed:

- 1) Secretary Forestry, Wildlife and Fisheries Department may therefore constitute a committee of professional foresters who have not served in the Changa Manga Plantation in any capacity to examine the same and take appropriate action accordingly.
- 2) Interdepartmental Committee notified with the mutual consent of irrigation and forest department for holding mandatory meeting (May to October) to monitor the state of water supplied and taking remedial actions.
- 3) A committee under the convenirship of Secretary Forestry, Wildlife and Fisheries Department including the representatives of Regulation and Law Department may be constituted to oversee all the disciplinary cases of the last 10 years including review appeals filed before the appellate authorities, Punjab Services Tribunal and the Lahore High Court Lahore. The committee may also be given the mandate to recommend action against all those officers who misused their authority in their capacity as authority and appellate authority and contesting such case before the Honorable Punjab Service Tribunal and Honorable High Court.

Recommendations:

1. Secretary Forestry, Wildlife and Fisheries Department may therefore constitute a committee of professional foresters who have not served in the Changa Manga Plantation in any capacity to examine the same and take appropriate action accordingly.
2. Interdepartmental Committee notified with the mutual consent of irrigation and forest department for holding mandatory meeting (May to October) to monitor the state of water supplied and taking remedial actions.
3. Develop an annual plan of silt clearance. by providing inputs to young ones and gradually decreased in case of mature crop.
4. The department may undertake a training programme to orientate the entire forest officers in managing and reporting protocols provided in the Manual.
5. Updating of the manuals in accordance with the present needs and circulate specific instructions of maintenance of record and adoption of procedures to the field formation for compliance.
6. An efficient monitoring mechanism to gauge the level of implementation of all SOPs communicated for adoption in future.
7. Over a period of time all the operations carried out in the specific compartment, both in physical and financial terms are recorded in different performas present in history files. It contains additional information such as the yield obtained as a result of felling in the compartment and the most important data in shape of lists of standards.
8. Department should issue exclusive instruction for maintenance of history files as per prescribed rules in irrigated plantation.
9. Department to enumerate all the trees in compartment starting from a specific diameter which may be fixed by the Forest Department.
10. Department may develop a plan to conduct enumeration of pol crop and keep the same in the respective history files.
11. The department may develop an SOP in this regard and circulate the same for strict adherence.
12. The tenure track policy should also be made compulsory and except for transfer of a Forest Guard on Administrative ground he should serve not less than 3 years in given block.
13. The department should focus on the issue and should make the forest protection effective and on the other side minimum number of cases may prosecuted.

14. Policy may be notified according to which no official/officer domiciled in District of Kasur could be posted in the plantation. The efficient and good reputed officials from other districts may be posted with the condition that they shall reside in the quarters provided by the Government within the plantation. However the Government may provide funds for making these quarters worth living.
15. Operation against the illegal residents may once again be repeated. Permanent record of illegal residents, their number of home and cattle be maintained as a base line to check any future intrusion in the labor colonies. Not only increase the inspection regime but also to make it productive and efficient.
16. Department should from policy guide lines in consideration with all existing rules for effective inspection regimes to be implemented religiously under proper reporting, monitoring and evaluation mechanism which has to be in place.
17. Immediate ban may be imposed for leasing of forest land on temporary cultivation and thereby discouraging the practice of vegetable cultivation at the cost of forest crop which is usually ruined by the lessee.
18. It is imperative to immediately initiate drastic action against the removal of all saw mills established within the 5 kms radius of Changa Manga Plantation.
19. Funding pattern should be reviewed and enhanced.
20. Steps to immediately do away with such mass level illicit grazing are required to be taken. It is recommended that as a onetime exercise on the same analogy as was done in 2002 may be initiated by chalking out a comprehensive action plan involving the District Administration and District Police.
21. An operation to retrieve the Government land under possession of the Pakistan Railways to the extent of illegal encroachments by the locals with illegitimate sold structures is needed. Joint operation including the officials of Pakistan Railways, District Administration, District Police and officials of Forest Department is required. Except for this a piece of land of approximately 2 Kanal is reported to be under illegal occupation of the local farmers which also needs to be retrieved.
22. A committee under the convenorship of Secretary Forestry, Wildlife and Fisheries Department including the representatives of Regulation and Law Department may be constituted to oversee all the disciplinary cases of the last 10 years including review appeals filed before the appellate authorities, Punjab Services Tribunal and the Lahore High Court Lahore. The committee may also be given the mandate to recommend action against all those officers who misused their authority in their capacity as authority, appellate authority contesting such case before the Honorable Punjab Service Tribunal and Honorable High Court.
23. Secretary Forestry, Wildlife and Fisheries Department may therefore be asked to constitute a committee of professional foresters who have not served in the Changa Manga Plantation in any capacity to examine the same and take appropriate disciplinary action accordingly.
24. It is proposed that the matter for further investigation and for fixing the responsibility may be referred to the D.G. Anti-Corruption for thorough investigation and registration of cases against the delinquents for effecting recoveries and registration of cases under Anti-Corruption laws. For this purpose Secretary Forestry, Wildlife and Fisheries may nominate senior officer of the department with neat and clean service record and integrity for technical assistance to the ACE.
25. Meanwhile all the officers (2 of them have retired from service) who remained posted in various capacities as SDFO, DFO, Conservator of Forests and Chief Conservator of Forests may be kept on watch list and may be withdrawn from the field responsibilities forthwith and posted on non-lucrative official assignment in the remaining years of their service pending outcome of the investigation and inquiry proceeding carried out by ACE against them.
26. Missing receipt books were not handed over by predecessors, therefore thorough investigations on this count may be entrusted to Anti-Corruption Establishment to fix responsibility and recovery.
27. In addition to the auction of cafeteria, play land, vendor stalls, log huts may be further probed. There is every possibility that after leasing of certain areas, expenditure and maintenance was also charged which can be termed as bogus and fraud, which requires detailed investigation by ACE.

Para 26:

Tenure of Officials Posted Changa Manga Sub Division for the Year 2000-

2012			
Sr. No.	Name of Block / beat	Area / Cpt.	Name of Official with period
1	do	Do	2 Hidayat Ullah Forester 14.04.00 to 05.04.02 Muhammad Hassan Forester 06.04.02 to 01.01.03
	do	Do	3 Ghulam Rasool Forester 02.01.03 to 10.12.04
	do	Do	4 Umer Din Forester 11.12.04 to 05.07.05
	do	Do	6 Khalid Iqbal Forester 06.07.05 to 19.08.08
	do	Do	7 Jameel Ahmad Forester 20.08.08 to 28.11.08
	do	Do	8 Manzoor Ahmad Forester 29.11.08 to 29.07.09
	do	Do	9 Muhammad Boota Forester 30.07.09 to 06.08.09
	do	Do	10 Mumtaz Shafi Forester 07.08.09 to 17.06.10
	do	Do	11 Abid Hussain FG/BO 18.06.10 to 06.09.10
	do	Do	12 Mumtaz Shafi Forester 08.09.10 to 09.09.10
	do	Do	13 Mushtaq Ahmad FG/BO 09.09.10 to 30.03.11
	do	Do	14 Muhammad Aslam Forester 31.03.11 to 02.02.12
	do	Do	15 Muhammad Afzal Forester 03.02.12 to date
	Ahlowal beat	Cpt. No. 1-8	1
	do	Do	2 Muhammad Riaz FG 03.08.00 to 10.02.01
	do	Do	3 Saleem Saqib FG 11.02.01 to 14.07.01
	do	Do	4 Muhammad Riaz FG 15.07.01 to 10.12.02
	do	Do	5 Manzoor Ahmad FG 11.12.02 to 25.09.06
	do	Do	6 Faiz Ahmad FG 26.09.06 to 01.07.08
	do	Do	7 Muhammad Ashfaq FG 02.07.08 to 23.07.08
	do	Do	8 Zafar Iqbal FG 24.07.08 to 27.07.08
	do	Do	9 Muhammad Arshad FG 28.07.08 to 05.12.10
	do	Do	10 Saleem Saqib FG 06.12.10 to 26.05.11
	do	Do	11 Naveed Ali FG 30.05.11 to 27.05.12
	do	Do	12 Ahmad Din FG 28.05.11 to date
	Centre beat	Cpt. No. 9-	1
	do	Do	2
	do	Do	3
	do	Do	4

do	Do	5	Iqbal Shah FG 18.11.00 to 12.05.02
do	Do	6	Mushtaq Ahmad FG 13.05.02 to 13.09.07
do	Do	7	Iftikhar Ahmad FG 14.09.07 to 24.11.08
do	Do	8	Zahid Ali FG 25.11.08 to 03.01.09
do	Do	9	Muhammad Amin FG 04.01.09 to 03.01.09
do	Do	10	Riaz Ahmad FG 04.01.09 to 23.04.09
do	Do	11	Muhammad Amin FG 24.04.09 to 02.11.09
do	Do	12	Muhammad Riaz FG 03.11.09 to 24.11.09
do	Do	13	Iftikhar Ahmad FG 25.11.09 to 06.05.10
do	Do	14	Sajjad Saleem FG 07.05.10 to 02.03.10
do	Do	15	Mushtaq Ahmad FG 03.03.10 to 19.11.10
do	Do	16	Iftikhar Hussain FG 20.11.10 to 22.12.10
do	Do	17	Shahid Salamat FG 23.12.10 to 26.10.11
do	Do	18	Sajjid Saeed FG 27.10.11 to 02.05.12
do	Do	19	Saleem Ayub FG 03.05.12 to date
Chak No. 32 beat	Cpt. No. 13-21	1	Mushtaq Ahmad FG 06.02.99 to 15.05.02
			Mushaq Ahmad S/O Abdul Ghafoor FG
do	Do	2	16.05.02 to 27.09.02
do	Do	3	Muhammad Aslam FG 28.09.02 to 13.07.05
do	Do	4	Saleem Saqib FG 14.07.05 to 31.01.06
do	Do	5	Muhammad Shafi FG 01.02.06 to 30.03.08
do	Do	6	Shamshad Qasier FG 31.03.08 to 23.07.08
do	Do	7	Muhammad Amin FG 24.07.08 to 13.09.08
do	Do	8	Mushtaq Ahmad FG 14.09.08 to 07.10.10
do	Do	9	Ahmad Din FG 08.10.10 to 18.01.11
do	Do	10	Muhammad Shafi FG 19.01.11 to date
Androoni I beat	Cpt. No. 42-50	1	
do	Do	2	Abid Hussain Shah FG 14.06.00 to 29.07.01
do	Do	3	Saleem Saqib FG 30.07.01 to 16.02.02
do	Do	4	Shamshad Qasier FG 17.02.02 to 25.09.06
do	Do	5	Sajjad Saleem FG 26.09.06 to 13.04.10
do	Do	6	Mushtaq Ahmad FG 14.04.10 to date
Androoni II beat	Cpt. No. 51-56	1	Abid Hussain Shah FG 01.01.01 to 23.04.02
do	Do	2	Zafar Iqbal FG 24.04.02 to 24.12.02
do	Do	3	Saleem Saqib FG 25.12.02 to 28.12.02
do	Do	4	Abid Hussain Shah FG 29.12.02 to 07.08.03
do	Do	5	Saleem Saqib FG 08.08.03 to 19.04.04
do	Do	6	Muhammad Abbas FG 20.04.04 to 12.08.04
			Manzoor Ahmad FG S/O Muhammad Khan
do	Do	7	13.08.04 to 30.07.06
do	Do	8	Saleem Ayub FG 31.07.06 to 26.09.06

do	Do	9	Faiz Hussain FG 27.09.06 to 28.07.08
do	Do	10	Shahid Salamat FG 29.07.08 to 04.12.09
do	Do	11	Iftikhar Ahmad FG 05.12.09 to 25.11.09
do	Do	12	Muhammad Yousaf FG 26.11.09 to 03.01.10
do	Do	13	Muhammad Arshad FG 04.01.10 to 04.05.10
do	Do	14	Muhammad Yousaf FG 05.05.10 to 25.07.10
do	Do	15	Sarwar Ali Shah FG 26.07.10 to 01.08.11
do	Do	16	Masha Ullah FG 01.08.11 to date

2	Block No. 2	Cpt. No. 22-41	
	do	Do	
	do	Do	Abid Mehmood Forester 28.11.00 to 12.05.02
	do	Do	Abdul Aleem Forester 13.05.02 to 13.12.04
	do	Do	Hameed Asghar FG/BO 14.12.04 to 19.12.04
	do	Do	Manzoor Ahmad Forester 20.12.04 to 18.09.07
	do	Do	Muhammad Akram Forester 19.09.07 to 20.09.07
	do	Do	Khalid Iqbal Forester 21.09.07 to 18.07.08
	do	Do	Mumtaz Shafi Forester 19.07.08 to 02.01.09
	do	Do	Muhammad Aslam Forester 03.01.09 to 22.04.09
	do	Do	Mudassar Iqbal Tabash Fr 23.04.09 to 07.06.09
	do	Do	Sajid Mehmood Fr 08.06.09 to 20.12.09
	do	Do	Muhammad Boota FG / Fr 21.12.09 to 31.03.10
	do	Do	Muhammad Akram Fr 01.04.10 to 03.08.10
	do	Do	Jameel Ahmad Fr 04.08.10 to 08.12.12
	do	Do	Masha Ullah FG/BO 09.12.12 to-date
	Hanjarwal beat	Cpt. No. 35-41	

do	Do	2	Sarwar Ali Shah FG 16.05.00 to 02.01.01
do	Do	3	Riaz Ahmad FG 03.01.01 to 20.05.01
do	Do	4	Zulfiqar Ali FG 21.05.01 to 03.03.06
do	Do	5	Saleem Saqib FG 04.03.06 to 28.07.08
do	Do	6	Shahid Salamat FG 29.07.08 to 29.12.08
do	Do	7	Muhammad Idress FG 30.12.08 to 09.12.09
do	Do	8	Abadit Ali FG 10.12.09 to date
Androoni beat	Cpt. No. 22-28	1	Khushi Muhammad FG 30.11.00 to 05.01.01
do	Do	2	Sarwar Ali Shah FG 06.01.01 to 09.02.01 Khushi Muhammad FG 10.02.01 to 26.04.01
do	Do	3	
do	Do	4	Ahmad Din FG 27.04.01 to 13.06.01 Mushtaq Ahmad FG S/O Abdul Ghafoor 14.06.01 to 18.10.01
do	Do	5	
do	Do	6	Mushtaq Ahmad FG 19.10.01 to 25.04.06
do	Do	7	Saleem Saqib FG 26.04.06 to 22.09.07
do	Do	8	Mushtaq Ahmad FG 23.09.07 to 20.07.08
do	Do	9	Shahbaz Khan FG 21.07.08 to 26.10.08
do	Do	10	Faiz Hussain FG 27.10.08 to 07.04.09
do	Do	11	Shahid Akram FG 08.04.09 to 07.08.09
do	Do	12	Saleem Saqib FG 08.08.09 to 02.12.09
do	Do	13	Sarwar Ali Shah FG 03.12.09 to 03.08.10
do	Do	14	Abadit Ali FG 04.08.10 to 14.01.11
do	Do	15	Naveed Ali FG 15.01.11 to 29.03.11
do	Do	16	Arfan Sajid FG 30.03.11 to 21.10.11
do	Do	17	Hameed Asghar FG 22.10.11 to date
Bhoe-asal beat	Cpt. No. 29-34	1	Mushtaq Ahmad FG 19.10.01 to 18.01.02 Muhammad Rafique FG 19.01.02 to 18.02.02
do	Do	2	
do	Do	3	Hameed Asghar FG 19.02.02 to 08.05.02 Muhammad Nawaz FG 09.05.02 to 19.06.02
do	Do	4	
do	Do	5	Zulfiqar Ali FG 20.06.02 to 22.08.03
do	Do	6	Muhammad Shafi FG 23.08.03 to 27.04.04
do	Do	7	Hameed Asghar FG 28.04.04 to 05.12.07
do	Do	8	Mushtaq Ahmad FG 06.12.07 to 08.06.08
do	do	9	Abdul Ghaffar FG 09.06.08 to 24.09.08
do	do	10	Muhammad Amin FG 25.09.08 to 14.11.08
do	do	11	Zulfiqar Ali FG 15.11.08 to 03.04.09
do	do	12	Saif Ali FG 04.04.09 to 06.06.09
do	do	13	Shahid Akram FG 07.06.09 to 11.06.09
do	do	14	Mushtaq Ahmad FG 12.06.09 to 25.11.09

do	do	5	Muhammad Akram Fr 19.09.07 to 13.10.09
do	do	6	Shaukat Ali Babar Fr 14.10.09 to 03.12.09
do	do	7	Muhammad Aslam Fr 04.12.09 to 20.12.09
do	do	8	Gulzar Ali Fr 21.12.09 to 03.01.10
do	do	9	Inshallah Adal Fr 04.01.10 to 19.01.11
do	do	10	Syed Abid Hussain Shah FG 20.01.11 to 19.04.11
do	do	11	Mudassar Iqbal Tabash Fr 20.04.11 to 24.07.11
do	do	12	Mumtaz Shafi Fr 25.07.11 to 07.02.12
do	do	13	Muhammad Asif Fr 08.02.12 to 11.05.12
do	do	14	Muhammad Mumtaz Fr 12.05.12 to 11.06.12
do	do	15	Ahmad Din FG/BO 12.06.12 to date
Teerth beat	Cpt. No. 66-73	1	
do	do	2	Muhammad Riaz FG 06.02.99 to 01.03.01
do	do	3	Amanat Ali FG 02.03.01 to 14.07.01
do	do	4	Saleem Saqib FG 15.07.01 to 24.09.01
do	do	5	Muhammad Aslam FG 25.09.01 to 23.04.02
do	do	6	Syed Abid Hussain shah FG 24.04.02 to 21.06.03
do	do	7	Inshallah Adal FG 22.06.03 to 22.07.03
do	do	8	Mushtaq Ahmad FG 23.07.03 to 19.04.04
do	do	9	Syed Abid Hussain Shah FG 20.04.04 to 29.05.06
do	do	10	Inshallah Adil FG 30.05.06 to 11.06.06
do	do	11	Syed Abid Hussain Shah FG 12.06.06 to 08.02.09
do	do	12	Muhammad Tufail FG 09.02.09 to 06.04.09
do	do	13	Shahid Salamat FG 07.04.09 to 21.12.09
do	do	14	Naveed Ali FG 22.12.09 to 06.06.10
do	do	15	Zulfiqar Ali FG 07.06.10 to 19.01.11
do	do	16	Muhammad Yousaf FG 20.01.11 to 09.03.11
do	do	17	Abdul Ghaffar FG 10.03.11 to 23.11.11
do	do	18	Ahmad Din FG 24.11.11 to 11.04.12
do	do	19	Muhammad Amin FG 12.04.12 to date
Wankhara beat	Cpt. No. 74-76	20	Muhammad Rafique FG 15.10.00 to 23.05.02
do	do	21	Abid Shah FG 24.05.02 to 10.12.02
do	do	22	Inshallah Adil FG 11.12.02 to 14.09.07
do	do	23	Muhammad Riaz FG 15.09.07 to 27.10.09
do	do	24	Muhammad Tufail FG 28.10.09 to 04.12.09

do	do	25	Hameed Asghar FG 05.12.09 to 03.05.10
do	do	26	Muhammad Yousaf FG 04.05.10 to 16.03.11
do	do	27	Taeed Usman FG 17.03.11 to date
Gillanwala beat	Cpt. No. 57-65	1	Muhammad Boota FG 29.11.00 to 08.05.01
do	do	2	Muhammad Haneef FG 09.05.01 to 11.11.04
do	do	3	Abid Hussain Shah FG 12.11.04 to 29.05.06
do	do	4	Inshaulla Adil FG 30.05.06 to 11.06.06
do	do	5	Abid Hussain Shah FG 12.06.06 to 25.09.06
do	do	6	Allah Ditta FG 26.09.06 to 22.01.07
do	do	7	Mushtaq Ahmad Bhatti FG 23.01.07 to 12.08.08
do	do	8	Naveed Ali FG 13.08.08 to 08.09.10
do	do	9	Iftikhar Hussain FG 09.09.10 to 09.11.10
do	do	10	Ashfaq Ahmad FG 10.11.10 to 24.02.12
do	do	11	Zafar Iqbal FG 25.02.12 to date

4		Cpt. No. 137 to 147, 168 to 175, 199 to 200, 100/p to 115, 116 to 120, 132 to 136, 148 to 167, 176 to 180, 194 to 198, 201 and 200/p	
	Block No. 4	1	
	do	2	
	do	3	
	do	4	Muhammad Haneef FG/BO 04.11.00 to 07.05.01
	do	5	Muhammad Hassan Forester 08.05.01 to 06.08.03
	do	6	Ayub Abbas Fr 07.08.03 to 06.10.05
	do	7	Shaukat Ali Babar Fr 07.10.05 to 02.06.08
	do	8	Habib Ullah Forester 03.06.08 to 20.11.09
	do	9	Muhammad Afzal Forester 21.11.09 to 06.12.10
	do	10	Mumtaz Shafi Forester 07.12.10 to 13.05.11
	do	11	Muhammad Haneef Forester 14.05.11 to date
		Cpt. No. 137-147, 168 to 175 & 199 to 200	
	Chak No. 17 beat	1	Muhammad Tufail FG 24.04.01 to 09.12.03
	do	2	Muhammad Umer FG 10.12.03 to 08.03.04
	do	3	Javeed Akhtar FG 09.03.04 to 08.10.04
	do	4	Ahmad Din FG 09.10.04 to 27.05.04
	do	5	Muhammad Ashfaq FG 28.05.04 to 20.02.05
	do	6	Ahmad Din FG 21.02.05 to 12.08.05
	do	7	Muhammad Tufail FG 13.08.05 to 24.09.06

do	do	8	Muhammad Arshad FG 25.09.06 to 05.09.08
do	do	9	Sajid Ali FG 06.09.08 to 10.02.12
do	do	10	Abdul Ghaffar FG 11.02.12 to date
Chak No. 18 beat	Cpt. No. 100/p to 115	1	
do	do	2	
do	do	3	Nazir Ahmad FG 27.11.00 to 14.01.01
do	do	4	Inshallah Adil FG 15.01.01 to 10.12.02
do	do	5	Mushtaq Ahmad FG 1.12.02 to 03.10.03
do	do	6	Ahmad Din FG 04.10.03 to 13.11.03
do	do	7	Arshad Shah FG 14.11.03 to 24.09.06
do	do	8	Muhammad Tufail FG 25.09.06 to 30.10.09
do	do	9	Abdul Ghaffr FG 01.11.09 to 26.05.11
do	do	10	Iftikhar Ahmad FG 27.05.11 to date
Kot Khushal Singh Wala beat	Cpt. No. 148 to 167, 176 to 180, 194 to 198, 201 & 202/p	1	Inshalla Adil FG 09.01.99 to 14.01.01
do	do	2	Nazir Ahmad FG 15.01.01 to 14.06.04
do	do	3	Mushtaq Ahmad FG 15.06.04 to 17.07.04
do	do	4	Habib Ullah FG 18.07.04 to 21.06.06
do	do	5	Ahmad Din FG 22.06.06 to 05.07.06
do	do	6	Habib Ullah FG 06.07.06 to 27.09.06
do	do	7	Iftikhar Ahmad FG 28.09.06 to 04.07.07
do	do	8	Muhammad Arshad FG 05.07.07 to 19.11.10
do	do	9	Sajjad Saleem 20.11.10 to date
Androoni beat	Cpt. No. 116 to 120 & 132 to 136	1	Muhammad Nawaz FG 11.12.02 to 29.07.03
do	do	2	Ahmad Din FG 30.07.03 to 10.11.08
do	do	3	Abdul Ghaffar FG 11.11.08 to date
Block No. 5	Cpt. No. 77	1	Shaukat Ali Babar Fr 22.08.03 to 31.12.03

	to 89, 90 to 99, 121 to 131, 153 to 162, 181 to 193 & 202 to 232		
do	do	2	Jameel Ahmad Fr 01.01.04 to 13.02.09
do	do	3	khalid Iqbal Fr 14.02.09 to 07.04.09
do	do	4	Jameel Ahmad Fr 08.04.09 to 21.11.10
do	do	5	Mumtaz Shafi Fr 22.11.10 to 14.12.10
do	do	6	Abid Hussain Shah 15.12.10 to date
Bhudoki beat	Cpt. No. 77 to 89, 207 to 218	1	
do	do	2	
do	do	3	
do	do	4	Saleem Saqib FG 20.09.00 to 18.01.01
do	do	5	Muhammad Tufail FG 19.01.01 to 14.05.01
do	do	6	Muhammad Boota FG 15.05.01 to 16.08.01
do	do	7	Hameed Asghar FG 17.08.01 to 20.01.02
do	do	8	Mushtaq Ahmad FG 21.01.02 to 07.04.02
do	do	9	Muhammad Riaz FG 08.04.02 to 10.12.02
do	do	10	Ashfaq Ahmad FG 11.12.02 to 18.04.02
do	do	11	Muhammad Shafi FG 19.04.02 to 04.10.08
do	do	12	Mushtaq Ahmad FG 05.10.08 to 20.01.09
do	do	13	Muhammad Tufail FG 21.01.09 to 18.01.10
do	do	14	Muhammad Arshad FG 19.01.10 to 15.01.11
do	do	15	Shamshad Qasier FG 16.01.12 to 17.01.12
do	do	16	Saleem Saqib FG 18.01.12 to date
Jandanwala beat	Cpt. 121 to 131	1	
do	do	2	
do	do	3	
do	do	4	
do	do	5	Muhammad Tufail FG 21.10.00 to 01.04.01
do	do	6	Hameed Asghar FG 02.04.01 to 18.02.02
do	do	7	Ahmad Din FG 19.02.02 to 06.08.03
do	do	8	Muhammad Nawaz FG 07.08.03 to 03.04.04
do	do	9	Muhammad Tufail FG 04.04.04 to 04.02.05
do	do	10	Ali Ahmad FG 05.02.05 to 04.10.05
do	do	11	Muhammad Aslam FG 05.10.05 to 15.11.05
do	do	12	Ali Ahmad FG 16.11.05 to 03.09.08

do	do	13	Muhammad Asif FG 04.09.08 to 04.08.09
do	do	14	Muhammad Saeed FG 05.08.09 to 02.11.10
do	do	15	Saif Ali FG 03.11.10 to 14.12.10
do	do	16	Muhammad Arshad FG 15.12.10 to 29.09.10
do	do	17	Saleem Saqib FG 01.10.10 to 16.04.10
do	do	18	Saif Ali FG 17.04.10 to 01.12.11
do	do	19	Faiz Hussain FG 02.12.11 to date
Androoni beat	Cpt. 90 to 99	1	Muhammad Yaseen FG 25.09.99 to 07.01.01
do	do	2	Faqeer Muhammad FG 08.01.01 to 15.10.01
do	do	3	Muhammad Tufail FG 16.10.01 to 24.07.05
do	do	4	Muhammad Haneef FG 25.07.05 to 21.11.07
do	do	5	Nazim Iqbal FG 22.11.07 to 17.06.09
do	do	6	Muhammad Din 18.06.09 to date
Gidranwala beat	Cpt. 153 to 162, 181 to 193 & 202 to 206	1	Ahmad Din FG 15.07.00 to 12.12.00
do	do	2	Mushtaq Ahmad FG 13.12.00 to 11.06.01
do	do	3	Habib Ullah FG 12.06.01 to 27.11.02
do	do	4	Ahmad Din FG 28.11.02 to 07.08.03
do	do	5	Muhammad Haneef FG 08.08.03 to 12.08.03
do	do	6	Muhammad Aslam FG 13.08.05 to 05.10.07
do	do	7	Zulfiqar Ali FG 06.10.07 to 12.10.08
do	do	8	Muhammad Riaz FG 13.10.08 to 16.06.09
do	do	9	Iftikhar Ahmad FG 17.06.09 to 27.11.09
do	do	10	Saif Ali FG 28.11.09 to 09.12.09
do	do	11	Muhammad Iqbal shah FG 10.12.09 to 24.01.10
do	do	12	Muhammad Riaz FG 25.01.10 to 25.12.10
do	do	13	Muhammad Arshad FG 26.12.10 to 12.01.11
do	do	14	Shamshad Qasier FG 13.01.11 to date
do	do	11	Muhammad Iqbal shah FG 10.12.09 to 24.01.10
do	do	12	Muhammad Riaz FG 25.01.10 to 25.12.10
do	do	13	Muhammad Arshad FG 26.12.10 to 12.01.11
do	do	14	Shamshad Qasier FG 13.01.11 to date

Sr. No.	Name of Officer	Name of post	Period
1	Malik Muhammad Khan	Chief Conservators of Forests Lahore	03.04.01 to 19.04.02
2	Vacant	-	20.04.02 to 31.05.02
3	Ch. Faqeer Ahmad (late)	Chief Conservators of Forests Lahore	01.06.02 to 14.09.02
4	Dr. Abdul Aleem	-do-	15.09.02 to 05.04.03
5	Dr. Jehangir Ghaur	-do-	13.04.03 to 17.02.04
6	Malik Mehboob-Ur-Rehman	-do-	17.02.04 to 18.06.12
7	Dr. Muhammad Rafique	Conservator of Forest, Lahore	12.02.01 to 03.08.04
8	Syed Muhammad Ajmal Rahim	-do-	03.08.04 to 03.01.07
9	Iftikhar Ahmad Qureshi	-do-	28.12.06 to 28.04.08
10	Rao Khalid Mehmood	-do-	28.04.08 to 16.06.12
11	Syed Muhammad Akmal Rahim	Divisional Forest Officer Kasur at Changa Manga	01.8.2000 to 17.07.2002
12	Syed Ijaz Hussain Sheerazi	-do-	18.7.2002 to 22.10.2007
13	Muhammad Azmat Rabbani	-do-	23.10.2007 to 09.11.2007
14	Syed Ijaz Hussain Sheerazi	-do-	10.11.2007 to 19.05.2008
15	Muhammad Siddique Dogar	-do-	20.5.2008 to 27.9.2009
16	Ch. Hayat Hassan	-do-	28.09.2009 to 7.10.2009
17	Muhammad Siddique Dogar	-do-	8.10.2009 to 25.04.2011
18	Muhammad Saleem	-do-	26.4.2011 to to-date
19	Ch. Hayat Hasan	Sub Divisional Forest Officer Changa Manga	28.4.2001 to 20.5.2002
20	Moazzam Saeed RFO	-do-	21.5.2002 to 9.7.2002
21	Wajihud din Ahmed	-do-	10.07.2002 to 21.3.2006
22	Umer Din RFO	-do-	22.3.2006 to

			22.5.2008
23	Syed Baqir Raza Shah	-do-	23.5.2008 to 01.01.2010
24	Azam Ali Gill	-do-	02.01.2010 to 29.4.2012
25	Farid Ahmed	-do-	30.4.2012 to to-date

List of Management and Organizational Issues Identified

1. Issues of Data Collection and Record Maintenance
2. Issues of Water Supply
3. Financial Maladministration
4. Issues of Senior Officer's Mismanagement
5. Desilting of Water Channels
6. Land/Lease Management Issues
7. Inspection/Reporting Issues
8. No technical Knowledge/training issues
9. No Communication Strategy
10. Transfers and Postings
11. Officers don't Follow Rules and Procedures
12. Lack of Supervisory & Control Mechanism
13. Lack of Accountability Mechanism
14. Punishment and Fine Recovery Policy
15. Rules & Procedure Accountability
16. Transparency
17. Poor Compliance by Officers
18. Implementation of Laws
19. Monitoring Mechanisms
20. Budgeting and Auditing
21. Illegal Cutting of Trees and theft of Forest Wood
22. Encroachment