



PC-1

Punjab Wildlife Census

ORIGINAL APPROVED COST	PKR Million. 530.000/-
ORIGINAL APPROVED GESTATION	27 Months Till June 2026
APPROVAL FORUM	PDWP (PDWP)

1. NAME OF THE PROJECT

Punjab Wildlife Census

2. LOCATION OF THE PROJECT

Punjab

WILDLIFE

MAP OF THE PUNJAB

JAMMU
&
KASHMIR



LEGEND



WILDLIFE IS NATURAL COMPONENT OF ECOSYSTEM
"PRESERVE WILDLIFE"

PUNJAB WILDLIFE & PARKS DEPARTMENT
PUBLICITY CELL

3. AUTHORITIES RESPONSIBLE FOR

3.1. SPONSORING AGENCY

- FORESTRY, WILDLIFE, FISHERIES

3.2. EXECUTION AGENCY

- WILDLIFE

3.3. OPERATIONS AND MAINTENANCE AGENCY

- WILDLIFE

3.4. CONCERNED FEDERAL MINISTRY

4. PLAN PROVISION

Sr #	Description
1	Source of Funding: Scheme Listed in ADP CFY
2	GS No: 7279
3	Total Allocation: 10.000

Comments:

5. PROJECT OBJECTIVES

The project envisions to undertake a detailed biopersity assessment and wildlife profiling of the Punjab province through wildlife and habitat-based survey. The major objectives of the survey are as follows:

- Collection of baseline data of Wildlife species (fauna and flora) within Punjab with particular reference to the key biopersity of Punjab.
- Assessment of population and population trend of key biopersity of Punjab
- Analysis of threats to Wildlife including their habitat in Punjab
- GIS based habitat mapping of key biopersity of Punjab with reference to species of special concern
- GIS based mapping of key biopersity of Punjab
- Identification and GIS based mapping of key Bio-persity hotspots of Punjab
- Zonation of Protected areas in Punjab based on distribution pattern of key Wildlife species
- The survey will be carried out on the different Wildlife Zones across Punjab Province bifurcated into the following zones;
 - Southern Zone (Bahawalpur, Dera Ghazi Khan and Multan)
 - Central Zone (Lahore, Sahiwal and Gujranwala)
 - Salt Range
 - North Zone (Rawalpindi)
 - Sargodha and Faisalabad Regions
- Development of Punjab District Based Wildlife Red List

6. DESCRIPTION AND JUSTIFICATION OF PROJECT

6.1 JUSTIFICATION OF PROJECT:

Punjab, with its diverse ecosystems and rich biopersity, faces a critical challenge in the absence of updated information regarding the International Union for Conservation of Nature (IUCN) Red-listing status of its wildlife. The current lack of biopersity data presents several pressing issues, hindering effective conservation efforts and endangering the region's unique flora and fauna.

- 1. Outdated Information:** The existing IUCN database for wildlife in Punjab is outdated, reflecting a state of affairs that may not accurately represent the current conservation status of various species.

Rapid environmental changes, habitat loss, and human-wildlife interactions demand a more recent and dynamic assessment to guide conservation initiatives.

2. **Lack of Conservation Prioritization:** Without up-to-date population data, there is a significant deficiency in prioritizing conservation efforts for vulnerable, endangered, or critically endangered species. This hampers strategic planning and allocation of resources, hindering effective protection measures for species at risk.
3. **Inadequate Conservation Planning:** The absence of up to date data leads to insufficient conservation planning and implementation. Without accurate assessments of the threat levels faced by wildlife in Punjab, it becomes challenging to design targeted conservation strategies, leaving species vulnerable to further decline.
4. **Impacts on Bioprosity Management:** The outdated database hampers the development and implementation of bioprosity management plans. Conservation efforts require precise and current data to identify key areas for protection, restoration, and habitat management, which is currently compromised by the lack of recent assessments.
5. **Insufficient Monitoring and Research:** The outdated database impedes effective monitoring and research initiatives. Conservation scientists, researchers, and policymakers rely on accurate and up-to-date information to study population dynamics, assess threats, and devise adaptive management strategies, which is currently hindered by the lack of recent data.
6. **Threat to Ecosystem Stability:** The outdated database poses a threat to the overall stability of Punjab's ecosystems. Failure to identify and address the declining status of key species may lead to cascading ecological impacts, affecting not only individual species but also the broader bioprosity and ecological balance.

6.2 SECTORAL SPECIFIC INFORMATION:

Punjab Wildlife Census project seamlessly aligns with the broader goals and objectives of the wildlife sector. In the wildlife sector, the project directly addresses the need for estimation of the population of wild fauna of the province. By carrying out the field survey and census of the wild fauna, the project aligns with global efforts to identify the bioprosity hotspots and estimate the population density of the various animal / bird species in those areas. Furthermore, the project resonates with the overarching vision of promoting environmental stewardship and fostering public appreciation for the planet's rich bioprosity.

7. CAPITAL COST ESTIMATES:

Financial Components: Revenue
Cost Center: OTHERS- (OTHERS)
Fund Center (Controlling): LE4217

Grant Number: Development - (PC22036)
LO NO: LO00000000
A/C To be Credited: Account-I

PKR Million							
Sr #	Object Code	2023-2024		2024-2025		2025-2026	
		Local	Foreign	Local	Foreign	Local	Foreign
1	A01106-Pay of Contract Staff	0.000	0.000	5.460	0.000	6.334	0.000
2	A01151-Basic Pay	0.000	0.000	0.660	0.000	0.807	0.000
3	A01202-House Rent Allowance	0.000	0.000	0.084	0.000	0.092	0.000
4	A01203-Conveyance Allowance	0.000	0.000	0.069	0.000	0.075	0.000
5	A01217-Medical Allowance	0.000	0.000	0.036	0.000	0.040	0.000
6	A0124R-A0124R - Adhoc Relief Allowance 2022	0.000	0.000	0.058	0.000	0.062	0.000
7	A0124T-Special Allowance - 2022	0.000	0.000	0.058	0.000	0.062	0.000
8	A0124X-AdHoc Relief Allowance 2023	0.000	0.000	0.201	0.000	0.217	0.000
9	A09501-Purchase of Transport	0.000	0.000	84.000	0.000	0.000	0.000
10	A03970-Others	0.000	0.000	5.000	0.000	6.931	0.000
11	A03801-Training - Domestic	0.000	0.000	14.786	0.000	19.714	0.000
12	A03903-Conference / Seminars / Workshops / Sy	0.000	0.000	10.120	0.000	17.980	0.000

13	A03919-Payments To Others For Service Rendere	0.000	0.000	15.596	0.000	6.927	0.000
14	A03807-P.O.L Charges A.Planes H.Coptors S.Car	0.000	0.000	5.500	0.000	9.862	0.000
15	A03805-Travelling Allowance	0.000	0.000	2.803	0.000	4.303	0.000
16	A03407-Rates and Taxes	0.000	0.000	0.500	0.000	0.000	0.000
17	A03907-Advertising and Publicity	0.000	0.000	1.500	0.000	0.500	0.000
18	A03902-Printing and Publication	0.000	0.000	0.300	0.000	0.303	0.000
19	A03901-Stationery	0.100	0.000	1.500	0.000	1.900	0.000
20	A02203-Consultant based Research and Surveys	0.000	0.000	150.000	0.000	150.000	0.000
21	A13001-Transport	0.000	0.000	1.500	0.000	3.500	0.000
22	A0124H-Special Allowance 2021	0.000	0.000	0.097	0.000	0.105	0.000
23	A01270-Other	0.000	0.000	0.172	0.000	0.186	0.000
Total		0.100	0.000	300.000	0.000	229.900	0.000

Year-wise and Object Code-wise Requirement of Funds

Sr. No.	Object Code	Description	Amount / Years			Total
			2023-24	2024-25	2025-26	
1.	A01106	Pay of Contract Staff	-	5.460	6.334	11.794
2.	A01151	Pay of other Staff	-	0.660	0.807	1.467
3.	A01202	House Rent Allowance	-	0.084	0.092	0.176
4.	A01203	Conveyance Allowance	-	0.069	0.075	0.144
5.	A01217	Medical Allowance	-	0.036	0.04	0.076
6.	A01270	S.S.B 30%	-	0.172	0.186	0.358
7.	A0124H	Special Allowance 25% 2021	-	0.097	0.105	0.202
8.	A0124R	Adhoc relief Allowance 15% -2022	-	0.058	0.062	0.120
9.	A0124T	Special Allowance 15% 2022	-	0.058	0.062	0.120
10.	A0124X	Adhoc relief Allowance 35% -2023	-	0.201	0.217	0.418
Sub Total			-	6.895	7.980	14.875
11.	A02203	Consultancy	-	150.000	150.000	300.000
12.	A03407	Rate and Taxes	-	0.500	-	0.500
13.	A03801	Training Domestic	-	14.786	19.714	34.500
14.	A03805	Travelling Allowance	-	2.803	4.303	7.106
15.	A03807	POL Charges	-	5.500	9.862	15.362
16.	A03901	Stationery	0.100	1.500	1.900	3.500
17.	A03902	Printing and Publication	-	0.300	0.303	0.603
18.	A03903	Conference / Seminars / Workshops / Symposia	-	10.120	17.980	28.100
19.	A03907	Advertisement & Publicity	-	1.500	0.500	2.000

Sr. No.	Object Code	Description	Amount / Years			Total
			2023-24	2024-25	2025-26	
20.	A03919	Payment to others for services rendered	-	15.596	6.927	22.523
21.	A03970	Other	-	5.000	6.931	11.931
22.	A09501	Purchase of Transport	-	84.000	-	84.000
23.	A13001	R&M of Vehicles	-	1.500	3.500	5.000
Sub Total			0.100	293.105	221.920	515.125
Total			0.100	300.000	229.900	530.000

8. ANNUAL OPERATING COST (POST COMPLETION)

Financial Components: Revenue
Cost Center:OTHERS- (OTHERS)
Fund Center (Controlling):N/A

Grant Number:Development - (PC22036)
LO NO:N/A
A/C To be Credited:Account-I

PKR Million

Sr #	Object Code
Total	

9. Demand and Supply Analysis:

Not Applicable

10. FINANCIAL PLAN AND MODE OF FINANCING

10.1 FINANCIAL PLAN EQUITY INFORMATION:

The project will be financed through ADP of Government of Punjab

10.2 FINANCIAL PLAN DEBT INFORMATION:

Not applicable

10.3 FINANCIAL PLAN GRANT INFORMATION:

Not Applicable

10.4 WEIGHT COST OF CAPITAL INFORMATION:

Not Applicable

11. PROJECT BENEFITS AND ANALYSIS

11.1 PROJECT BENEFIT ANALYSIS INFORMATION:

Being a survey / census related project, no tangible / direct benefits in mandatory terms are expected from the project. However, intangible / indirect benefits are expected through its implementation like;

- Census of wild animals / birds of the Punjab Province
- Geo-mapping of the potential wildlife habitats
- Geo- tagging of wild animals in-order to monitor them in the wild
- Identification of potential wildlife habitats
- Estimation of numbers of various wild fauna species across the Punjab province
- Identification of indigenous and exotic species
- Poverty reduction through direct & indirect employment
- Capacity building of staff & Private Sector
- Public Awareness to discourage poaching
- Better resource management and nature conservation
- Scientific education and management

11.2 ENVIROMENTAL IMPACT ANALYSIS:

A growth strategy aligned with environmental sustainability recognizes the importance of preserving natural resources. Updating the Red Data status helps identify threatened and endangered species, enabling the development of policies that balance economic growth with ecological sustainability. The health of ecosystems is critical for long-term growth and sustainability. Biopersity, as reflected in the Red Data status, is indicative of ecosystem health. A growth strategy that acknowledges this connection is more likely to incorporate measures for ecosystem restoration and protection.

11.3 ECONOMIC ANALYSIS:

The project's economic analysis evaluates the costs associated with field surveys, laboratory analysis, equipment procurement, staff salaries, and administrative overheads against the anticipated benefits accruing from biopersity conservation, scientific research, and ecosystem services. The outcomes of the finding of the current activity will help to encompass baseline data on key biopersity of the Punjab. It will be helpful to formulate future management strategy to conserve fauna in a sustainable manner for the benefit of local

community. The surplus yield will be harvested in terms of trophy hunt, pheasant shoot, partridge shoot, coursing club etc to ensure active participation of community in wildlife resources management and its uplift through such economic activities. Revenue-generating initiatives, such as ecotourism lodges, research partnerships, can offset project costs, also generate surplus funds, and create self-sustaining revenue streams for long-term project sustainability. The project's socio-economic impact, job creation, capacity building, and community empowerment aspects, recognizing the broader socio-economic benefits beyond purely financial metrics. By integrating economic considerations with conservation objectives and community needs, the Economic and Financial Analysis of the Wildlife Survey project ensures that economic prosperity aligns with environmental sustainability and social well-being, fostering a balanced approach to development.

11.4 FINANCIAL ANALYSIS:

The project's economic analysis evaluates the costs associated with field surveys, laboratory analysis, equipment procurement, staff salaries, and administrative overheads against the anticipated benefits accruing from bioprosity conservation, scientific research, and ecosystem services. The outcomes of the finding of the current activity will help to encompass baseline data on key bioprosity of the Punjab. It will be helpful to formulate future management strategy to conserve fauna in a sustainable manner for the benefit of local community. The surplus yield will be harvested in terms of trophy hunt, pheasant shoot, partridge shoot, coursing club etc to ensure active participation of community in wildlife resources management and its uplift through such economic activities. Revenue-generating initiatives, such as ecotourism lodges, research partnerships, can offset project costs, also generate surplus funds, and create self-sustaining revenue streams for long-term project sustainability. The project's socio-economic impact, job creation, capacity building, and community empowerment aspects, recognizing the broader socio-economic benefits beyond purely financial metrics. By integrating economic considerations with conservation objectives and community needs, the Economic and Financial Analysis of the Wildlife Survey project ensures that economic prosperity aligns with environmental sustainability and social well-being, fostering a balanced approach to development.

12. IMPLEMENTATION SCHEDULE

12.1 IMPLEMENTATION SCHEDULE/GANTT CHART:

The project will be implemented W.E.F date of project approval to 30.06.2026.

12.2 RESULT BASED MONITORING (RBM) INDICATORS:

As enclosed in relevant Annexure

12.3 IMPLEMENTATION PLAN:

As enclosed in relevant Annexure

12.4 M&E PLAN:

The regular monitoring of the project during the implementation phase will be conducted by the PM&E wing of the wildlife department and DG M&E, while the evaluation of the project will be done by the Directorate General Monitoring & Evaluation, Planning & Development Department.

12.5 RISK MITIGATION PLAN:

As enclosed in relevant Annexure

12.6 PROCUREMENT PLAN:

As enclosed in relevant Annexure

13. MANAGEMENT STRUCTURE AND MANPOWER REQUIREMENTS

Director General, Wildlife & Parks, Punjab being Head of Department will be the overall incharge of the project during its implementation. The Deputy Director Wildlife Publicity & Research Cell shall be the Project Incharge and responsible for its implementation. However, the Director General Wildlife & Parks Punjab may depute any other suitable officer as project incharge in the interest of project implementation. Moreover, the project technical / Steering committee shall supervise the project implementation as per defined TORs. However, staff as per Appendix-V will be required for successful implementation and operation of the project. The PM&E Unit of the department will facilitate the project during its execution. The Planning & Development Board will undertake the final evaluation after its completion.

14. ADDITIONAL PROJECTS / DECISIONS REQUIRED

Not Applicable.

15. CERTIFICATE

Focal Person Name:Mudasser Hasan

Designation:Deputy Director Wildlife

Email:

Tel. No.:0300-4559937

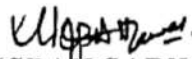
Fax No:

Address:Punjab Wildlife & Parks Department, 2-Sanda Road, Lahore.

Certificate

Certified that the project has been prepared as per instructions issued by the Planning Commission for the preparation of PC-I Project.

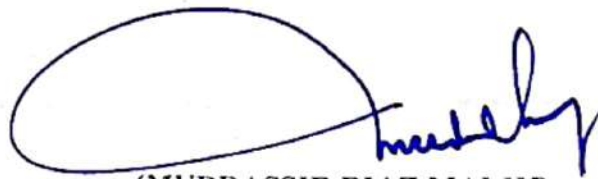
PREPARED BY:


(DR. MISBAH SARWAR)
DEPUTY DIRECTOR WILDLIFE SCIENCES
GATWALA, FAISALABAD
(041-9330729)

CHECKED BY:


(MUHAMMAD ADIL NADEEM)
MONITORING & EVALUATION OFFICER
WILDLIFE & PARKS DEPARTMENT
2-SANDA ROAD, LAHORE
(042-99212367)

COUNTERSIGNED BY:


(MUDDASSIR RIAZ MALIK)
DIRECTOR GENERAL
WILDLIFE & PARKS, PUNJAB
2-SANDA ROAD, LAHORE
(042-99212369)

RECOMMENDED BY:


(MUDDASIR WAHEED MALIK)
SECRETARY
GOVERNMENT OF THE PUNJAB
FORESTS, WILDLIFE & FISHERIES DEPARTMENT,
LAHORE
(042-99211695, 99212361)

18. RELATION WITH OTHER PROJECTS

20. FOCUS ON MARGINALISATION

SR.NO.	CRITERIA	YES/NO	ACTION	COMMENTS
Description & Objectives				
1	Do the description / Objectives of the PC-I specify link / alignment with provincial strategies and sectoral policies?	YES	SDGs	life on land
Use of Gender Disaggregated Data				
1	Was gender disaggregated data used to determine rationale / need of the project for select beneficiaries?	NO		not required
Social Impact				
1	Do project objectives/justification include focus on marginalised groups (women, PWDs, minorities, transgender, poor etc.)?	NO		the project scope of general nature
1a	Have marginalised groups (Women, PWDs, Minorities, Transgender Persons, Poor etc.) been included in project objectives / justification and / or as beneficiaries of the project?	NO		the project scope of general nature
2	Does the PC-1 include specific provisions for capacity building / training of marginalised group (if applicable)?	NO	Others (Please specify)	the project scope of general nature
Results Based Monitoring				
1a	Does the PC-I include a Results Based Monitoring Framework (RBMF)/Logical Framework?	YES		annexed
1b	Does the Framework include measurable targets / indicators relating to impact on marginalised groups?	NO	Others (Please specify)	not included
2	Were SDG indicators used for determining targets included in the PC-I?	NO	15- Life On Land	life on land
Inclusion/Participation				

1	Did the Stakeholder consultation(s) held during ADP Formulation and / or PC-I development include experts and representatives of marginalised groups and CSOs?	YES		wwf iucn zsp mocc wildlife department academia
Monitoring & Evaluation				
1	Does the project provide a role to communities in project monitoring and/or implementation (if relevant)?	NO		not included
2a	Does the project include formation of a Steering Committee and/or Project Implementation Committees?	YES		yes
2b	Is there a provision to ensure representation of women in these committees?	YES		women may be nominated by their concerned agencies

APPENDIX-I

AREA STATEMENT

The project will be implemented across Punjab province.

APPENDIX- II
CONSERVANCY & WORKS

- NIL -

APPENDIX- III

UNIT COST

Unit cost is given in all relevant appendices.

APPENDIX- IV

MACHINERY, STORE, TOOLS AND EQUIPMENT'S

(Rs. in million)

Sr. No.	Items of Work	Qty	Rate/ Unit	2023- 24	2024- 25	2025- 26	Total Cost
1.	Double Cabin Pickup (4x4)	6	14000000	-	84.000	-	84.000

APPENDIX- V**COST OF ESTABLISHMENT**

Sr #	Title	PPS / BPS	Qty/ No.	2023-24 (06/2024)	2024-25	2025-26	Total
2	Senior Ecologist	PPS 08	1	-	2.730	3.167	5.897
3.	Senior Biodiversity Specialist	PPS 08	1	-	2.730	3.167	5.897
5	Wildlife Supervisor (Census)	BPS 15	2	-	1.435	1.646	3.081
Total:			4	-	6.895	7.980	14.875

Note: Recruitment eligibility criteria and TORs of PPS posts attached as Annexure-10.

APPENDIX- VI**COMMODITIES & SERVICES**

Sr. No.	Item of Work	Qty.	Unit Rate	2023-24	2024-25	2025-26	Total
1.	Hiring of Wildlife Survey Firms to conduct Zone based (North Zone, Central Zone, South Zone, Salt Range and Faisalabad and Sargodha Regions), baseline zoological survey of the fauna of Punjab including documentations/ books etc.	5 Nos.	LS	-	150.000	150.000	300.000
2.	Internet Connection DSL 4mbps	LS	LS	-	1.372	-	1.372
3.	Wildlife Education & Awareness	LS	LS	-	3.073	6.927	10.000
4.	Training of Wildlife Officers and staff	35 Trainings	985715	-	14.786	19.714	34.500
5.	Participatory Rural Appraisals (PRAs)	5 Nos.	2260000	-	4.520	6.780	11.300
6.	Workshops on Wildlife Survey / Census	6 Nos.	2800000	-	5.600	11.200	16.800
7.	POL	LS	LS	-	5.500	9.862	15.362
8.	T.A / D.A	LS	LS	-	2.803	4.303	7.106
9.	Rate & Taxes	LS	LS	-	0.500	-	0.500
10.	Repair of transport	LS	LS	-	1.500	3.500	5.000
11.	Stationery	LS	LS	0.100	1.500	1.900	3.500
12.	02% Contingency	LS	LS	-	5.000	6.931	11.931
13.	Printing & Publication	LS	LS	-	0.300	0.303	0.603
14.	Advertising and Publicity	LS	LS	-	1.500	0.500	2.000
15.	Service rendered (Hiring of wildlife photographers for coffee table book)	LS	LS	-	11.151	-	11.151
Total:				0.100	209.105	221.920	431.125

Note: i) Detail of eligibility criteria and TORs for the private consultant firms are attached as Annexure-11

ii) Detail of Trainings, PRAs and Workshops is attached as Annexure-12.

iii) The consultancy survey firms have been divided into five major wildlife zones due to the distinct terrains and the unique species inhabiting each area. As a result, it is highly unlikely that a single firm could effectively manage all these zones.

APPENDIX- VII**SUMMARY OF COST**

Sr. No.	Item	2023-24	2024-25	2025-26	Total
1.	Conservancy & Works	-	-	-	-
2.	Machinery, Store, Tools & Equipment	-	84.000	-	84.000
3.	Cost of Establishment	-	6.895	7.980	14.875
4.	Commodities & Services	0.100	209.105	221.920	431.125
TOTAL:		0.100	300.000	229.900	530.000

APPENDIX- VIII**ANNUAL RECURRING COST AFTER COMPLETION OF SCHEME**

(Rs. in million)				
Sr #	Item of Work / Particular	2026-27	2027-28	2028-29
1.	Maintenance of Vehicles	3.000	3.500	4.000
2.	POL Charges	5.000	6.000	7.000
4.	Pay & Allowances of Staff	7.969	8.547	9.167
5.	Others / Contingencies	3.000	4.000	5.000
Total:		18.969	22.047	25.167

APPENDIX- IX

BENEFITS / COST RATIO

Being a survey / census related project, no tangible / direct benefits in mandatory terms are expected from the project. However, intangible / indirect benefits are expected through its implementation like;

- Census of wild animals / birds of the Punjab Province
- Geo-mapping of the potential wildlife habitats
- Geo- tagging of wild animals in-order to monitor them in the wild
- Identification of potential wildlife habitats
- Estimation of numbers of various wild fauna species across the Punjab province
- Identification of indigenous and exotic species
- Poverty reduction through direct & indirect employment
- Capacity building of staff & Private Sector
- Public Awareness to discourage poaching
- Better resource management and nature conservation
- Scientific education and management

RECRUITMENT ELIGIBILITY CRITERIA & TERMS OF REFERENCE OF SENIOR BIODIVERSITY SPECIALIST

1. **Position Title:** Senior Biodiversity Specialist

2. **Duration:** [25 Months]

3. **Location:** Punjab

4. Objective:

- To oversee and monitor the baseline zoological survey conducted by the outsource firm.
- To ensure the quality and accuracy of biodiversity data collection, analysis, and reporting for effective conservation planning and management.

5. Key Responsibilities:

- Technical support
- Assistance in review of biodiversity survey design, methodologies, and sampling protocols proposed by the outsource firm.
- Provide technical guidance and support to the outsource firm in conducting biodiversity assessments, species inventory, and habitat surveys.
- Monitor field activities, including specimen collection, data recording, and habitat characterization, to ensure compliance with project objectives and standards.
- Conduct quality control checks on biodiversity data, including taxonomic identification, data completeness, and accuracy.
- Analyze biodiversity data to assess species richness, abundance, and distribution patterns, and identify key biodiversity areas.
- Collaborate with GIS analysts and other specialists to integrate biodiversity data with spatial datasets for conservation planning and decision-making.
- Prepare interim and final biodiversity reports documenting survey findings, methodology, data analysis, and recommendations for conservation management.

6. Deliverables:

- Review of biodiversity survey design and methodologies.
- Quality-checked biodiversity datasets and analysis outputs.
- Biodiversity reports summarizing survey findings, species lists, and conservation recommendations.

7. Qualifications and Experience:

- M.Phil / MS degree (18 years education) in Zoology, Wildlife Management, biodiversity conservation, ecology, or a related field with a minimum experience of 7-10 years of experience in biodiversity research or conservation projects **OR** Advanced degree (Ph.D.) in Zoology, Wildlife Management, biodiversity conservation, ecology, or a related field preferably from foreign University.
- National and International Scientific publications; Scientific Publications (5)
- Strong taxonomic skills and knowledge of local fauna and flora in Punjab.
- Excellent communication and project management skills.

8. Age:

- Minimum 30 to 50 year

9. Reporting:

- The Senior Biodiversity Specialist will report to Project Incharge.

10. Pay Package:

- As per government policy

11. Evaluation:

- Performance will be evaluated based on the quality and timeliness of deliverables, adherence to project objectives, and effective collaboration with the outsource firm and project stakeholders.

RECRUITMENT ELIGIBILITY CRITERIA & TERMS OF REFERENCE OF SENIOR ECOLOGIST

- 1. Position Title:** Senior Ecologist
- 2. Duration:** 25 Months
- 3. Location:** Punjab

1. Objective:

- To oversee and monitor the habitat assessment component of the baseline zoological survey conducted by the outsource firm.
- To ensure the quality and accuracy of habitat data collection, analysis, and reporting for effective conservation planning and management.

2. Key Responsibilities:

- Assistance in review of habitat study design, methodologies, and sampling protocols proposed by the outsource firm.
- Provide technical guidance and support to the outsource firm in conducting habitat surveys, vegetation assessments, and habitat mapping.
- Monitor field activities, including vegetation sampling, habitat characterization, and landscape analysis, to ensure compliance with project objectives and standards.
- Conduct quality control checks on habitat data, including vegetation data collection, habitat classification, and accuracy assessment.
- Analyze habitat data to assess habitat quality, habitat diversity, and landscape connectivity, and identify key habitat areas for biodiversity conservation.
- Collaborate with GIS analysts and biodiversity specialists to integrate habitat data with biodiversity datasets for conservation planning and decision-making.
- Prepare interim and final habitat reports documenting survey findings, methodology, data analysis, and recommendations for habitat conservation and management.

3. Deliverables:

- Review habitat study design and methodologies.
- Quality-checked habitat datasets and analysis outputs.
- Habitat reports summarizing survey findings, habitat maps, and conservation recommendations.

4. Qualifications and Experience:

- M.Phil / MS degree (18 years education) in ecology, environmental science, or a related field with a minimum experience of 7-10 years of experience in habitat assessment or ecological surveys **OR** Advanced degree (Ph.D.) in ecology, environmental science, or a related field.
- National and International Scientific publications; Scientific Publications (5)
- Strong understanding of habitat ecology and ecosystem management principles.
- Excellent communication and project management skills.

5. Technical Skills:

- Expertise in habitat assessment methodologies, including vegetation surveys, habitat mapping, and ecological modeling.
- Strong understanding of ecosystem dynamics, habitat fragmentation, and biodiversity conservation principles.
- Proficiency in data analysis software and statistical methods for habitat data interpretation.

6. Project Management:

- Demonstrated ability to lead and manage multidisciplinary teams in habitat research or conservation projects.
- Experience in project planning, budget management, and reporting.

7. Communication and Collaboration:

- Excellent written and verbal communication skills in English and Punjabi.
- Ability to collaborate effectively with stakeholders, government agencies, NGOs, and local communities.
- Experience in preparing technical reports, scientific publications, and presentations.

8. Age:

- Minimum 30 to 50 year

9. Reporting:

- The Senior Ecologist will report to Project Incharge.

10. Pay Package:

As per government policy

11. Evaluation:

- Performance will be evaluated based on the quality and timeliness of deliverables, adherence to project objectives, and effective collaboration with the outsource firm and project stakeholders.

Terms of References (TORs) for Consultancy to Conduct Baseline Wildlife Surveys in Respective Wildlife Zones of Punjab Province, Pakistan

1. Introduction

The Punjab Wildlife & Parks Department is seeking qualified consultancy firm(s) to conduct baseline Wildlife surveys in various wildlife zones across Punjab to update the current profile of fauna and flora of those respective zones (North Zone, Central Zone, South Zone, Salt Range and Faisalabad and Sargodha Regions). The purpose of this consultancy is to gather comprehensive data on the diversity, distribution and population status of these species across the province and develop a comprehensive updated profile. This information will be crucial for informing conservation planning and decision-making for the wildlife of Punjab.

2. Objectives

The objectives of this consultancy(s) are:

- Baseline surveys of fauna and flora in-order to update current profile of these species in respective wildlife zones of Punjab
- Develop comprehensive data on diversity, distribution and population status of these species
- Awareness raising about ecological role and importance of these species in Punjab
- Develop conservation strategies for sustainable management of these species in respective zone(s)
- Develop management / action plans for respective zone(s)

3. Scope of Work

The consultancy will be of two years (2-year) duration and encompass the following tasks;

- Conduct a thorough review of existing literature and data on the fauna and flora in respective wildlife zones of Punjab
- Develop detailed methodology for conducting their baseline surveys including survey techniques, sampling design and data collection methods will be presented at inception workshop
- Conduct comprehensive baseline surveys of these species across the respective ecological zone(s) in Punjab
- Document the district wise diversity and distribution of that zone
- Estimate the population status of key species and their population trends
- Identify potential Habitats
- GIS-based distribution maps of key species
- A digital database containing all collected data
- Posters, brochures and a booklet on fauna and flora
- Habitat mapping of key species
- Identify the threats to the specie population and their habitats
- Identify Threatened and economically important species
- Evaluate the conservation status and population trend of threatened species
- Provide recommendation for Frog, snake and turtle Farming, commercial breeding of birds and mammals and for plantation of native, medicinal and economically important plant species and its potential in Pakistan.
- Develop conservation strategies for the flora and fauna species of concern

Annexure11 - TORs of the Private Survey Firms

- Develop species action plans for sustainable their management
- Launch awareness campaign about importance and ecological role of these species
- Initiate and organize research activities with research organizations / academia about the fauna and flora of Punjab
- Engage research scholars from different research institutions / academia
- Develop quarterly, biannual, annual and final reports summarizing the findings
- Develop posters, brochures, and booklets highlighting these species
- Publish research articles about these species
- Photographic and videographic evidences of the project activities

4. Deliverables

The consultancy firm will deliver the following:

- Detailed inception report outlining the methodology and work plan for the baseline surveys
- Regular progress reports submitted at agreed-upon intervals
- A draft report summarizing the findings of the baseline surveys
- A final report incorporating feedback from the Client on the draft report
- Develop a Red Book for all fauna and flora of the respective wildlife zone(s)
- GIS-based distribution maps depicting the distribution of key species
- A digital database containing all collected data
- Posters, brochures and a booklet on these species
- Photographic and videographic evidences of the project activities

5. Qualifications and Experience of the Experts

- Consultancy Firm should have a team of experts comprising of following members available for a period of 24 months:

Sr.No.	Members	Job description	Education	Experience
1.	Team Lead (Zoologist)	Specialist in the study and conservation of wild animals conducting field surveys and research to assess populations and habitat dynamics	At least Master in Zoology / Wildlife Management or equivalent degree	15 years in wildlife survey / conservation projects.
2.	Herpetologist	Specialist in the study and conservation of reptiles and amphibians, conducting field surveys and research to assess populations and habitat dynamics	At least Master in Zoology / Wildlife Management or equivalent degree	10 years in wildlife survey / conservation projects.
3.	Ornithologist	Specialist in the study and conservation of birds, conducting field surveys and research to assess populations and habitat dynamics	At least Master in Zoology / Wildlife Management or equivalent degree	10 years in wildlife survey / conservation projects.

Annexure11 - TORs of the Private Survey Firms

4.	Mammologist	Specialist in the study and conservation of mammals, conducting field surveys and research to assess populations and habitat dynamics	At least Master in Zoology / Wildlife Management or equivalent degree	10 years in wildlife survey / conservation projects.
5.	Botanist	Specialist in plant species identification, habitat assessment, and ecological research to inform wildlife conservation and management strategies	At least Master in Botany or equivalent degree	10 years in flora survey / conservation projects.
6.	GIS Expert	Proficient in spatial analysis and mapping techniques, supporting wildlife conservation efforts through data-driven decision-making and habitat assessment	Mphil Geospatial Science or related field	5 years in field survey related tasks.
7.	IT Expert	Creating and maintaining a digital database platform for wildlife surveys to streamline data collection, analysis, and reporting for conservation initiatives	Bachelor's degree in Software Engineering or related field	5 years in database developing.
8.	Statistical Analyst	Adept at analyzing and interpreting wildlife data to inform conservation strategies and population management decisions	Mphil Statistics or related field	5 years in field survey related tasks.
9.	Professional Photographer	Adept at capturing stunning images of animals in their natural habitats, conveying the beauty and importance of wildlife conservation	Bachelor's degree in Photography, fine arts, visual arts or related field	5 years in field survey related tasks.
10.	Research assistant	Responsible for collecting and analyzing data, assisting in fieldwork, and supporting research efforts aimed at understanding and conserving wildlife populations and ecosystems	Bachelor's degree in Zoology / Ecology or equivalent degree	5 years in field survey related tasks.

- The team lead (Zoologist) should have at least Master degree with a minimum of 15 successful previously completed tasks in the relevant field while the other members of the core team having at least 5 such completed tasks in their profile.
- Evidences of publication of research findings in peer-reviewed journals for the team lead at least 15 publications
- The members of the core team should have advanced degrees (PhD, M Phil, M Sc) in relevant fields
- Each member of the core team should have 5-10 years of experience in leading and managing complex biodiversity surveys
- The members of the core team should have proven expertise and sound knowledge in wildlife ecology and conservation in Pakistan
- The members of the core team should have proven English language proficiency, analytical and presentation skills
- Extensive experience (15 years) in wildlife ecology, conservation and management / flora studies for the team lead and the 10 years' experience for Herpetologist, Ornithologist, Mammologist and Botanist respectively while at least five (5) years working experience in the relevant field for the other members of the core team.
- Demonstrated understanding of the ecological zones and habitats of Punjab province
- Familiarity with advanced statistical analysis techniques for interpreting survey data and assessing population dynamics for Statistical Analyst
- Familiarity with GIS and remote sensing techniques for GIS Expert

c. Methodology and Approach

- Clear and well-defined methodology for conducting baseline surveys, including sampling design, data collection protocols and quality control measures
- Time period of surveys for diversity, distribution and population assessments.
- Integration of modern technologies such as remote sensing, GIS and other emerging wildlife survey technologies to enhance survey efficiency and accuracy
- Ability to adapt survey methodologies to local conditions and incorporate community-based monitoring approaches where applicable

d. Stakeholder Engagement

- Demonstrated ability to engage effectively with local communities and other stakeholders in wildlife conservation initiatives
- Commitment to incorporating traditional ecological knowledge and local perspectives into survey design and implementation
- Track record of building collaborative partnerships with government agencies, NGOs, and academic institutions to promote conservation objectives

e. Budget and Cost-effectiveness

- Realistic and transparent budget allocation that reflects the complexity and scope of the proposed activities
- Efficient use of resources and cost-effective strategies for achieving project objectives without compromising quality or integrity

- Ability to leverage additional funding sources or in-kind support to maximize project impact and sustainability

f. Innovation and Best Practices

- Demonstrated capacity for innovation and application of best practices in wildlife survey methodologies, data analysis techniques, and conservation strategies
- Willingness to incorporate emerging technologies and scientific advancements into project design and implementation
- Commitment to continuous learning and professional development through participation in relevant conferences, workshops and training programs

g. Compliance and Ethics

- Adherence to ethical guidelines and standards for wildlife research and conservation, including animal welfare protocols and legal compliance requirements
- Commitment to promoting equity, diversity and inclusion in all aspects of project implementation, including staff recruitment, training and community engagement
- Compliance with relevant national and international regulations governing wildlife conservation and biodiversity research

TRAINING OF WILDLIFE OFFICERS

Training Introduction:

This course provides a comprehensive overview of international wildlife management and conservation practices, covering a wide range of topics from policy and governance to field techniques and community engagement. It equips participants with the knowledge and skills needed to address complex conservation challenges in a global context.

Training session will also include Participated Rural Appraisal (PRAs), Habitat evaluation, food preference study, carrying capacity and morphological aspects of flora and fauna.

Training Name: Wildlife Conservation and Management Training Program

Course Title: "International Wildlife Management and Conservation Practices"

Course Content:

1. Introduction to International Wildlife Management:
 - Overview of global biodiversity and conservation challenges
 - Historical perspectives on wildlife management and conservation
 - International agreements and conventions related to wildlife conservation (e.g., CITES, CBD)
2. Wildlife Policy and Governance:
 - Analysis of international wildlife policies and regulations
 - Role of government and non-government organizations in wildlife management
 - Multilateral approaches to wildlife conservation and diplomacy
3. Wildlife Monitoring and Research Techniques:
 - Methods for monitoring wildlife populations (e.g., camera trapping, aerial surveys)
 - Field research techniques for studying behavior, ecology, and habitat use
 - Data analysis and interpretation for informed conservation decision-making
4. Habitat Management and Restoration:
 - Principles of habitat conservation and restoration
 - Techniques for assessing habitat quality and connectivity
 - Landscape-scale conservation planning and implementation
5. Human-Wildlife Conflict Resolution:
 - Understanding the causes and consequences of human-wildlife conflicts
 - Strategies for mitigating conflicts and promoting coexistence
 - Case studies of successful conflict resolution initiatives
6. Wildlife Law Enforcement and Anti-Poaching Strategies:
 - Overview of wildlife crime and illegal wildlife trade
 - Techniques for combating poaching and trafficking
 - Collaboration with law enforcement agencies and international networks
7. Conservation Education and Community Engagement:
 - Importance of public awareness and education in wildlife conservation
 - Designing and implementing effective conservation education programs
 - Engaging local communities in conservation action and sustainable livelihoods
8. Climate Change and Wildlife Conservation:
 - Impacts of climate change on wildlife populations and habitats
 - Adaptation strategies for wildlife conservation in a changing climate
 - Mitigation measures to reduce the carbon footprint of conservation activities
9. Case Studies and Best Practices:

- Examination of successful wildlife management and conservation projects worldwide
- Analysis of challenges and lessons learned from conservation initiatives
- Application of best practices to real-world conservation scenarios

Location: Faisalabad / Punjab

TRAINING OF WILDLIFE STAFF

Training Introduction:

This training program is design according to the needs of wildlife field staff in the Punjab Wildlife Department, emphasizing hands-on field skills, conservation principles, and community engagement.

Training Name: Wildlife Conservation and Management Training Program

Course Title: "Conservation and Protection of Wildlife in Punjab"

Course Content:

1. Introduction to Wildlife Conservation:
 - Overview of wildlife conservation principles and practices
 - Importance of wildlife conservation in Punjab
 - Role of wildlife officials in conservation efforts
2. Wildlife Laws and Regulations:
 - Familiarization with local, national, and international wildlife laws
 - Understanding of legal frameworks for wildlife protection and management
 - Enforcement procedures and penalties for wildlife-related crimes
3. Wildlife Identification and Behavior:
 - Species identification techniques
 - Study of indigenous wildlife species in Punjab
 - Behavior patterns and habitats of key wildlife species
4. Habitat Management and Restoration:
 - Importance of habitat preservation for wildlife conservation
 - Techniques for habitat assessment and restoration
 - Habitat management practices to support wildlife populations
5. Wildlife Monitoring and Research:
 - Introduction to wildlife monitoring methods (e.g., camera traps, radio telemetry)
 - Data collection and analysis techniques
 - Role of research in informing conservation decisions
6. Human-Wildlife Conflict Management:
 - Understanding of human-wildlife interactions and conflicts
 - Strategies for mitigating conflicts and promoting coexistence
 - Community engagement and education initiatives
7. Wildlife Rescue and Rehabilitation:
 - Protocols for wildlife rescue operations
 - Basic first aid and handling techniques for injured wildlife
 - Rehabilitation and release procedures for rescued wildlife
8. Environmental Education and Outreach:
 - Importance of public awareness in wildlife conservation
 - Designing and implementing environmental education programs
 - Collaborative initiatives with schools, communities, and NGOs

9. Ethical Considerations and Professional Development:

- Ethical guidelines for wildlife professionals
- Professional conduct and accountability
- Continuing education opportunities and career advancement pathways

Location: Faisalabad / Pakistan

PARTICIPATORY RURAL APPRAISAL

Introduction:

Local communities are primary stakeholders having direct interaction with wildlife resources. Their brain storming, inclination, motivation, education and participation in wildlife resources management have been acknowledge as vital tool in development of wildlife resources in sustainable way. Without their active participation the objectives of the project cannot be achieved in true sense. Accordingly, PRAs are mandatory to identify limiting factors to override prevailing threats to nature.

WORKSHOPS ON WILDLIFE SURVEY / CENSUS

Workshop Introduction:

The aim of the workshop on wildlife surveys and census is to equip participants with the necessary knowledge, skills, and practical experience to effectively conduct surveys and censuses of wildlife populations. By providing comprehensive training in various survey methodologies, data collection techniques, and data analysis procedures, the workshop seeks to empower conservation practitioners, researchers, and wildlife managers to accurately assess population sizes, distributions, and trends of key species. The importance of such workshops lies in their contribution to informed decision-making for wildlife management and conservation efforts, enabling stakeholders to implement evidence-based strategies for the protection and sustainable use of biodiversity, ultimately fostering the preservation of ecosystems and the promotion of human-wildlife coexistence.

Duration: Two Days

Location: Faisalabad / Pakistan

Result-Based Monitoring (RBM) Indicators

Sr. No.	Input	Output	Outcome		Targeted Impact
			Baseline Indicator	Targets after Completion of Project	
1.	Hiring of wildlife survey firm, hiring of survey specialists, hiring of support staff, purchase of logistics, procurement of survey equipment's, training component of wildlife staff, workshops with academia and relevant stakeholders etc.	Detailed wildlife survey of the fauna and flora of Punjab province will be carried out.	No detailed survey of the wildlife province has been carried out in the recent past and the census data available is also outdated.	The successful completion of the survey will allow the department to gather accurate baseline data of the wildlife of Punjab, identification and geo-mapping of potential wildlife habitats, estimation the number of various wild fauna of Punjab and capacity building of department.	Collection of accurate baseline data will ultimately lead to overall better resources management and nature conservation. Promotion of economic activity / job creation. Much increase public awareness regarding wildlife conservation.

IMPLEMENTATION / WORK / ACTIVITY PLAN

MACHINERY, STORE, TOOLS & EQUIPMENTS					
Sr. No.	Name of Item	Cost	2023-24	2024-25	2025-26
1	Double Cabin Pickup (4x4)	84.000			

IMPLEMENTATION / WORK / ACTIVITY PLAN

COMMODITIES & SERVICES					
Sr. No.	Name of Item	Cost	2023-24	2024-25	2025-26
1	Hiring of Wildlife Survey Firm to conduct Zone based, baseline zoological survey of the fauna of Punjab including documentations/ books etc.	300.000			
2	Internet Connection DSL 4mbps	1.372			
3	Wildlife Education & Awareness	10.000			
4	Training of Wildlife Officers and staff	34.500			
5	Participatory Rural Appraisals (PRAs)	11.300			
6	Workshops on Wildlife Survey / Census	16.800			
7	POL	15.362			
8	T.A / D.A	7.106			
9	Rate & Taxes	0.500			
10	Repair & Maintenance of Vehicles	3.000			
11	Repair & Maintenance of Machinery	2.000			
12	Stationery	3.500			
13	02 % Contingency	11.931			
14	Printing & Publication	0.603			
15	Advertising and Publicity	2.000			
16	Service rendered (Hiring of wildlife photographers for coffee table book)	11.151			

RECRUITMENT PLAN OF HUMAN RESOURCE

Particulars	2024-25		
	July	August	September
Advertisement			
Receipt of Applications			
Scrutiny of Documents / Shortlisting of Candidates			
Test / Interview			
Selection of Candidates			
Issuance of offer letters / orders			
Medical fitness / Joining			

ANNUAL PROCUREMENT PLAN IN LINE WITH PPRA

ANNUAL PROCUREMENT PLAN FOR 2023-2026

(Under Rule 8 and 9 of the Public Procurement Rule 2004)

(Rs. In millions)

Sr No.	Name of Procurement (Description)	Estimated Cost	Quantity	Procurement Method	Tentative date of Procurement Notice Publication	Tentative date of Award of contract	Tentative date of completion	Remarks (if any)
2023-24								
NIL								
2024-25								
1	Double Cabin Pickup (4x4)	84.000	06 Nos.	Direct Contract	05.08.2024	20.09.2024	04.11.2024	

RISK MITIGATION STRATEGY

Sr. No	Major Wildlife components / interventions	Quantity	Risks
1.	Hiring of Wildlife Survey Firm	5 Nos.	No risk is involved in the implementation of this project. Timely approval of project, procurements, recruitment of staff and release of funds by competent authority may be ensured.
2	Hiring of Survey Specialist	2 Nos.	
3	Hiring of Support Staff	1 Nos.	
4	Training of Wildlife Officers and Staff	35 Nos.	
5	Participatory Rural Appraisals (PRAs)	5 Nos.	
6	Workshops on Wildlife Survey / Census	6 Nos.	
7	Double Cabin Pick	6 Nos.	

GOVERNMENT OF THE PUNJAB
SERVICES & GENERAL ADMINISTRATION
DEPARTMENT

Dated Lahore, the 18th March, 2007.

NOTIFICATION

No.SOR-III(S&GAD) 1-3/2003. In exercise of the powers conferred upon him under section 23 of the Punjab Civil Servants Act, 1974 (VIII of 1974), the Governor of the Punjab is pleased to direct that in the Punjab Forestry and Wildlife (Wildlife Executive) Service Rules, 1978, the following amendments shall be made:-

AMENDMENTS

For the existing Schedule, the schedule as appended here to shall be substituted:-

BY ORDERS OF THE GOVERNOR OF THE PUNJAB

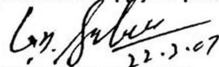
NAGUIB ULLAH MALIK

ADDITIONAL CHIEF SECRETARY

NO SOR-III (S&GAD)1-3/2003 Dated Lahore, the 22nd March 2007

A copy is forwarded for information and necessary action to:

1. The Secretaries, Government of the Punjab,
 - i. Finance Department.
 - ii. Law & P.A Department.
 - iii. FW&F Department.
2. The Secretary, Punjab Public Service Commission, Lahore.
3. The Registrar, Lahore High Court, Lahore.
4. The System Analyst (O&M), S&GA Department.
5. The Private Secretaries to Chief Secretary/Additional Chief Secretary and Secretary (Services), S&GA Department.
6. The Superintendent, Government Printing Press Punjab, Lahore with the request to publish this notification in official gazette and supply 20 printed copies thereof to the undersigned.


(MUHAMMAD SALEEM)
SECTION OFFICER (R-III)

Notification-3

SCHEDULE

Name of the Department	Functional Unit	Name of the Post	Appointing Authority	Minimum Qualification for Appointment by		Method of Recruitment	Age for Initial Recruitment		Examinative training and other conditions required for confirmation
				Initial recruitment/ transfer	Promotion		Min.	Max.	
1	2	3	4	5	6	7	8	9	10
Forestry and Wildlife Department	Wildlife Executive	1. Director General, Wildlife & Parks, Punjab (BS-20)	Chief Minister			By promotion on the basis of selection on merit amongst the Directors, Wildlife & Parks, Punjab (BS-19) possessing qualifications of M.Sc. Zoology with 17 years service in BS-17 and above in Wildlife Department OR By posting of an officer of BS-20 from S&GAD.			
Forestry and Wildlife Department	Wildlife Executive	2. Director, Wildlife & Parks, Punjab (BS-19)	Chief Minister	Ph.D. in Wildlife or Zoology and 8 years administrative experience in Wildlife Development Research and conservation. Or M.Sc. Wildlife or (Zoology) (1 st Division) and 10 years administrative experience.	-	By selection on merit from amongst the Deputy Director, Wildlife with 12 years service in the Department in Grade 17 or 7 years service in Grade-18 having M.Sc. Zoology or equivalent qualification. OR If none is available for promotion then by transfer of an officer of BS-19 from S&GAD. A period of three years will be provided to all those Deputy Directors to acquire Post Graduate qualification.	-	-	-
Forestry and Wildlife Department	Wildlife Executive	3. Deputy Director Wildlife (BS-18)	Administrative Secretary	i) Ph.D. in Wildlife management OR ii) M.Sc. Zoology (1 st Div.) with 5 years experience in Wildlife Management.	-	i) 75% by promotion on seniority-cum-fitness amongst Assistant Director, in the functional unit with 5 years service as such. ii. 25% by initial recruitment. OR iii. If none is available for initial recruitment then above quota of initial recruitment shall be filled in by transfer from S&GAD amongst (BS-18) Officer.	21	40	-


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Forestry and Wildlife Department	Wildlife Executive	4. Deputy Director Wildlife (Publicity) (BS-18)	Administrative Secretary	-	-	i. By promotion on seniority-cum-fitness basis amongst Assistant Director (Publicity), having five years experience. ii. If none is available for promotion, then by posting from the general cadre of Deputy Director; OR By posting on deputation from (Grade-18) officer of S&GAD/ Information Department having five years experience	-	-	-
Forestry and Wildlife Department	Wildlife Executive	5. Assistant Director Wildlife (BS-17)	Administrative Secretary	M.Sc. Zoology (1st Div.)	-	i) 50% by initial recruitment ii) 50% by promotion on seniority-cum-fitness basis amongst District Wildlife Officers who are B.Sc.	20	30	-
Forestry and Wildlife Department	Wildlife Executive	6. Assistant Director Wildlife (Publicity) (BS-17)	Administrative Secretary	Bachelor's Degree from a recognized University with 3 years experience in News papers or a News Agency or Information Department as a Journalist or in Publicity in a Government Department or an Autonomous Body.	-	i. By promotion on seniority-cum-fitness basis amongst Publicity Assistant having 10 years experience in Journalism and Wildlife Publicity matters. ii. If none is available for promotion then by transfer from S&GAD / Information Department or by initial recruitment.	21	35	-
Forestry and Wildlife Department	Wildlife Executive	7. Veterinary Officer (BS-17)	Administrative Secretary	D.V.M. or B.Sc. (A.H.) or equivalent qualification from a recognized University.	-	i) By initial recruitment. ii) If none is available then by transfer.	21	30	-
Forestry and Wildlife Department	Wildlife Executive	8. Botanist (BS-17)	Administrative Secretary	M.Sc. Botany (1st Div.) from a recognized University.	-	i) By initial recruitment. ii) If none is available then by transfer.	21	26	-
Forestry and Wildlife Department	Wildlife Executive	9. Statistical Officer (BS-17)	Administrative Secretary	i) Master's degree (2nd Div.) in Statistics /Math./Economics/ Commerce with special papers on Statistical methods from a recognized University. ii) One year's experience in the collection and tabulation of data or application of Statistical methods and graphics representation of data or publications. OR Master's degree from a foreign University other than an Indian University in Statistics/ Mathematics/ Economics.	-	i. By promotion on seniority cum fitness basis amongst Planning Officers having two years service possessing qualification for initial recruitment. ii. If none is available for promotion then by initial recruitment.	21	26	-

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Annexure18 - Service Rules

Forestry and Wildlife Department	Wildlife Executive	10. Monitoring & Evaluation Officer (BS-17)	Administrative Secretary	-	-	By promotion on seniority-cum-fitness basis amongst Planning Officers.	-	-	-
Forestry and Wildlife Department	Wildlife Executive	11. Curator (BS-17)	Administrative Secretary	D.V.M. or B.Sc. (A.H.) or equivalent qualification from a recognized university.	-	i) By transfer ii) If none is available by transfer then by promotion from District Wildlife officers possessing qualification of M.Sc. Zoology	21	35	-
Forestry and Wildlife Department	Wildlife Executive	12. Chief Draftsman (BS-17)	Administrative Secretary	Matric with 3 years Diploma Course of Associate Engineer in Civil Technology.	-	i) By promotion on seniority-cum-fitness basis amongst Head Draftsmen with 3 years service as such. ii) If none is available for promotion then by initial recruitment.	18	30	-
Forestry and Wildlife Department	Wildlife Executive	13. District Wildlife Officer (BS-16)	Director General, Wildlife & Parks, Punjab	M.Sc (Zoology)	-	i) 50% by initial recruitment. ii) 50% by promotion on seniority-cum-fitness basis amongst Wildlife Supervisors having 5 years experience as such.	23	30	-
Forestry and Wildlife Department	Wildlife Executive	14. Planning Officer (BS-16)	Director General, Wildlife & Parks Punjab	M.A. Economics (2nd Div.), or M.Sc. Zoology from a recognized University.	-	i) By initial recruitment ii) If none is available by initial recruitment then by transfer.	21	30	-
Forestry and Wildlife Department	Wildlife Executive	15. Cameraman (BS-13)	Director General, Wildlife & Parks, Punjab	Intermediate with at least 3 years experience in indoor and outdoor cinematography and knowledge of Technical process used for documentary films.	-	By initial recruitment	20	26	-
Forestry and Wildlife Department	Wildlife Executive	16. Head Draftsman (BS-12)	Director General, Wildlife & Parks, Punjab	Matric with 3 years diploma course of Associate Engineer in Civil Technology.	-	i) By promotion on seniority-cum-fitness basis amongst Draftsmen with 3 years service as such. ii) If none is available for promotion then by initial recruitment.	18	30	-
Forestry and Wildlife Department	Wildlife Executive	17. Draftsman (BS-11)	Director General, Wildlife & Parks, Punjab	Diploma in Draftsman-ship from a recognized Institute.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	18. Wildlife Supervisor (BS-11)	Director General, Wildlife & Parks, Punjab	B.Sc. Zoology	-	i) 50% by initial recruitment ii) 50% by promotion on seniority-cum fitness basis amongst Wildlife Inspectors.	20	26	-
Forestry and Wildlife Department	Wildlife Executive	19. Hatchery Supervisor (BS-11)	Director General, Wildlife & Parks, Punjab	-	-	By promotion on seniority cum fitness basis amongst matriculate Hatchery Men with 5 years experience in the maintenance of Hatchery.	-	-	-


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Department	Wildlife Executive	20. Publicity Assistant (BS-11)	Director General, Wildlife & Parks, Punjab	Degree from a recognized University with 2 years experience in Newspapers or News Agency or Information Department.	-	i). By transfer from any Government Department engaged in publicity. ii). By initial recruitment.	20	30	-
Forestry and Wildlife Department	Wildlife Executive	21. Photographer (BS-11)	Director General, Wildlife & Parks, Punjab	i) Matric or equivalent qualifications from a recognized Board. ii) Practical knowledge of various agencies of photography, and not less than 3 years practical experience in photography.	-	i) By promotion on seniority cum fitness basis amongst Assistant Cameraman with 2 years service as such.; and ii) If none is available for promotion then by initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	22. Artist (BS-11)	Director General, Wildlife & Parks, Punjab	i) Matric with subject of Drawing ii) 3 years experience in Fine Arts	-	i). By initial recruitment. ii). If none is available then by promotion amongst Painters with 10 years experience.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	23. Stock Assistant (BS-9)	Director General, Wildlife & Parks, Punjab	i) Matriculation ii) Certificate from Agri. University, Faisalabad, College of Animal Husbandry, Lahore and Livestock and Dairy Development Department for the prescribed course of training.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	24. Projector Operator (BS-8)	Director General, Wildlife & Parks, Punjab	Matric from a recognized Board with 5 years experience in operating Projectors of all kinds.	-	By initial recruitment.	18	30	-
Forestry and Wildlife Department	Wildlife Executive	25. Wildlife Inspector (BS-7)	Deputy Director Wildlife concerned	F.Sc. Pre-Medical from a recognized University/Board with height 5'-7" and chest 34"-36".	-	i) 50% by initial recruitment; ii) 50% by promotion on seniority-cum-fitness basis amongst Head Wildlife Watchers who have 5 years experience as such.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	26. Laboratory Assistant (BS-7)	Deputy Director Wildlife concerned	Matric or equivalent qualifications with Physics & Chemistry from a recognized Board.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	27. Hatchery-man (BS-6)	Deputy Director Wildlife concerned	Matriculation with Science with 2 years experience in maintenance of hatchery.	-	i) By promotion on seniority-cum-fitness basis amongst Matric Farm Attendants having 2 years experience in hatchery work. ii) If none is available for promotion then by initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	28. Electrician (BS-6)	Deputy Director Wildlife concerned	Matric with Science along-with a certificate of Electrician from a recognized Institution having 2 years experience.	-	By initial recruitment, or by transfer.	18	25	

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Forestry and Wildlife Department	Wildlife Executive	29. Field Assistant (BS-6)	Deputy Director wildlife concerned	Matric with Science from a recognized Board.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	30. Field Compounder (BS-6)	Deputy Director wildlife concerned	Qualified Veterinary Compounder.	-	i. By initial recruitment ii. By transfer.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	31. Instructor (BS-5)	Deputy Director wildlife concerned	F.Sc. Pre-Medical from a recognized Board.	-	i). By promotion on seniority-cum-fitness basis amongst Head Wildlife Watchers with 5 years experience as such. ii) If none is available then by initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	32. Booking Clerk (BS-5)	Deputy Director Wildlife Concerned	Matric or equivalent qualifications from a recognized Board.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	33. Painter (BS-5)	Deputy Director Wildlife, concerned	Matric with 5 years experience.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	34. Assistant Cameraman (BS-5)	Deputy Director Wildlife concerned	Matric from a recognized Board or equivalent qualifications with 2 years experience in in-door and out-door cinematography as such and knowledge of technical process used for documentary films.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	35. Head Watcher (BS-5)	Deputy Director Wildlife concerned	Literate Ex-Serviceman.	-	i) By promotion on seniority-cum-fitness basis amongst Watchers having 3 years service as such. ii) If none is available for promotion then by initial recruitment.	21	45	-
Forestry and Wildlife Department	Wildlife Executive	36. P.T. Instructor (BS-5)	Deputy Director Wildlife concerned	Matriculation or an equivalent qualification from a recognized Board.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	37. Farm Attendant (BS-3)	Deputy Director Wildlife concerned	Matriculation or equivalent qualification from a recognized Board.	-	By initial recruitment	18	25	-
Forestry and Wildlife Department	Wildlife Executive	38. Mohawat (BS-2).	Deputy Director Wildlife concerned	Particular experience regarding rearing of elephants.	-	By initial recruitment	18	25	-
Forestry and Wildlife Department	Wildlife Executive	39. Head Wildlife Watcher (BS-3)	Deputy Director Wildlife concerned	-	-	By promotion on seniority-cum-fitness basis amongst Wildlife Watchers.	-	-	-
Forestry and Wildlife Department	Wildlife Executive	40. Watcher (BS-2)	Deputy Director Wildlife concerned	Literate preferably Ex-Serviceman.	-	By initial recruitment.	21	45	

Section Officer (Regulation)
Govt. of Punjab
Law and Order Department

Annexure18 - Service Rules

Wildlife Executive	41. Tubewell Operator (BS-2)	Deputy Director Wildlife concerned	Proficiency in the trade.	-	By initial recruitment.	18	25	-	
Forestry and Wildlife Department	Wildlife Executive	42. Wildlife Watcher (BS-1)	Deputy Director Wildlife concerned	Matric, with height 5'-7" and chest 34"-36".	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	43. Boat Man/ Guide/Fisherman (BS-1)	Deputy Director Wildlife concerned	Skill in rowing/ experience of working as Guide in Cholistan/ skill in fishing.	-	By initial recruitment.	18	25	-
Forestry and Wildlife Department	Wildlife Executive	44. Baildar (BS-1)	Deputy Director Wildlife concerned	-	-	By initial recruitment.	18	25	-

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Section Officer (Regulation)
Govt. of the Punjab
Law and P.R. Department

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TECHNICAL / STEERING COMMITTEE: -

1	Director General Wildlife & Parks Punjab	Chairman
2	Project Incharge / Deputy Director Wildlife Publicity or any other suitable officer	Member / Secretary
3	A representative of World-Wide Fund for Nature (WWF)	Member
4	A representative of International Union for Conservation of Nature (IUCN), Pakistan	Member
5	A representative of Ministry of Climate Change & Environmental Coordination	Member
6	A representative of Zoological Survey of Pakistan (ZSP)	Member
7	At least 02 representatives from Academia	Member
8	Any other co-opted member.	Member

Term of References

- i. To formulate and approve the RFP (including finalizing objectives, scope and deliverables) for hiring of survey firms.
- ii. To oversee the implementation of the Project towards achieving desired objectives.
- iii. Provide technical input, support and guidance for the execution of surveys
- iv. Review and approve the inception report to finalize the survey scope and methodology.
- v. Review and approve periodic reports, data and final reports.
- vi. Approve financial and physical readjustments during implementation process.
- vii. Any other ancillary matter.

**SECRETARY
FW&F DEPARTMENT**

Isuzu D-Max Price in Pakistan 2024

Isuzu D-MAX double cabin latest price has been launched in Pakistan as well this vehicle has been launched in different variants. On the other hand, the price of all variants is given below.

Isuzu D-Max Hi Spark 4×2 Single Cab Deckless	PKR 6,900,000
Isuzu D-Max Hi Spark 4×2 Single Cab Standard	PKR 7,000,000
Isuzu D-Max Hi Lander 4×4 Single Cab Standard	PKR 8,200,000
Isuzu D-Max Hi Lander 4×4 Double Cab Standard	PKR 9,600,000
Isuzu D-Max V-Cross 3.0	PKR 11,100,000
Isuzu D-Max V-Cross Automatic 3.0	PKR 11,800,000



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D-Max Hi Lander 4x4 Double Cab Standard

Price

Colors

Specs & Features

FAQs

Discussions

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PKR 9,600,000

Financing starts at PKR 112,206/Month

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On Road Price

MILEAGE (KM/LITER)

8 to 12

Transmission

Manual

Fuel Type

Diesel

Engine

2500 cc

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Go to Settings to activate Windows.



Off # 042-99059302

NO.12(9) PO(COORD-II)P&D/2024
GOVERNMENT OF THE PUNJAB
PLANNING & DEVELOPMENT BOARD
Dated Lahore the 06th June, 2024

- 1. The Secretary to Government of the Punjab,
 - i. Finance Department
 - ii. FW&F Department
 - iii. Environment Protection Department
- 2. The Chief Economist/ All Members / Joint Chief Economist, P&D Board.
- 3. The Director, Punjab Economic Research Institute (PERI).
- 4. The Director General, Monitoring & Evaluation (M&E).
- 5. The Chief Executive Officer, Urban Unit, Lahore.

Subject: MINUTES / DECISIONS OF THE MEETING OF PROVINCIAL DEVELOPMENT WORKING PARTY (PDWP), (SECTOR: FW&F)

I am directed to enclose herewith a copy of minutes of 53rd PDWP meeting held on 10th May, 2024 under the chairmanship of Chairman P&D Board, for information and further necessary action of the following Item(s):-

Agenda Item No.	Name of the Item	ADP No. (2023-24)	Approved Cost (Rs. in million)
3	Wildlife Survey	7279 (New)	530.000

Abraham Mall

(ABRAHAM MALL)
PLANNING OFFICER (COORD-II)

A Copy, along-with copy of the minutes, is forwarded to the:

Sr. No.	PARTICULARS
	PLANNING & DEVELOPMENT BOARD:
1	Sr. Chiefs:- (Coord. & Mont.), ENV & FW&F / Chiefs: ECA, Technical, Consultancy / Consultant (Coord)
2	Manager (MIS) P&D Board
3	PSO to Chairman, P&D Board.
4	PS to Secretary, P&D Board.
	C.C.
7	Chief (Food & Agriculture), M/o Planning, Dev. & Special Initiatives, Govt. of Pakistan, "P" Block, Pak Secretariat, Islamabad.

3/

Chief (Env. & CC)
A.C. (Env. & CC)
P.O. (Env. & CC)
R.A. (RE)

Abraham Mall

PLANNING OFFICER (COORD-II)

7.6.24

SA

WF

A To Chief (Env. & CC)
Diary No. 98
Date 07-06-24

		GOVERNMENT OF THE PUNJAB PLANNING & DEVELOPMENT BOARD FW&F SECTION
MINUTES OF 53RD PDWP MEETING HELD ON 10.05.2024		
Agenda Item No. 3-	Wildlife Survey ADP No. 7279 (New)	
Date & Time:	10.05.2024 (Friday) At 10:50 A.M	
Venue:	Auditorium P&D Board	
Participants:	List Attached	

Chief (Env. &CC.), P&D Board briefed the forum that the scheme titled "Wildlife Survey" has been included in ADP 2023-24 at GS No. 7279 as a new scheme with an estimated cost of Rs 500.00 million and an allocation of Rs. 10.00 million. She further informed that the PC-I was presented before 50th PDWP on 24-04-2024, wherein the forum deferred the scheme with the following decisions:

- a) FWF Department to convene a consultative session with experts in wildlife surveys like WWF Pakistan, IUCN etc. and then submit the amended PC-I of the subject scheme.
- b) AD to change the nomenclature of the scheme from "Wildlife Survey" to "Wildlife Survey in Punjab".

2. She apprised the forum that as per the decision of PDWP, a consultative session was held on 26.04.2024 with stakeholders such as WWF, IUCN, ZSP and Academia. As a result of consultative session, the cost of the scheme has been increased from Rs. 500.00 million to Rs. 608.494 million. The PC-I was examined in detail and 25 observations were raised which have been shared with FWF Department. FWF Department has furnished the annotated replies; however, some of the observations were not addressed and need to be placed before PDWP.

DISCUSSION:

3. While discussing the Cost of Establishment, Chief (Env. & CC.) highlighted that AD has proposed Wildlife Survey Firms (05 nos.), 19 no. staff and Contingent Paid staff under the instant project. The Chair asked Administrative Department to justify the need of proposed Human Resource. Director General, Wildlife informed that as per discussion of consultative session, the area of survey has been divided into 05 zones i.e. Southern Zone (Bahawalpur, Dera Ghazi Khan and Multan), Central Zone (Lahore, Sahiwal and Gujranwala), Salt Range, North Zone (Rawalpindi) and Sargodha and Faisalabad Regions. Survey firms will be hired for each zone after competitive bidding process. He also added that the specialized/technical posts of Senior Ecologist and Biodiversity Specialists have been proposed to monitor the survey firms, their methodology, reporting, data analysis etc. to ensure quality of work. CEO Urban Unit is of the view that geographical spread of this survey is massive and Third Party Validation (TPV) is the most suitable way to check the quality of survey carrying out by these firms instead of hiring staff for monitoring the work of survey firms. Secretary, FWF Department requested the forum to allow only specialized/technical posts under this project in order to strengthen the Wildlife Department officers. Chair agreed and allowed the posts of Senior Ecologist,

Senior Biodiversity Specialist and Wildlife Supervisor (Census). Secretary FWF Department also assured the forum that these posts will be not be shifted to SNE after completion of the project.

4. The Chair was of the view that Administrative Department is carrying out survey at such large scale for the first time, therefore, Chair suggested that instead of conducting survey on all 05 zones, AD may start the survey with two main zones i.e. Southern Zone and Salt Range Zone. Director General, Wildlife responded that population of species is scattered throughout the Punjab e.g. Chinkara is found in desert areas as well as in Salt Range, therefore, it is not possible to calculate the exact population of specie by conducting survey of one or two zones.

5. Member (Agriculture) highlighted that under Machinery and Equipment head amounting to Rs. 112.546 million, FWF Department has proposed 06 vehicles (Double Cabin) at Rs. 84.00 million and other equipment like laptop, printer, cameras etc. Secretary, FWF Department responded that these vehicles will be required to undertake routine surveys in future and the equipment proposed will strengthen the Punjab Wildlife Research & Training Institute, Gatwala, Faisalabad for carrying out surveys. However, the forum is of the view that the equipment proposed is the responsibility of the survey firm. Hence, the forum allowed provision of 06 vehicles at a cost of Rs. 84.00 million by excluding the remaining equipment. The Chair also directed to rationalize the cost of wildlife photographers for coffee table book.

6. The forum recommended that the nomenclature of the project should be more elaborative. Hence, AD may consider it as "Punjab Wildlife Census" and may take approval from competent forum for the same.

7. After incorporation of decisions of PDWP, the cost of the project was reduced to Rs. 530.00 million with the following break-up:

Rs. In Million			
Sr. #	Item of Work	Cost Presented Before PDWP	Approved Cost
1	Machinery, Store, Tools & Equipment	112.546	84.000
2	Cost of Establishment	40.974	14.875
3	Commodities & Services	454.974	431.125
	Total	608.494	530.000

DECISIONS:

8. After detailed deliberations, the forum unanimously approved the scheme with the changed name as "Punjab Wildlife Census" at a cost of Rs. 530.00 million till June, 2026 with subject to fulfillment of all codal, legal / procedural formalities by the Sponsoring Department as well as Executing Agencies.

Meeting ended with a vote of thanks

LIST OF PARTICIPANTS

53rd PDWP MEETING, FY 2023-24

Dated: 10.05.2024

Name of the Officer		Designation / Department
PLANNING & DEVELOPMENT BOARD		
1.	Mr. Barrister Nabeel Ahmed Awan	Chairman, P&D Board (In Chair)
2.	Dr Asif Tufail	Secretary, P&D Board / Member (Env. & CC.)
3.	Mr. Nasir Iqbal Malik	Chief Economist
4.	Mr. Abid Bodla	Member (ID / Water)
5.	Mr. Tariq Mehmood Bukhari	Member (LG&CD / UD)
6.	Mr. Shafaat Ali	Member (Health)
7.	Mr. Aslam Javed	Member (Agriculture)
8.	Mr. Sadaqat Hussain Khan	Member (Energy)
9.	Mr. Agha M. Ali Abbas	Member (Governance)
10.	Mr. Yawar Hussain	Member (Education)
11.	Mr. Sohail Rauf	Sr. Chief (C&M)
12.	Ms. Shafaq Saleem	Sr. Chief (Consultancy)
13.	Ms. Saba Asghar Ali	Chief (Env. & CC.)
14.	Mr. Abid Inayat Shaikh	Chief (Technical)
15.	Mr. Musa Raza	Assistant Chief (Coord-II)
16.	Ms. Rabbia Ali	Assistant Chief (/FW&F)
URBAN UNIT		
17.	Mr. Umar Masud	CEO, UU
DG (M&E)		
18.	Hafiz Waheed –ul-Hassan	Director Evaluation
ENVIRONMENT PROTECTION DEPARTMENT		
19.	Mr. Khuram Malik	Environment Economist
PUNJAB ECONOMIC RESEARCH INSTITUTE (PERI)		
20.	Mr. M. Ansar	Director (PERI)
FOREST, WILDLIFE & FISHERIES		
21.	Mr. Muddasir Waheed Malik	Secretary, FWF
22.	Mr. Muddasir Riaz	Director General, Wildlife
23.	Mr. Junaid Nadeem	Deputy Director (Headquarter)
FINANCE DEPARTMENT		
24.	Ms. Zainab Khan	AS(F)

Annotated Reply on the Decisions of PDWP Meeting held on 10.05.2024		
Sr. No	Decision	Reply / Status
1	The PDWP unanimously approved the scheme with the changed name as "Punjab Wildlife Census" at a total cost of Rs. 530.000M till June 2026 with subject to fulfillment of all codal, legal / procedural formalities by the sponsoring department as well as executing agencies.	i) Name of scheme has been changed from "Wildlife Survey" to "Punjab Wildlife Census" in the modified PC-I scheme. ii) Scheme modified at a total cost of Rs.530.000M with its gestation period from 01.04.2024 to 30.06.2026. iii) Instructions about fulfillment of all codal, legal / procedural formalities noted for compliance.